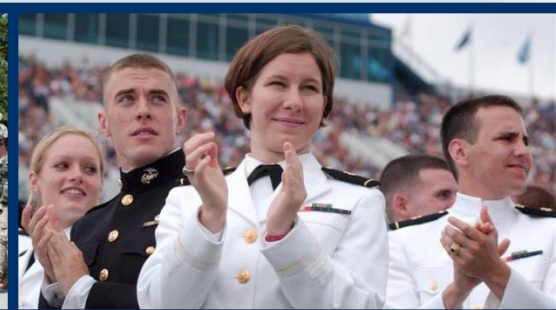


**ENCLOSURE 3:**

**UNITED STATES AIR FORCE ACADEMY  
SELF-ASSESSMENT**





DEPARTMENT OF THE AIR FORCE  
WASHINGTON DC

OFFICE OF THE ASSISTANT SECRETARY

NOV 26 2014

MEMORANDUM FOR UNDERSECRETARY OF DEFENSE (PERSONNEL AND  
READINESS)

FROM: Principal Deputy Assistant Secretary of the Air Force (Manpower and Reserve Affairs)

SUBJECT: Department of Defense Academic Program Year 2013-2014 Annual Report on  
Sexual Harassment and Violence at the U.S. Military Service Academies

I approve release of the Annual Report on Sexual Harassment and Violence (Atch 1) for inclusion in the DoD Annual Report. The USAFA remains committed to maintaining an outstanding victim-focused Sexual Assault Prevention and Response (SAPR) program and continues to benchmark national civilian and military best practices in order to realize improvements in sexual assault prevention, reporting and victim care.

Points of contact are Mr. Steve Beatty, SAF/MRM, (703) 693-9333 and Col Jay Aanrud, AF/CVS, 703-697-6652 or e-mail [steven.j.beatty3.civ@mail.mil](mailto:steven.j.beatty3.civ@mail.mil) or [jay.o.aanrud.mil@mail.mil](mailto:jay.o.aanrud.mil@mail.mil).

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

DANIEL R. SITTERLY  
Principal Deputy Assistant Secretary  
(Manpower and Reserve Affairs)

Attachment:

1. Annual Report

# USAFA APY 13/14 Annual Report on Sexual Harassment and Violence at the Military Service Academies Sexual Assault Prevention and Response (SAPR) Program

## Executive Summary

The United States Air Force Academy (USAFA) remains committed to eliminating sexual harassment and sexual assault. During academic program year (APY) 2013/14, there were 27 total cadet reports of sexual assault across a range of unwanted behaviors. This is a 40% decrease from APY 2012/13. Of the 27 reports, 14 were restricted reports and 13 were unrestricted reports. Results of the Defense Manpower Data Center conducted gender relations survey have not been released at the time of this submission. We are hopeful that the survey data will attest to program effectiveness by showing a decrease in the gap between the number of assaults reported and actual incident rate.

USAFA took aggressive measures in APY 2013/14 to combat sexual harassment and sexual assault. The USAFA Superintendent, Lieutenant General Michelle Johnson, publicly emphasized that sexual assault prevention is “everyone’s job” at USAFA and led a focused campaign for all mission elements to sustain a “culture of commitment and climate of respect.” Efforts were made to engage with national and regional communities; sustain a visible discourse on relevant topics; and deliver development programs to cadets and staff. In addition to refining ongoing initiatives, USAFA reorganized to more effectively integrate across actions in the culture, climate and diversity areas to include sexual assault prevention and response. The Superintendent created the Director for Culture, Climate and Diversity (CCD) position. The CCD reports directly to the Superintendent and has a strategic role coordinating agencies and programs, and leveraging resources for cohesive SAPR program support. In terms of Sexual harassment, the 10<sup>th</sup> Air Base Wing (ABW) runs this program and is a vital part of the CCD council.

Highlighting the united front against sexual assault, USAFA conducted a widely-attended “Take Back the Night” rally during Sexual Assault Awareness Month (SAAM); the Athletic Department collaborated with Mentors in Violence Prevention (MVP) to deliver training focused on preventing sexist abuse; cadet-athletes pledged to help prevent sexual assault in a thought-provoking video; and the Department of Faculty partnered with USAFA SAPR and Colorado College to further awareness.

Several changes have been implemented since the 2013 Department of Defense Sexual Assault Prevention and Response Office (DoD SAPRO) site visit. USAFA has addressed staffing concerns with the hire of two full-time civilian victim advocates and one full-time military officer Deputy Sexual Assault Response Coordinator (SARC). There are 13 active duty military and civil servant volunteer victim advocates currently in training in support of the USAFA SAPR program. USAFA has also developed and implemented bystander intervention training specifically designed for cadets.

Going forward USAFA will continue to seek out opportunities to expand networks, broaden our understanding of this complex phenomenon and improve prevention initiatives.

## 1. Line of Effort (LOE) 1—Prevention

### 1.1 Summarize your Service or Component's efforts to achieve the Prevention End State "cultural imperatives of mutual respect and trust, professional values, and team commitment are reinforced to create an environment where sexual assault is not tolerated, condoned, or ignored"

To demonstrate USAFA's efforts to sustain a culture of commitment, the Superintendent took aggressive measures in AY 2013/14 to combat sexual harassment, sexual assault, and any form of violence by creating the USAFA Directorate for Culture, Climate and Diversity (CCD). The CCD, essentially the chief diversity officer, is charged with coordinating agencies and programs active in USAFA's culture, climate and diversity arenas in an effort to streamline reporting, leverage resources, document efforts, and institutionalize outcomes.

The CCD Director leads a representative 0-6 level "Superintendent's Council" on Culture, Climate and Diversity that considers challenges and orchestrates actions to strengthen USAFA's climate of dignity and respect. The Director reports directly to the Superintendent to ensure issues are communicated to senior leadership and positively addressed at the Academy's highest levels.

In creating the CCD, the Superintendent merged several divisions: the SAPR office, the Culture, Climate and Diversity Analyst Division and the Diversity Office. The integrated CCD assesses USAFA climate with respect to CCD mission areas and reports the climate status to the Superintendent with associated recommendations and courses of action for USAFA. During APY 13-14, the SARC was evaluated and supervised by the Vice Commandant of Cadets acting as an equivalent Installation Vice Commander iaw AFI 36-6001. Under the CCD construct, the SARC procedurally retained direct access to the Commandant of Cadets, then the Superintendent upon re-organization in June 2014, for all direct reporting requirements.

In weekly staff meetings, the Superintendent emphasizes that SAPR is a strategic priority; the CCD Director provides updates and engages senior leaders in relevant discussion. Additionally, USAFA's Board of Visitors receives sexual assault updates at their quarterly meetings.

Commanders across USAFA ensure they are aligned with the Superintendent's intent regarding SAPR. For example, in the Commandant's 2014 Vector (see attachment), Brigadier General Lengyel stated:

*"Sexual assault prevention is my number one priority followed by an emphasis on creating and maintaining a climate of respect within the cadet wing."*

The SAPR office continues to work closely with the Dean of Faculty's Department of Behavioral Sciences and Leadership (DFBL). SAPR personnel are active participants in the Dean's Respect for Human Dignity (RFHD) committee. Together SAPR and RFHD members advance positive messages around prevention and bystander intervention opportunities, while promoting mutual dignity and respect for all USAFA personnel. The following steps illustrate how RFHD moves across the continuum from simple committee work, to concepts, and to activities that enable USAFA to institutionalize RFHD.

First, the RFHD committee challenges professors, instructors, and USAFA leaders to promote "RFHD" as an institutional outcome. The committee defines RFHD as follows:

*"Those behaviors and attitudes of professionalism and equity that demonstrate an ability to interact with another person in a way that is mature, considers another person's basic rights, understands their perspective, and demonstrates fair, equitable treatment."*

Second, as a starting point in developing and accessing RFHD, the committee advances four dimensions of respect in our USAFA Outcome: Maturity, Considering another’s basic rights, Perspective Taking and Fair, equitable treatment.

Third, the RFHD committee expects all cadets, faculty, and staff to meet this USAFA outcome; thus, faculty and staff role model and teach the following so cadets graduate with an understanding that respectful Airmen:

- Interact with other people in a way that is mature. Listens first, then confidently champions own views and actively encourages others to do the same. Inspires productive participation by all, especially those with differing opinions.
- Consider another person’s basic rights. Professionally treats other with fairness and understanding. Goes out of the way to build up and encourage those in less powerful positions or marginalized groups. Actively seeks to understand the impact of their actions.
- Understand other perspectives. Shows genuine empathy toward the needs, history, and concerns of others. Works diligently (and independently) to understand and celebrate other perspectives.
- Practice Fair and Equitable Treatment. Includes others equitably, and embraces the importance of identities such as gender, race, religion, sexual orientation, athletic status, or other group affiliation. Actively includes others in the group and encourages others to do the same.

Last, to support cadet development through USAFA outcomes, the curriculum provides optimal sequencing of core academic classes for cadets and infuses RFHD principles into the classroom and extra-curricular activities. This ensures RFHD is seeded throughout a cadet’s four-year experience. *Table 1* illustrates a sampling of courses infused with RFHD principles:

<b>Responsibility Outcome</b>				
	<i>Fourth Class</i>	<i>Third Class</i>	<i>Second Class</i>	<i>First Class</i>
<i>RFHD</i>	Basic Cadet Training; Beh Sci 110; Professional Development (PDP) 100	R&R; Pol Sci 211; PDP 200	Beh Sci 310; PDP 300	Engl 411: PDP 400

*Table 1*

To advance a culture of commitment and create a climate of respect, the SAPR office seeks to instill pro-social values throughout USAFA program elements. SAPR-themed programs are developed and promoted in partnership with the sponsoring agency for which the training is targeted. One such example is the Take Back the Night (TBTN) rally during SAAM in April. This one evening brought together cadets and permanent party in a united stand against sexual assault.

The following sections will provide greater fidelity in addressing specific programs and activities across USAFA.

**1.2 Describe your Academy’s efforts to update and integrate gender-responsive and culturally**

**competent programs for cadets and midshipmen to address healthy relationships, active bystander intervention, social courage, and core values that support the establishment of mutual respect. In addition, describe your efforts to review policies that influence culture and behavior at your Academy, and adjust policy as appropriate.**

As directed by the Superintendent, all mission elements participate as partners integrating gender responsive and culturally competent initiatives. Cooperative strategies emphasize heightened cultural and diversity learning as a significant element of an officer's preparation for service in the 21st-century USAF.

The Dean of the Faculty (DF) Center for Educational Excellence continues to deliver outstanding faculty and staff development programs to further cultural and diversity awareness and refine classroom practices in support.

The July 2013 New Faculty Orientation focused on Teaching Inclusively--

- 3 workshops focused on Culturally Responsive Teaching as guidance on how USAFA's classrooms can support all students: Blind Spots--How Hidden Biases Affect Good Teaching; Understanding Cultural Factors of Cadet Writing; and Promoting Cultural Awareness through the STEM Disciplines.
- The Scholarship of Teaching and Learning Forum delivered a workshop entitled Developing Respect for Human Dignity, a day-long event that emphasized classroom practices to integrate teaching points in diversity and culture.
- An Inclusive Faculty Learning Community guided participating faculty members through Susan Cain's book, *Quiet: The Power of Introverts in a World that Can't Stop Talking*. This semester-long forum focused on developing adaptive classroom practices to heighten success for a broad spectrum of learning styles. Recommendations are shared across the faculty via the Dean of the Faculty SharePoint site.

The Dean of the Faculty met with various culture and diversity-oriented cadet groups in an informal "brown-bag" setting to discuss related issues. These conversations have resulted in actionable outcomes, including programmatic initiatives to deliberately bring various experiences into classroom lessons and relevant squadron discussions.

USAFA's Scholars Program held a day-long forum that focused on subjects of 19th-century foundations for racial and cultural diversity in North America, featuring a visiting lecture for cadets, faculty and staff by Pulitzer Prize-finalist, author and historian Professor Anne Hyde from Colorado College. In addition, scholar-cadets read and discussed Solomon Northup's book *Twelve Years a Slave*, and viewed the recently-released movie based on the book.

USAFA's Chaplains Office (HC) delivered 95 Religious Respect Training (RRT) classes to over 1300 cadets, staff and faculty; they also provided "train-the-trainer" sessions to 36 of 40 squadron Air Officers Commanding (AOCs) and Academy Military Trainers (AMTs)—expanded RRT curriculum delivered in turn to another 1000+ cadets

- Exported upon request to Pacific Air Force (PACAF), Air Force Material Command (AFMC), Air

Education & Training Command (AETC ), Air Force Reserve Officers Training Corps & Officer Training School (AFROTC & OTS), United States Strategic Command (USSTRATCOM), Air Force (AF) Global Strike

The Commandant oversees Women in Leadership Forums that feature presentations and open discussion of issues and challenges that are unique to women in leadership roles at both USAFA and in the broader Air Force. Lunchtime forums are held for women in each Class Year to give voice to female cadets' hopes, perceptions and challenges. Healthy relationships are a recurring discussion topic.

In a collaborative effort USAFA cadets and Colorado College students met to discuss strategies to improve social climate and culture, to prevent sexual violence and to improve gender relations at both institutions. One recommendation resulted in incorporating discussions on identifying healthy relationships, positive dating and how to communicate into the USAFA SAPR curriculum. Each of these subjects is nested within the greater theme of healthy boundaries and respect for self and others.

**1.3 Describe your efforts to enhance awareness of Prevention of Sexual Harassment (POSH) and SAPR programs, prevention strategies, and command personnel roles and responsibilities, including available resources for victims on and off Academy grounds.**

There were many efforts to enhance awareness during AY 2013/14 to include:

- The Cadet and Faculty Handbooks include basic SAPR policy, definitions, helping agency contact information, information on how to report and additional reporting resources.
- Pocket sized Crisis Cards/Policy Cards printed with SARC contact information, tips on helping someone in need and important helping agency information are widely distributed.
- Cadets receive promotional items like combination highlighter/ink pens, flashlights, lip balm, water bottles, identification card holders, magnets, clip magnets, sunscreen, credit card sized ice scrapers, and related items imprinted with the SARC contact number.
- Volunteers host a SAPR specific information table (with literature and promotional items) as part of the annual Parents Weekend Information Fair.
- A Spring Break event held in the academic building displayed a chocolate fountain and SAPR promotional items. There was a self-defense demonstration and opportunity to sign up for classes. The SARC, victim advocates, cadet Personal Education and Ethics Representatives (PEERs) and Alcohol and Drug Abuse Prevention and Treatment Program (ADAPT) staff manned the event which ran for three days prior to Spring Break to refresh awareness.
- External collaboration with Colorado College, University of Colorado, Colorado Springs (UCCS) and TESSA (an organization that provides crisis intervention, safety planning, and community referral services) provide opportunities to advertiser USAFA SAPR programs and services.

Sexual Assault Awareness Month (SAAM) activities were the most comprehensive/collaborative to date. Each week in April was sponsored by a different mission element--The Athletic Department, Faculty, Cadet Wing, Air Base Wing, and Colorado College. The focus was on creating and maintaining a healthy climate, sexual behaviors and healthy relationships.

- 2 April: Colorado College students and the associated SARC visited USAFA and met with our cadets for dinner at Mitchell Hall, participated in a tour, discussed prevention and defined a "healthy" climate.
- 7 April: Kick-off event: USAFA Chaplain sponsored Jason and Cristalina Evert, a husband/wife team, gave a presentation on healthy relationships and healthy dating. The event was secular and open to cadets, staff, preparatory school students, and Colorado

College students and personnel.

- 11 April: An installation wide Red Pin Strike Out Sexual Assault event at the Community Center bowling center.
  - 17 teams participated, including the 10 Air Base Wing (ABW), Headquarters United States Air Force Academy (HQ USAFA), and Cadet Wing (CW).
- 17 April: Take Back the Night (TBTN) Rally on the terrazzo. The event was open to all cadets, permanent party, ABW, preparatory school students and Colorado College. Lt Gen Johnson, USAFA Superintendent, opened the event and Brig Gen Armacost, Dean of Faculty, was the keynote speaker.
  - The cadets decided to make the Dean’s talk mandatory for all cadets.
  - 3500 cadets and permanent party attended; the keynote address was well received.
  - As a result of the success of this event, USAFA was selected as one of TBTN’s “10 Points of Light” for next year. USAFA will be featured nationally; Ms. Katie Koestner, National TBTN Director, will be USAFA’s keynote speaker.

#### Cadet Wing

- Helping Agencies Briefing. Sexual assault-related prevention and training for cadets at USAFA begins immediately upon their arrival in Basic Cadet Training (BCT). During day two of BCT, all Basic Cadets receive a “Helping Agencies Brief” with a focus on sexual assault reporting options, support resources, and contact information.
- Almost 100 cadets serve as Personal Ethics and Education Representatives (PEERs) assigned to squadrons and athletic teams. These cadets are Boosting Alcohol Consciousness Concerning the Health of University Students (BACCHUS) network certified as first-contact points of referral. They do not act as counselors but are trained to recognize “warning” signs in a range of issues to include sexual assault and provide information on services and programs.
- Women’s Forums offer an opportunity for discussions that enhance SAPR awareness.
- National Collegiate Alcohol Awareness Month and the ongoing That Guy alcohol awareness campaign (DoD sponsored) provide opportunities to highlight the intersection of alcohol and sexual assault and discuss SAPR programs, prevention strategies and response protocols.

The above mentioned activities are used to enhance awareness throughout the Academic year to disseminate information and create awareness to not only cadets but permanent party personnel and the cadet cadre’.

#### Athletic Department

- Dr. Jackson Katz’ Mentors in Violence Prevention (MVP) program delivered training focused on preventing sexist abuse
  - 3 April: Twenty four “Player Leadership Team” members attended intensive three hour training. Remainder of team, all coaches and staff will be scheduled to receive training. Second visit planned for Fall ’14 to include new freshmen and prep school players. Remainder of intercollegiate athletes to be scheduled.
- End of April: Cadet Athletes against Sexual Violence (CAASV) released a video featuring cadet athletes from all intercollegiate teams, both male and female, making pledges to prevent sexual violence at USAFA.
- CAASV and SAPR office designed water bottles and bracelets with logos distributed to all cadet-athletes.



Department of Faculty

- Faculty engagement
  - During DF SAAM week, all academic classes began with a 5 minute ‘myths of sexual assault’ discussion with cadets.
  - Dr. DeAngelis, Dr. McConeand, and Dr. Kilmartin (visiting distinguished professor) led various discussions on gender and healthy relationships.
  - 4 cadets engaged in independent study to work with SAAM.
  - DF staff wore teal ribbons to show support; posters and signs were displayed in classrooms and faculty offices.

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

In addition to the initiatives outlined in 1.1 and 1.3 USAFA continues to align efforts against sexual assault across all mission elements.

10<sup>th</sup> ABW/EO provides Key Personnel Briefings to all newly assigned AOCs, AMTs, and Commanders. Equal Opportunity (EO) provides a Commander’s Guide to Equal Opportunity and a helping agency roster with both on and off-base facilities.

To promote a healthier culture, USAFA SAPR partners with entities internal and external to the Cadet Wing. Though cadets are not mandated by the Air Force to attend the Bystander Intervention Training, USAFA believes this is critical training for cadets because their age places them in the ‘at risk’ age group of 18 – 24 years for increased sexual assaults. To that end, USAFA contracted with Dr. Dorothy Edwards’ “Green Dot” program to create a cadet bystander intervention program. The cadet Bystander Intervention Training (cBIT) program is described in other sections of this report.

The USAFA SAPR office works with the Peak Performance Center (college counseling center), Cadet Human Relations office and the 10 ABW/EO office to focus on overarching themes that are integrated and reinforced by each program. Again this year, the theme of establishing mutually respectful gender relations was cultivated through 1) definitions of both sexual harassment and sexual assault across a continuum of harmful behavior which illustrates how sexual harassment can escalate into sexual assault, 2) scenario-based discussion in many venues, 3) role playing (including some that are cadet-developed), and related methodology. These efforts illustrate the importance of identifying and stopping sexual harassment before it can develop into assault. The methods and teaching points are incorporated across related mission elements to reinforce key messages and identify the importance of early intervention.

**Basic Cadet Training**

Sexual assault-related prevention and training for cadets at USAFA begins immediately upon their arrival in Basic Cadet Training (BCT). During day two of BCT, all Basic Cadets receive a “Helping Agencies Brief” with a focus on sexual assault reporting options, support resources, and contact

information. The Helping Agencies Brief also includes a discussion of basic Human Relations and EO policy. Later in BCT, Basic Cadets view and discuss “Frank: the Undetected Rapist,” a video by Dr. David Lisak, in gender separate groups. This year the SAPR office again recruited three experienced, seasoned male SARCs, to teach the “Frank” lesson to the male basics. A change this year for the “Frank” training was the female SARC and female victim advocate conducted all basic cadet female training. For the past three years female SARCs from other bases were brought in to conduct the training. Basic Cadets also receive additional Human Relations training in BCT, briefed and facilitated by Defense Equal Opportunity Management Institute (DEOMI) trained personnel from across the Air Force. Sessions include Military Equal Opportunity and Human Relations awareness training (Parts I & II) providing substantive discussion on sexual harassment.

The Peak Performance Center (PPC) and Human Relations Training and Education (HTR&E) and 10 ABW EO established the PPC tent at Jack’s Valley during the Field Exercise portion of Basic Cadet Training to provide support, training, and a safe environment.

### **Other 4<sup>th</sup> Class year Training**

The 4<sup>th</sup> class year cadet’s developmental role is that of “follower”; all SAPR training is conducted to be consistent with that.

- Within the first month of the academic program year, 4<sup>th</sup> class cadets attend presentations of “Sex Signals”, focusing on male/female communication, dating, and intimacy as well as sexual assault prevention and bystander intervention.
- Women’s and men’s Health Briefings are conducted in late August of the academic year by Cadet Medical Clinic staff and include discussion of STDs and contraceptives.
- Sexual Risk Management, taught by the Peak Performance Center staff, is designed to address personal decisions about sex, healthy relationships, consent (deliberate and clear communication), and consequences and risks of sexual activity (within the context of AF core values and professional image).
- Sex and Substance Abuse Punishments under the UCMJ (USAFA DF Law Dept. briefs).

### **3<sup>rd</sup> Class Year**

The 3<sup>rd</sup> class year builds on and expands previous sexual assault prevention and sexual harassment lessons, in line with the USAFA officer development system, consistent with the 3<sup>rd</sup> year cadet’s developmental role of working on “interpersonal” behavior.

- AF SAPR Policy and Services (Cadet Annual SAPR Training) – reinforcement of prior training and a focus on cadets’ roles as wingmen and emerging supervisors. This training is presented by squadron AOCs and AMTs, who receive training prior to teaching the lessons. To standardize the training message, the SARC created a video that focuses on victim empathy and consent. Squadron Personal Ethics and Education Representatives (PEERs) assist the AOCs and AMTs with the presentation and discussion of a developmentally appropriate sexual assault scenario.

- “May I Kiss You?” presented by guest speaker Mike Domitrz educates cadets on consent and communication within sexual relationships and intimacy. This year Mr. Domitrz’s presentation included bystander intervention information. Post-event data was collected using cell phone technology. Data collected is used for both program evaluation and for a social norming/marketing campaign for bystander intervention.
- “Respect and Responsibility” workshop/seminar – experientially-based interactive 7-hour program designed around the concept of dignity and respect, conducted in concert with the Center for Character and Leadership Development. This seminar is conducted outside on a “confidence course” to further promote team building.

## **2<sup>nd</sup> Class Year**

The 2<sup>nd</sup> class year also builds on and expands previous sexual assault prevention and sexual harassment lessons, in line with the USAFA officer development system, and the cadet’s role as a team leader.

- Cadet bystander intervention training (cBIT) beta-testing in BS 310 courses
- Accessions Part 1 and Part 2: taught as a part of cadet Commissioning Education (CE), by AOCs and AMTs in the squadrons. The AOCs and AMTs receive in-service training from the SAPR office prior to teaching.

## **1<sup>st</sup> Class Year**

The role of the 1<sup>st</sup> class cadet is “organizational”, to prepare them for their entry into the operational Air Force as leaders.

- Anne Munch, Doctor of Jurisprudence (JD), again served as subject matter expert speaker for first class cadets this year. She delivered a presentation called “The Unknown Conspirator.” This presentation teaches how the unit climate can contribute to the belief that a predator is a “good person” incapable of assault.
- **2<sup>nd</sup> and 1<sup>st</sup> class cadets – specialized SAPR job training**
- BCT Cadre Training – All BCT cadres receive training to address appropriate and inappropriate interactions with Basic Cadets. The focus of the training is on respectful leadership and setting a positive human relations climate.
- Cadet Military Guidance Officers (MGO) training – focuses on recognizing Basic Cadet needs and connecting them to appropriate helping agencies. A specific training block addresses the USAFA Sexual Assault Response Program and BCT response procedures.
- Summer Youth Programs Cadre (Science/Sport camps) – training for cadet cadre includes review of USAFA SAPR programs, policies, and procedures for referring civilian and underage sexual assaults (the summer cadet cadre work with children under age 18).

### **SAPR-related training for all cadets**

- Violence Awareness – USAFA-wide program customized for cadets that expands the discussion of violence to include discussing the contrast between sexual assault violence versus non-sexual assault violence.
- Alcohol Awareness – progressive, developmental program, by class year, for promoting responsible behavior with emphasis on the link between alcohol misuse and sexual assault.
- Women’s Forums, APY 13-14 – the Women’s Forums offered an opportunity for class year females to focus on women’s issues to include harassment and assault prevention.

### **Permanent Party Training**

USAFA has a wide range of training programs, consultations and outreach to both cadets and permanent party/staff. Staff training listed below strives to increase awareness that sexual assault does occur and knowledge of the policies and procedures to prevent and respond to any occurrences. Permanent party is encouraged to attend and participate in all guest speaker presentations.

***DoD mandated a Sexual Assault Stand-Down Day, and USAFA held this event on 24 June 2013. This was an all-day event involving cadets and permanent party held at Clune Sports Arena.*** The Superintendent addressed all of USAFA using several USAFA-specific scenarios (which included male victims) to inform the discussion. Mike Domitrz of the ‘Date Safe’ program also spoke. The SARC followed these presentations, providing a ‘Pre-Command’ SAPR Training program for all supervisors, faculty, and athletic department staff. During the afternoon of the Stand-down, all squadrons/units broke down into smaller groups and used specifically developed SAPR training curriculum and scenarios to lead discussion groups.

Other permanent party SAPR training includes:

- First Term Airmen’s Course – SAPR training -- monthly or as scheduled
- Newcomer’s Orientation – SAPR introduction, local area, risk reduction – monthly
- Preparatory School – initial SAPR training, introduction to SAPR – July 13
- Special Programs in Religious Education (SPIRE) /chapel volunteers – Sept 13
- USAFA Sponsorship Program SAPR Training – Sept 13
- Commanders, AOCs, AMTs, supervisors, and managers at all levels receive specialized training in areas of sexual assault prevention to include victimology, offender behavior,
- DoD’s policy for victim collateral misconduct, and response to reports of sexual assault, Academy Military Trainer Crisis Management, Planning and Intervention (CMPI) training

**1.5 Describe your progress in insuring curricula is provided within 14 days after the initial arrival of a new cadet and repeated annually (initial to graduation) that outline honor, respect, and character development pertaining to sexual assault in the Armed Forces. Such curricula section shall include a brief history of the problem of sexual assault in the Armed Forces, a definition of sexual assault, information relating to reporting sexual assault, victim’s rights, and dismissal and dishonorable discharge for offenders in accordance with section 1746 of the NDAA for FY 2014.**

Sexual assault-related prevention and training for cadets at USAFA begins immediately on their arrival in BCT. During day two of BCT, all Basic Cadets receive a “Helping Agencies Brief” with a focus on sexual assault reporting options, support resources, victim care and support, and contact information. The SARC briefs the SAPR portion which includes basic definitions of sexual assault, reporting options, how to report during basic (the basics do not have cell phones, so must access help via the Military Guidance

Officers, cadet cadre who serve in a helping role), consent, and boundaries for basics and between basics and cadet BCT cadre and permanent party. The Helping Agencies Brief also includes a discussion of basic Equal Opportunity (EO) policy and overall expectations for mutual respect.

Later in BCT Basic Cadets view and discuss “Frank: the Undetected Rapist,” a video by Dr. David Lisak, in gender separate groups. Last summer, we brought in 2 seasoned male SARCs from basic training bases within AETC who trained all male basic cadets. A change last summer for the “Frank” training was the SARC and victim advocate conducted all female training. Basic Cadets also receive additional Human Relations training in BCT, briefed and facilitated by DEOMI trained personnel. Sessions include Equal Opportunity and Human Relations awareness training (Parts I & II) providing substantive discussion on sexual harassment. During their Freshman year, the Department of Faculty’s Law Department provides a law briefing. This training includes in-depth legal definitions and related consequences of all Article 120 offenses (sexual assault) as well, alcohol-related offenses and consequences for those infractions.

Reference 1.4 for USAFA annual SAPR training vector/syllabus by class.

10 ABW/EO conducts briefings at all newcomers’ briefings, as well as conducted First Term Duty station classes for all first time employees and Airmen. After every class, the students are afforded the opportunity to provide the instructor feedback.

**1.6 Describe your Academy’s efforts to comply with DoD SAPR core competencies and learning objectives and methods for assessing training effectiveness for all SAPR and POSH training to ensure consistency. Include improvements made as a result of your assessment. Include SAPR and POSH training for:**

- **Academy Leadership**
  - Enhancements to Pre-Command and Senior Enlisted Leadership POSH and SAPR training. Tactical Officers, and Company Leadership**
- Academy Faculty and Staff**
  - Professors, Instructors, Coaches, and other Personnel**
- First Responders such as:**
  - SARC, SAPR VA, EO Advisors, SVC, Chaplains, MCIO, SJA, LE, Drug and Alcohol Abuse officers, off-base providers, VWAP personnel**

**Academy Leadership:**

The SAPR strategic plan represents the Commander’s vision to eradicate sexual assault as a violent crime at the USAFA. Additionally, the plan reflects Department of Defense (DoD) published strategic lines of effort, policies and guidance as they translate to USAFA’s specific circumstances.

The USAFA SAPR strategic plan is not a finite document. It is a living framework that is revisited and updated as circumstances, needs and resources change and demand. This dynamic approach to strategic planning is written into the document in the form of initiatives. USAFA’s SAPR initiatives will be annexed to the plan to provide the greatest flexibility as they are updated or reach operational success and thus completion. In this manner, the initiatives annex can be changed or revised even while the plan itself remains intact; this aspect of the plan recognizes the dynamic human environment in which SAPR programs act and is positioned at USAFA. See image below that depicts alignment with higher echelons strategic lines of effort.

# US Air Force Academy

## Sexual Assault Prevention and Response (SAPR)

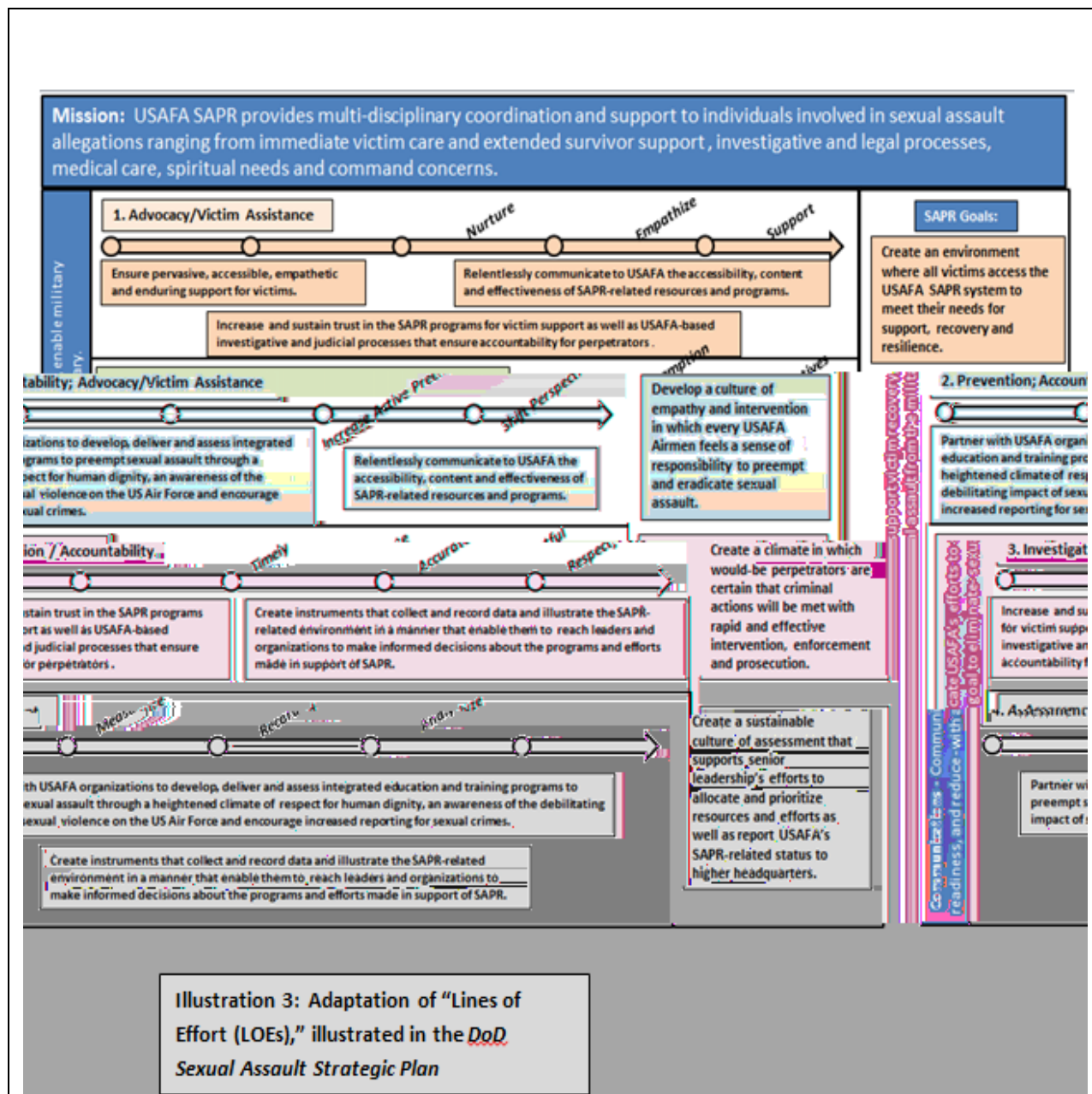
### Strategic Plan

#### Introduction

The USAFA SAPR Strategic Plan is a supporting plan that identifies the vision, mission, strategies, goals and objectives that guide a coherent approach to preventing and eradicating sexual assault and related violence at USAFA. The Plan supports the Department of Defense Sexual Assault strategic plan (hereinafter “DoD Plan”) as well as USAFA’s institutional strategic plan and mission. It succinctly articulates the vision for success, the strategies to reach that vision, the goals of those strategies and their associated objectives. Initiatives to reach identified objectives, those specific actions, programs or processes, will be annexed and updated on an annual basis to ensure fidelity to the plan.

Eradicating sexual assault and related gender violence is an effort that at its foundation demands actual cultural change—a slow and tenuous process. Social practices that accept or accommodate sexist behaviors, imagery, or barriers create an environment in which perpetrators find refuge and even encouragement for criminal acts. The Air Force Core Values demand higher conduct from Airmen, a culture that champions active dedication to upright behaviors undergirded by respect for human dignity and value for human life. These cultural shifts begin with effective leadership at every organizational level, what the DoD Sexual Assault Prevention Strategy 2014-16 (hereinafter “DoD Strategy”) calls “centers of gravity” for the prevention of sexual assault. (DoD Strategy, 10). Only strong deliberate leadership can model behaviors and focus an organization on those practices and standards that will preempt sexual assault and eventually eradicate it as a scourge on social cohesion, trust and security in the U.S. Air Force.

The DoD Plan identifies Lines of Effort (LOEs) to “focus efforts toward establishing operation and strategic conditions. These LOEs “link tasks, effects, and the desired end state” (illustration 1). The premise is that our efforts take place on multiple levels that ensure a command climate where “sexist behaviors, sexual harassment and sexual assault are not



USAFA's SAPR strategic plan is a foundation for success in that it provides a guiding framework for specific initiatives and actions taken in support. It should be referenced in SAPR-related decision-making processes and programmatic reviews. Sexual assault cannot be ended by any document, but it is hoped that this strategic plan will guide efforts to prevent sexual assault and provide world class supportive resources to victims.

As previously stated, the CCD director serves as the chief diversity officer and reports directly to the Superintendent to ensure that issues are communicated to senior leadership and positively addressed at the Academy's highest levels. The SAPR office was realigned under the CCD and the Superintendent. This realignment allows the office to truly serve all of USAFA including the 10 ABW, the Preparatory School, and the 306 FTS located in Pueblo, Colorado.

Lastly, as previously stated, the CCD presides over the “Superintendent’s Council” on Culture, Climate and Diversity. **Anticipated Impact:** council will bring senior leaders together to consider subject-relevant challenges and orchestrate actions to strengthen USAFA’s climate of dignity and respect. Eradicating sexual harassment and assault will continue to be a top priority.

### **Academy Faculty and Staff:**

As noted in other areas of this document (i.e., “**Line of Effort**” (LOE) 1-Prevention) Academy faculty and staff are very involved in numerous initiatives to advance the *Commander’s Intent* to create a culture of commitment and a climate of respect.

Three distinguished groups are the engines of change and ensure respect for others are taught and that pro-social behaviors are promoted both within the curriculum and throughout USAFA’s extra-curricular activities. The groups are:

- Making Excellence Inclusive Committee (MEIC)
- Respect for Human Dignity (RFHD) Outcome Team, and
- Center for Educational Excellence

These boundary-spanning, cross-sectional groups provide USAFA with a three pronged attack on making RFHD a high priority in the total, learning experience.

### **First Responders**

A plethora of initiatives and activities are demonstrated throughout this document to inspire confidence that the USAFA SAPR office is fully engaged and advancing first responder training to Team USAFA personnel. For example:

- Increased training from previous year for permanent party (targeting Department of Faculty, Athletic Department, AOC/AMTs).
- New guides written specifically for faculty, commanders, AOCs, AMTs, etc.
  - Specific training regarding how to engage with cadets in discussions about healthy relationships, boundaries, dating and more, in line with our new training/curriculum. We developed handouts with discussion questions for them to use. AOCs and AMTs have designated squadron time that could be used for this purpose.
  - New senior enlisted course, SAPR provided training regarding mandatory reporting and collateral misconduct plus other related training.
- Integrated, collaborative and inclusive training of ALL USAFA programs, and mission elements
  - Unit Climate Assessments held for all ABW and 50% of all Cadet Wing squadrons with pre and post briefings done collaboratively by EO and SARC.
  - SPIRE/Chaplains volunteer briefing – 150 plus trained each year.
  - Cadet Sponsor Family training – over 200 cadet sponsor families trained.
  - Special Victims’ Counsel (SVC), JA, OSI and SAPR joint training and collaborative meetings held.
  - Memorial Hospital – collaborative training done on-site with SANEs.



- TESSA – collaborative training of volunteer victim advocates on-site.
- BCT Helping Agencies Briefing – initial information regarding USAFA alcohol policy.
- Victim handbook: “Now, What?” was given to victims and taught healthy boundaries and expectations.
- Outcome measures are conducted via course critiques. We have adjusted according to the feedback. Examples would include smaller group size for training, facilitated discussions vs powerpoint/lecture, specific scenarios pertinent to the training audience and using varied trained facilitators (military, civilian. Male, female).
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**1.7 Describe your Academy’s efforts to develop and provide an MSA-modified version of your Services Pre-Command training for all faculty, squadron officers, and senior enlisted leaders prior to beginning of classes or within 30 days of reporting for duty.**

During last year’s AF Wide SAPR Stand-Down, the USAFA SAPR office conducted “Pre-Command” training for all faculty, commanders and athletic department staff. This same group attended a training conducted by Mr. Mike Domitrz from the Date Safe Project. TESSA presented a ‘Basic Victimology’ course during an In-Service Training (IST) for all AOCs and AMTs. As a part of the April/May preparation for the AF-Wide Stand-down to be held in June 2013, USAFA SAPR included additional training for AOCs and AMTs. This supplemental training taught them how to lead discussions with cadets regarding what constitutes healthy relationships, healthy boundaries, dating, intimacy and healthy sexuality. The USAFA SAPR office prepared discussion questions for the AOCs and AMTs. Short videos, scenarios and role plays are posted on a SharePoint Site as a resource for the AOC/AMTs.

Sexual assault training is a critical component of USAFA’s AOC Master’s Course and the AMT Schoolhouse; both are pre-command courses. The SAPR staff facilitates two training sessions during the AOC Master’s Course and has a two hour training block at the AMT Schoolhouse. One objective of the AOC Master’s program is to “Enhance ability to effectively respond to sexual assault, suicidal ideation, UCMJ violations, and personal and performance-related issues.” The AOC Master’s Course and AMT Schoolhouse SAPR training are specially tailored for these groups. “SAFE-Zone” training is also offered to officers in the incoming AOC cohort. This cohort emphasized leadership’s role in creating a welcoming, secure environment in wake of Don’t Ask Don’t Tell (DADT) repeal. Outcome measures are conducted via course critiques.

All ABW Squadron Commanders attend a AFSPC MAJCOM Commander’s Course where they receive SAPR pre-command training.

USAFA conducts a multi-day orientation for new faculty and staff which includes a SAPR briefing and a discussion with cadet specific scenarios. This session helps prepare newcomers to better understand sexual assault and gender relations among cadets. All Key Personnel Briefings were modified to fit the individual climate of the squadron or CW. The 10 ABW/EO staff met with incoming commanders and senior leaders to discuss their roles and responsibilities. The EO staff conducted a Newcomers’ Orientation briefing in conjunction with the installation Newcomers’ Course where several base agencies and senior leaders briefed personnel on the issues at USAFA.

Outcome measures are conducted via course critiques.

**1.8 Provide updates on your Academy’s efforts to develop and implement sexual harassment and sexual assault learning objectives and incorporate them in related classes within core academic curricula. Include an assessment of effectiveness.**

USAFA SAPR is currently engaging with Col Packard, DFBL, and Dr. Chris Kilmartin to incorporate sexual harassment and sexual assault learning objectives into related classes. USAFA SAPR has been under contract with “Green Dot Etc.” since 2011 developing a Cadet Bystander Intervention Training (cBIT) collaborating with Col Packard. Culture, climate and leadership objectives were integrated throughout the core curriculum within the USAFA Outcomes. Outcomes include Ethical Reasoning and Action, Respect for Human Dignity and Intercultural Competence and Involvement. Faculty worked across Mission Elements as “leaders of character” Associate AOCs, Airfield Instructor Pilots and Officer Representatives for athletic teams and for affinity clubs (i.e., groups representing specific cultures or lifestyles). In addition, the Cadet Commanders Leadership Enrichment Seminar provided a 2-day event designed to assist cadet leaders in developing properly aligned culture and policies.

Behavioral Sciences core and majors courses addressed mutual respect and trust and USAFA continued to examine how academic courses can incorporate the USAFA’s “Respect for Human Dignity” lesson objective. As a prototype, USAFA included a nationally recognized Distinguished Professor to teach gender related issues. As part of the Gender Relations Integrated Platform (GRIP), feedback and assessment of academic courses will be monitored. The cBIT curriculum was included in the Behavioral Science 310 course.

**1.9 Provide an update and outcomes of your Academy’s submission of locally produced sexual harassment related training plans to Defense Equal Opportunity Management Institute (DEOMI) for review.**

Human Relations, Training and Education (HRT&E) staff were DEOMI-trained to work with DEOMI to approve locally produced lesson plans. The 10 ABW EO office has not developed locally produced sexual harassment related training plans; USAFA uses the Air Force approved Sexual Harassment and Education (SHAE) lesson plan. It is a one hour block of instruction and this is what is utilized when requested to conduct sexual harassment training at USAFA. Should there be a need for the 10 ABW EO staff to create and conduct locally developed human relations education (HRE) materials, it will be done IAW AFI 36-2706, *Equal Opportunity Program, Military and Civilian*, paragraphs 1.19; 1.19.12; 1.19.13; 1.20.9; 1.20.11; 14.1.2; and 14.2.5. Per this instruction the EO Director and Installation Commander approve all locally developed HRE items and the EO Director to annually evaluate instructors teaching the locally developed HRE items.

It is important to note that the HRT&E staff is not a part of the 10 ABW EO staff, nor are the 10 ABW EO staff part of the Cadet Wing cadre. As stated in sentence one of this response, there are two EO practitioners assigned to USAFA Cadet Wing staff. They are DEOMI trained and any locally developed training plans for cadets would be originated and coordinated from their office – not the 10 ABW/EO office. Should there be a request for the 10 ABW/EO staff to facilitate or teach the curriculum, we could do so based on availability and manning.

**1.10 Provide updates on your progress in reviewing and systematically expanding institutional alcohol policies to address risk factors beyond the individual use of alcohol. Include matters to train alcohol providers, alcohol availability, and community outreach. If review is complete, briefly describe results and next steps; include plans to measure effectiveness if available.**

The Cadet Wing Alcohol Working Group (AWG) has reviewed information from a recent anonymous Cadet wellness survey (n=780). In regards to alcohol use, the statistically valid survey sample reported 45.9% of cadets chose not to drink. Of those who do, only a small percentage indicated levels of consumption which would be considered “irresponsible.” The Cadet AWG planned a wing-wide assembly highlighting the maturity in choosing not to drink, or drinking maturely. The assembly is expected to kick-off a social norming program in which immature/irresponsible drinkers will not have an “everyone is doing it” rationale for their behavior. In addition, the Cadet AWG is benchmarking with Annapolis and West Point on establishing a monthly ‘responsible drinking’ birthday celebration for those twenty-one during the academic year. As part of a new Cadet Integrated Delivery Service (IDS) initiative, the Cadet AWC is working collaboratively with USAFA helping agencies to be part of prevention and education services. The Cadet wellness survey will be re-administered in Spring 2015 to gauge if the prevention and education focus of the CWG and IDS are effective.

AFI 34-219_USAFASUP_I 3 May 2012	
1.3.1.	Only persons 21 years of age or older may purchase, possess (includes possession while traveling to and from authorized facilities in compliance with Colorado state law), and consume alcoholic beverages of any kind in accordance with Attachment 2 (Added USAFA), of this supplement. Additionally, cadet candidates of any age are not allowed to possess or consume alcohol on USAFA, with limited exceptions as set forth in USAFA Preparatory School (USAFA/PL) instructions.
1.3.2.	Servers and sellers of alcoholic beverages must verify the purchaser's age with a photo identification card (e.g. active duty identification card, driver's license, passport, reserve identification card, or family identification and privilege card).
1.3.4.	The Air Force may punish a military member who violates these restrictions under Article 92, Uniform Code of Military Justice.
1.6.	Under the direct guidance of the installation commander, the Services commander or division chief and AAFES manager, must be familiar with the spirit and intent of all Air Force initiatives to eliminate drunk or drugged driving incidents involving patrons of base Services and AAFES facilities.
1.6.1.	The installation commander ensures the base holds annual training programs to familiarize beverage supervisors and servers with Air Force drinking policies.
1.7.	<b>Alcohol Deglamorization Program.</b> Installation commanders, AAFES managers, and Services activity managers implement the Air Force's Alcohol Deglamorization Program at the base level.
<b>Table A2.1.</b>	No sale or consumption of alcohol is allowed in the Airman, Cadet, or Prep School Dorms. Hap's Place, within Arnold Hall, permits consumption of wine and beer if cadet is of the legal age.

USAFA has implemented policy that cadets have to request the use of alcohol at official functions and include a mitigation plan. The installation CAIB will develop plans to monitor and review alcohol policies and explore community outreach initiatives. Alcohol consumption was addressed at Social Decorum courses and at events such as Social Decorum dinners and Mission Element dinners.

USAFA hosted the Area-3 BACCHUS Conference. BACCHUS is a university and community based network focused on comprehensive health and safety initiatives. It actively promotes student and young adult's leadership on healthy and safe lifestyle decisions concerning alcohol abuse, tobacco use, illegal drug use, unhealthy sexual practices and other high risk behaviors. The conference was an opportunity to highlight cadet best practices to respective peers in other universities and provided educational and networking opportunities for PEERs and advisors. Additionally, two PEERs were recognized with the regional award for Most Outstanding Students.

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

In APY 13-14 USAFA SAPR collaborated with multiple external experts, advocacy organizations and

educational institutions. Additionally, Subject Matter Experts (SMEs) reviewed current teaching messages and created and assisted in implementation of a cBIT program.

Results from working with these external experts were:

- Development of the cBIT curriculum and subsequent review by USAFA permanent party and cadet focus groups.
- Beta-test of cBIT via the Behavioral Science 310 course.
- Implementation of cBIT facilitator training on 27 May.
- External experts have emphasized focus on boundaries and healthy relationships as foundational teaching messages for all our programs, especially for Freshmen and Sophomores.
- First responder and leadership training was focused on basic victimology, how victim behavior may be seen as counterintuitive.
- We used techniques presented by SMEs to connect and establish a trusting relationship with a victim from day one. Anyone who interacts with USAFA cadets receives appropriate education in sexual assault prevention education, basic sexual assault definitions, healthy boundaries and related training.
- We taught AOC, AMTs, Commanders, Faculty, Coaches how to have open and frank discussions with cadets about dating, and relationships in non-intimidating ways.
- The Mellon Foundation grant proposal was funded for \$2K to promote collaboration between USAFA SAPR, DF/DFBL and CC in terms of sharing of best practices, implementing cooperative prevention education and awareness events.
- The Installation CAIB and new cadet IDS will definitely promote cross-messaging, awareness of programs and initiatives, and foster mutual respect and understanding between permanent party and cadets.
- Continued collaboration with our sister service academies is high on the list of prevention education via quarterly teleconferences and on-site conferences.
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**1.12 Describe your efforts to establish and implement policies that prevent individuals convicted of a Federal or State Offense of rape, sexual assault, incest, or other sexual offense, from being provided a waiver for commissioning from the Academy.**

During the past 7 years at USAFA, all cadets who have been convicted of a Federal (crimes under Article 120) or State offense of rape, sexual assault, incest or other sexual offense, have been dis-enrolled from USAFA, received less than honorable discharges, and have not been permitted to earn a commission nor enlist in any branch of military service. These actions are in accordance with (IAW) AFI 36-2002, Change 4, incorporated as of 2 June 2014.

**1.13 Provide updates on your Academy's efforts to innovate and implement solutions that address concerns of social retaliation among peers for reporting sexual assault or for taking action against inappropriate conduct, leaders, and cadet organizations (e.g. sport teams, clubs); employ purposeful and direct engagement with leaders and supervisors of teams, clubs, and other cadet organizations to advance a climate of dignity and respect; and provide influencers with the skills and knowledge to strengthen ongoing mentorship programs.**

The USAFA SAPR program addressed concerns regarding social retaliation among peers toward those who report and those who support victims (friends, team mates, roommates, etc.) into most training venues. One of the primary means this APY was the AF SAPR Stand-Down day, the focus of which was

victim empathy. Then Superintendent, Lieutenant General Mike Gould, met with all cadets, preparatory school students and permanent party in Clune Arena to address this topic. SAPR office provided him actual examples of male and female victims (non-identifying) that he used to discuss how victims struggle to come forward, how they struggle during and after the assault, how we can help them and to believe them versus blame them. Mr. Domitz presented a tailored program regarding victims, victim blaming, how to support victims and related topics. Other venues where victim support versus retaliation was discussed include cBIT, BCT initial SAPR training, first responder training (Office of Special Investigation (OSI), Judge Advocate (JA), Security Forces Squadron (SFS)), AOC Masters Course, AMT Schoolhouse and a variety of others.

The NCAA requires that a university president, in this case our superintendent, conduct a forum to address climate and respect with all intercollegiate athletes. The Athletic Director assigned a senior woman civilian as the POC for Culture and Climate. The SARC, the Athletic Director Point of Contact (AD POC) and the Athletic Director met and developed a strategy to promote positive gender relations and a culture of respect among cadets. Dr. Jackson Katz was consulted and a tailored Mentors in Violence Prevention (MVP) program was designed for the men's football team in April 2014. This program took place over a 3 day period from 7 – 10 April. The head football coach put together a player-leadership team. This group met with and received training from MVP for 4 hours. MVP then met with the remainder of the football team and provided specialized training. The coaches, staff and trainers also underwent specialized training. Follow-on training will be conducted early in the Fall 2014 semester.

Also in April, a cadet-led CAASV initiative was implemented, sponsored by the SAPR office. Selected cadet athletes made a video of pledges. Poster pledges were also made. The CAASV video included pledges that supported victims. All intercollegiate athletes received engraved promotional CAASV items such as water bottles, bracelets, pamphlets, etc. The women's basketball team invites the SARC at the beginning of each season to a dinner and presentation for the players, coaches, and trainers. The women's water polo coach invited the SARC to do a similar event for the Fall of 2014. The SARC provides a tailored presentation to all USAFA Club Officers in Charge (OIC) annually regarding how to set a positive climate, foster respect, maintain a safe climate while traveling and foster reporting/victim support. The SAPR office has not yet conducted sessions with the men's teams; however, this was done in April with the football team by MVP.

Gen Johnson, addressed OICs of cadet clubs to establish her expectations about sexual assault and advancing a climate of dignity and respect which includes victim-empathy.

**1.14 Describe your efforts to ensure Academy facilities promote an environment of dignity and respect and are free from materials that create a degrading or offensive environment. Include findings and actions taken from regular visual inspections.**

During APY 13/14, AOCs and AMTs conducted AF directed visual inspections of all cadet living and work areas to ensure they were free of materials that created a degrading or offensive environment. All recurring cadet dormitory inspections include surveillance and removal of offensive material, if found.

**1.15 Describe progress, assessment, efforts, and/or approved plans for requiring Academy commanders to conduct an organizational climate assessment within 120 days of assuming command and annually thereafter. Include policy for providing results to the next level in the chain of command.**

USAFA complies with higher headquarters guidance regarding requirements for commanders to conduct organizational climate assessments within 120 days of assuming command. The DEOCS will be administered in Fall 2014 across USAFA to baseline and accommodate change of commands. In compliance with USD PR guidance, results of the annual surveys will be provided to the commander at the next level in the chain of command NLT 30 days after the results are compiled.

Per current Air Staff guidance, DEOCS is not administered to cadets or Preparatory School students.

The Air Force Personnel Center Manpower Agency administered a climate survey to cadets and permanent party in May of 2014. The results were not available at the time of this report.

**1.16 Provide updates on your efforts to implement an Academy-focused sexual assault and sexual harassment prevention and response strategic plans, aligned with your respective Department of Service SAPR strategic plans.**

USAFA CCD has produced a USAFA SAPR Strategic Plan currently under review and coordination. To date, the AF SAPR Strategic Plan is under development along with an updated Sexual Assault Prevention and Response instruction (AFI 90-6001) and it will incorporate the changes in DoDI 6495.02.

For additional information, reference 1.6.

**1.17 Describe your plans for APY 14-15 that pertain to delivering consistent and effective prevention methods and programs, including how these efforts will help your Academy plan, resource, and make progress in your SAPR and POSH programs. Include a brief description of data used to inform your Academy's plans.**

- The USAFA SAPR program added a Deputy SARC (1st Lt) and two additional full-time civilian GS-11 Victim Advocates to the existing staff. Additionally, 12 volunteer victim advocates were trained and are in the final stages of Defense Sexual Assault Advocate Certification Program (DSAACP) certification which should be completed in APY14-15. There are currently 3 military volunteer VA's to supplement SAPR staff. The goal is to significantly increase the number of volunteer victim advocates.
- cBIT will be implemented 6 June 2014 with all sophomores. 90 minute sessions, taught in Fairchild Hall, in cadet classrooms by specially selected and trained volunteer facilitators comprised of faculty, athletic department staff, AOCs and AMTs, JA, SAPR staff, Volunteer Victim Advocates from USAFA and Peterson AFB. Course assessments will be given to evaluate course effectiveness. PowerPoint will be minimized and replaced with exercises, scenarios, discussion and interaction. This is a part of Summer Session Cadet Commissioning Education.
- Sexual Assault Awareness Month and outreach events: This past SAAM was our most robust ever. As described in Section 1.3, the grand finale, "Take Back the Night (TBTN)" featured a bonfire, and speech by the USAFA Dean of Faculty. Ms. Katie Koestner, TBTN Director selected USAFA as one of 2015's National Ten Points of Light. Ms. Koestner will be our keynote speaker on 16 April 2015. We have other events in the works for next April and it should be even more robust than 2014.
- Finalize and implement the actions in the USAFA SAPR Strat Plan.

**2. LOE 2—Investigation—The objective of investigation is to “achieve high competence in the investigation of sexual assault.”**

**2.1 Summarize your Service or Component’s efforts to achieve the Investigation Endstate: “investigative resources yield timely and accurate results.”**

Air Force Office of Special Investigations (AFOSI) Detachment (Det) 808, United States Air Force Academy, CO is committed to conducting professional, responsive and accurate investigations into every sexual assault allegation in order to provide timely and credible information to Air Force leaders and keep our Air Force safe. The Air Force has successfully established a worldwide special victim capability, primarily comprised of 24 sexual assault investigators and eight Senior Trial Counsel - Special Victims Unit. One of the 24 full-time sexual assault investigators hired by AFOSI is stationed at USAFA, where she serves as the AFOSI primary special victim capability investigator and sexual assault investigation subject-matter expert. Both the AFOSI Det 808 commander and the full-time sexual assault investigator are graduates of the Air Force’s Sex Crimes Investigator Training Program (SCITP) at the Federal Law Enforcement Training Center in Glynco, Georgia. AFOSI has made numerous improvements over the past few years to agents’ ability to conduct sexual assault investigations. Please refer to the Department of Defense Annual Sexual Assault Prevention and Response (SAPR) Reports for additional information on Air Force-wide changes. One improvement specific to USAFA is the establishment of an AFOSI USAFA orientation program. The program is designed to familiarize agents assigned to Det 808 with USAFA offices, their missions, and facets of Cadet Life relevant to AFOSI's contact with cadets and supporting USAFA’s mission. In addition to the orientation program, AFOSI is working to ensure all AFOSI agents assigned to USAFA attend the Air Force’s Sex Crimes Investigators Training Program (SCITP). Further, the Det is establishing a Joint Sexual Assault Team (JSAT) at USAFA. The Joint Sexual Assault Team will consist of specially trained Security Forces personnel assigned to investigate specific Article 120 offenses under the direction of AFOSI.

In an effort to ensure collaboration throughout all levels of USAFA leadership, the AFOSI Det 808 Commander meets with the USAFA Commandant of Cadets to discuss AFOSI Det 808 investigations affecting the Cadet Wing. Additionally, the AFOSI Det 808 Commander attends the monthly USAFA Superintendent’s Case Management Group (CMG), which includes the SARC, VICTIM’s leadership, AFOSI, a representative from USAFA SJA, and various other representatives from VICTIM care organizations on USAFA. Prior to the CMG, the AFOSI Det 808 Commander and USAFA SJA meet with the USAFA Superintendent or the USAFA Vice Superintendent to discuss AFOSI Sexual Assault investigations in detail.

AFOSI Det 808 utilizes a Sexual Assault Investigative Plan to outline appropriate investigative steps to consider in investigating sexual assaults. Within 48 hours of initiating a sexual assault investigation, the assigned case agent and AFOSI Det 808 leadership meet to discuss the initial facets and investigative steps of the case. As the investigation progresses, the case agent adjusts and updates the investigative plan to reflect new information as a result of the investigation, AFOSI Det 808 leadership feedback, and USAFA/JA guidance. The Investigative Plan integrates legal sufficiency (i.e., Articles 120, 125 and 80 elements of proof) with investigative sufficiency (i.e., investigative activities apt to reveal information probative to the elements).

AFOSI Det 808 agents contact a Forensic Science Consultant for input on all sexual assault investigations. In addition, agents employ cyber tools to conduct field processing of digital and multimedia evidence. This capability enables agents to image both hard drives and cell phones to quickly collect probative information and identify additional investigative leads.

The Department of Defense Inspector General (DoDIG) reviewed a random sample of sexual assault cases closed in 2010 and published DoDIG-2013-091 on 9 July 2013, reporting 89% of the AFOSI investigations reviewed had no major investigation deficiencies. DoDIG completed a second random review in 2014 of sexual assault cases closed by AFOSI in 2013 and assessed no cases (0%) had major investigation deficiencies. A direct comparison of the two DoDIG assessments clearly demonstrates an improvement in the quality of AFOSI sexual assault investigations over the last three years.

**2.2 Describe efforts to ensure all investigators of sexual violence receive required initial training prior to assignment at the Academy, and attend annual refresher training or essential tasks specific to investigating sexual assault. Include knowledge of Military Rule of Evidence (MRE) 514 (Victim Advocate-Victim privilege)**

AFOSI recruits receive their entry-level investigative training at the United States Air Force Special Investigations Academy (USAFSIA) at the Federal Law Enforcement Training Center (FLETC) in Glynco, Georgia. USAFSIA is charged with converting AFOSI's training requirements into fielded capabilities. USAFSIA's reach encompasses basic agent training and credentialing, as well as advanced investigative and wartime mission training. New AFOSI special agent recruits begin training at FLETC with an 11.5-week course called the Criminal Investigator Training Program (CITP). Trainees from almost all federal investigative agencies attend this course. CITP provides basic investigative training in law, interviewing, handling informants, evidence processing, search and seizure, arrest techniques, report writing, testifying, and surveillance. These skills are all applicable to conducting sexual assault investigations.

Following the completion of CITP, AFOSI special agent recruits enter seven and one half weeks of training in the AFOSI-specific Basic Special Investigations Course (BSIC). Topics of instruction taught in BSIC include: AFOSI's organization and mission, ethics, investigative responsibility and jurisdiction, cognitive interviewing, interrogations, military law, crimes against persons (physical and sexual), cognitive biases, liaison with other law enforcement agencies, and the role of investigative experts, computer crime, and forensic sciences. In addition, students receive training on Military Rule of Evidence (MRE) 514 (Victim Advocate-Victim privilege). Like CITP, the curriculum taught in BSIC is the foundation for running all sexual assault investigations. BSIC has received both FLETC accreditation and Community College of the Air Force (CCAF) accreditation.

AFOSI established a Basic Extension Program (BEP) in March 2012 to provide newly credentialed agents with enhanced knowledge and capabilities in core mission areas at the start of their careers by systematically building upon basic skills provided at CITP and BSIC using fully interactive distance learning courses. BEP is formal on-the-job training that provides recently-credentialed agents with supervised training during their first fifteen months as a new special agent. The curriculum includes 70 hours of training directly related to sexual assault investigations. BEP covers areas related to sexual assault investigations including: interviews, interrogations, evidence, liaison, investigative writing, testifying, and operational planning. BEP has received FLETC accreditation.

All new AFOSI agents are automatically enrolled in a mandatory AFOSI probationary training program. Agents must complete a minimum of 15 months of probationary training prior to receiving full accreditation as an AFOSI Special Agent. Each probationary agent is assigned a trainer and is required to show mastery of 107 core investigative tasks prior to recommendation for accreditation. This training period consists of daily verbal feedback with the assigned trainer and a monthly formal written feedback documented on the AFOSI Form 95, Probationary Agent Counseling Form. At the conclusion of the



AFOSI probationary agent training period, the AFOSI Det 808 Commander may recommend the agent for accreditation and the AFOSI Commander makes the final accreditation decision. Due to the complex environment at USAFA, AFOSI has mandated that Det 808 will have no more than two probationary agents assigned at a given time.

AFOSI Det 808 has scheduled hands-on training with an AFOSI Forensic Science Consultant (FSC) focused on sexual assault crime scenes. AFOSI Det 808 agents will process the mock sexual assault crime scenes and receive an evaluation/feedback from the FSC on the processes and procedures utilized during crime scene processing. AFOSI Det 808 plans to make this training an annual training requirement for assigned agents. Further, Det 808, USAFA SJA, and USAFA SARC attended an extensive briefing provided by the Special Victim's Counsel (SVC). The briefing addressed victim's rights, SVC roles and responsibilities, rules of evidence, and Air Force instructions governing the SVC program.

AFOSI provides sexual assault response refresher training to all agents through its computer-based training system. This is an on-line web-based refresher-training course developed by Headquarters Air Force Office of Special Investigations (HQ AFOSI) specifically for its agents. The course is designed to fulfill the Department of Defense requirement for periodic refresher training related to sexual assaults. Topics covered in the self-paced course include: sexual assault response policies, victimology, understanding sex offenders, crime scene management, interview techniques, investigating difficult cases, recantation and false information, working with victim advocates and sexual assault response coordinators. All AFOSI agents are required to complete this course annually.

All AFOSI agents receive more than 225 hours of training directly related to conducting sexual assault investigations through the courses outlined above in compliance with the training requirements outlined in Section 585 of Public Law 112-81, Department of Defense Instruction 6495.02, Sexual Assault Prevention and Response Program Procedures, and Department of Defense Instruction 5505.18, Investigation of Adult Sexual Assault in the Department of Defense.

In August 2012, AFOSI established a new Sex Crimes Investigators Training Program (SCITP) to train both AFOSI special agents and Air Force prosecutors in advanced sexual assault investigation topics and techniques. SCITP serves as a robust platform to develop the cross-disciplinary skills necessary to establish the Air Force special victim capability required by fiscal year 2013 National Defense Authorization Act Section 573. The program is an eight-day, 64-hour course designed to provide advanced specialized training for criminal investigators and prosecutors. The advanced topics taught at the program include cognitive bias, cognitive interviewing, topics on better understanding and treatment of victims of sexual assault, advanced topics on predatory behaviors of sexual assault perpetrators, advanced crime scene processing, special investigative techniques, domestic violence, and other topics.

Each SCITP class is comprised of 30 students (24 special agents and six attorneys). The intermixing of agents and attorneys fosters collaboration, enables students to discuss Air Force-specific policies, procedures and challenges throughout the course, and has proven critical to building special victim capability across the Air Force. AFOSI and the Air Force Office of the Judge Advocate General have conducted eight iterations of their joint SCITP since summer 2012; 204 students (154 investigators and 50 attorneys) have graduated from the program. AFOSI plans to conduct five iterations of SCITP in fiscal year 2015 to provide advanced sexual assault training to an additional 30 Air Force attorneys and 120 Air Force investigators, including Security Forces personnel assigned to the new JSATs. SCITP will be considered for FLETC accreditation in November 2014. Currently, three AFOSI Det 808 personnel are

SCITP-certified. The Det has scheduled the remaining agents [for SCITP] in FY 2015.

**2.3 Describe your Academy's efforts to ensure MCIOs initiate investigations of all offenses of sexual assault involving cadets of whom they become aware, that occur within their jurisdiction regardless of severity of the allegation, and regardless of the sexual orientation of either the victim or the subject of the investigation.**

The Sexual Assault Response Coordinator (SARC), Sexual Assault Victim Advocates, Judge Advocates General and commanders at USAFA immediately report all unrestricted reports of sexual assault (and attempts) against adults to AFOSI regardless of the severity of the allegation, in accordance with Department of Defense Instruction (DoDI) 5505.18. DoDI 5505.18 requires AFOSI to initiate investigations into all offenses of adult sexual assault of which they become aware and that occur within their jurisdiction, regardless of the severity of the allegation. AFOSI Det 808 investigates all allegations of rape, sexual assault, forcible sodomy, aggravated sexual contact, abusive sexual contact, and attempts to commit any of the aforementioned offenses within its investigative jurisdiction. AFOSI Det 808 considers the subject's and victim's sexual orientation irrelevant to the decision on whether or not to investigate allegations of sexual assault.

**2.4 Describe your Academy's continuing efforts to foster early coordination between investigators and judge advocates when initiating a sexual assault investigation.**

Investigators and judge advocates at USAFA are in compliance with a memorandum of agreement signed by The Inspector General, The Judge Advocate General, and the Air Force Office of Special Investigations Commander in 2009 mandating investigators and trial counsel at every installation work closely on violent crime cases from inception to investigative completion. The requirement to collaborate early and often on all major criminal cases, including sexual assault, domestic violence and child abuse, has since been codified in both Air Force Office of Special Investigations and judge advocate policy instructions. AFOSI Det 808 notifies the USAFA legal office each time it initiates a substantive criminal investigation. The Staff Judge Advocate (SJA) at USAFA then designates an investigative support team as early as practicable in the investigative process. The team is comprised of attorneys, and paralegals when appropriate, who provide legal support to the case agent during the active investigation phase. The SJA provides initial counsel, coordinates on subject interviews, assists in developing an investigative plan, identifies potential criminal offenses for investigation, and compares evidence in the case with the elements of proof for a given offense. The elements of proof are individual facts that must be proven to successfully convict the alleged perpetrator for the crime. The team also reviews and updates the initial proof analysis crafted by trial counsel to address the elements, evidence, anticipated objections, and potential defenses for each specification. The judge advocate assigned to the team then discusses the results of the analysis with the Air Force Office of Special Investigations. As appropriate, investigative support team members or judge advocate staff members attend case review meetings and AFOSI personnel attend relevant judge advocate military justice meetings. Within 30 days of the conclusion of trial, the staff judge advocate and members of the trial team conduct case reviews with AFOSI Det to review lessons learned.

**2.5 Describe your Academy's efforts to ensure MCIO investigators assigned to an adult sexual assault investigation accomplish the following:**

- Notifies commanders and the SARC as soon as possible
- Ensures the victim has received a completed DD Form 2701, "Initial Information for Victims and Witnesses of Crime" and an explanation of the information provided on the form.

- Informs the sexual assault victim of the availability of legal assistance and the SARC or SAVA are available/may be declined, in whole or in part, at any time
- Provides unrestricted sexual assault data elements (e.g. investigative case number) to the SARC for incorporation into DSAID

AFOSI Det 808 provides criminal investigative, counterintelligence, and protective service operations independent of the local military chain of command. The AFOSI Det 808 Commander instead reports directly to the AFOSI 8th Field Investigations Region Commander at Peterson Air Force Base, Colorado. AFOSI agents are required by DoDI 5505.18 to accomplish the items outlined above and AFOSI Det 808 is in compliance with all requirements. AFOSI Det 808's continued compliance with all regulations is monitored through its chain of command.

**2.6 For Unrestricted and Restricted Reports, describe your Academy's efforts to ensure sexual assault documentation (DD Form 2910, 2911) is retained for 50 years IAW Section 1723 of the NDAA for FY14.**

The USAFA SAPR office maintains DD Form 2910 and 2011 in paper format, in double locked, waterproof, windproof, fireproof, stormproof file cabinets per Section 1723 for 50 years. This also complies with AF records management policy. The USAFA SAPR office also scans a copy of the forms into DSAID for all unrestricted reports of sexual assault.

AFOSI Det 808 files a hardcopy of each DD Form 2911 associated with an AFOSI investigation inside the case file and maintains an electronic copy of the form in I2MS. I2MS is AFOSI's electronic investigative information management system. All hard copy case files are mailed to HQ AFOSI upon completion of the investigation and retained for a period of 50 years.

**2.7 Describe your Academy's progress in implementing SVC case assessment Protocol for open and closed sexual assault cases**

Headquarters Air Force Office of Special Investigations (HQ AFOSI) randomly selects and reviews approximately 30 percent of all criminal investigations closed each month for quality. Cases with significant deficiencies are returned for additional investigative work. HQ AFOSI's random case review results are briefed monthly to senior AFOSI leaders, including the AFOSI region commanders responsible for field investigations. In addition, both the commander and superintendent at AFOSI Det 808 actively manage sexual assault investigations throughout the investigation. All final reports of investigation must be reviewed and approved by either the local AFOSI commander or superintendent prior to their release outside AFOSI channels.

**2.8 Describe efforts, policies, and/or programmatic changes undertaken to improve cadet confidence and/or victim participation in the investigative military justice process, as well as how you are addressing the number of victims declining to participate. Include rate of conversions from restricted to unrestricted. Include the number of victims who declined to participate in the military justice system and why (if known).**

AFOSI Det 808 is seeking to improve cadet confidence and victim participation in the investigative military justice process through its new Agent T-Zo program (discussed in paragraph 2.1) and by cycling all assigned agents through the Air Force's Sex Crime Investigators Training Program (SCITP). SCITP students receive training on the cognitive interview, cognitive biases, topics on better understanding

and treatment of sexual assault victims, and other topics. The cognitive interview technique is a more open and less direct style of eliciting information, designed to empower victims and improve their ability to provide detailed information. This technique was developed by Dr. Ronald Fisher, a Professor of Psychology at Florida International University, and has proven through years of peer-reviewed scientific research to significantly increase both the quantity and quality of information received from victims and witnesses.

Cadets are taught the proper procedures for making a report in their SAPR training. The 2012 Service Academy Gender Relations (SAGR) survey demonstrated the majority of cadets understand how to make reports. Additionally, USAFA's SAPR staff attended various cadet functions and activities in an effort to maximize interactions with cadets to increase comfort in reporting. Only one victim declined to participate in the military justice process in Academic Program Year (APY) 13-14. The initial report was made by a third-party and the victim did not wish to either provide information to AFOSI or to be involved in the court-martial process. One case from a prior APY converted from restricted to unrestricted in APY 13-14.

**2.9 Describe your efforts to ensure the victim's commander provides investigative updates to the victim throughout the investigative process. Include efforts for the victim's commander to attend and provide updates at the monthly Case Management Group meetings.**

USAFA leadership has made several improvements to this process to ensure commander participation in the CMG and access to investigative updates:

- Superintendent chaired the monthly Case Management Group (CMG) meeting.
- Emails are sent to the group and squadron commanders/AOCs/AMTs to notify them of the upcoming CMG meeting.
- At or about one week prior to the meeting, phone calls are made to each of the above in preparation for the meeting, to provide an opportunity to ask any process questions, and to help the commander bring the appropriate information to the meeting. Such information can include the well-being of the victim, updates, etc. (i.e., how is the victim doing).
- A SAPR staff member is specifically assigned to each commander/AMT to provide assistance and ensure that investigation updates to the victim are given on a regular basis.
- The SARC provides a brief synopsis of each case.
- The commander or AMT provides their update and responds to Q&A.
- OSI, JA, medical personnel, Peak Performance Center, and Chaplain provide additional information as required.
- USAFA has a Commander's CMG Guide which explains the meeting's purpose and expectations.
- A copy of Department of Defense Instruction (DoDI) 6495.02, Attachment 9, Case Management Group is provided to the Commander. Going forward, the CMG will be briefed during the AOC Master's Course, the AMT Schoolhouse, and an In-service Training for current AOCs and AMTs including Group AOCs and Superintendent AMTs.
- Finally, the same training will be provided to Commanders and First Sergeants who supervise victims assigned to the Preparatory School and Air Base Wing. The SARC anticipates this training will be implemented in APY 2014/2015.

**2.10 Describe your plans for APY 14-15 that pertain to the achievement of high competence in the investigation of sexual assault. Include a brief description of data used to inform your Academy's plans.**

AFOSI Det 808 has identified and initiated numerous programs discussed in paragraphs 2.1 and 2.2 specifically designed to ensure the achievement of high competence in the investigation of sexual assaults that occur at USAFA, or impact USAFA personnel. AFOSI Det 808 will utilize feedback from victims, the SAPR community, and USAFA leadership to evaluate and improve the effectiveness of the established training programs. AFOSI Det 808, in coordination with HQ AFOSI, will adjust training as necessary to meet the requirements of the unique and dynamic environment our agents face at USAFA.

**3 LOE 3: Accountability – The objective of accountability is to “achieve high competence in holding offenders appropriately accountable”.**

**3.1 Summarize your Academy's efforts to achieve the Accountability Endstate: “perpetrators are held appropriately accountable”.**

Every allegation of sexual assault is thoroughly investigated by OSI. Alleged perpetrators are given due process and are innocent until there is evidence to the contrary. If, however, evidence suggests that an alleged perpetrator committed an offense, USAFA/JA recommends to the Commander that appropriate disciplinary action be taken. When the Commander determines that a court-martial is appropriate, charges are preferred. If the commander recommends a general court-martial, the case must proceed to an Article 32 hearing. During the Article 32 hearing the investigating officer makes recommendations to the court-martial convening authority as to whether there is sufficient evidence to proceed to court-martial. The general court-martial convening authority makes the ultimate determination as to whether the case goes forward. If there is insufficient evidence that a perpetrator should face court-martial, the perpetrator may still receive other disciplinary action (i.e. Art 15, Letter or Reprimand (LOR), punishment under the cadet disciplinary system (CDS) for the misconduct or collateral misconduct).

**3.2 Describe your efforts to establish and evaluate a Special Victims' Counsel Program (SVC program) at your Academy to provide legal advice and representation to the victim throughout the justice process. Include any challenges encountered in providing this program.**

The SAPR office has a close relationship with the SVC program since its implementation in 2013. An SVC is not currently stationed at the Academy, but a billet has been moved to USAFA and an SVC office is scheduled to open NLT 31 January 2015 on the campus. There are two SVCs assigned to Peterson AFB and they have served clients from USAFA since inception of the SVC program. When a victim reports a crime of sexual assault, information is provided to the victim about the SVC program and if counsel is requested, the SAPR office then forwards that request. The SVCs have been very responsive to all USAFA cadets. Victims have provided positive feedback about their special victims counsel and how helpful they have been throughout the justice process. USAFA has not encountered challenges offering SVC representation to a victim.

**3.3 Describe your Academy's progress in ensuring those who are affiliated with the SVC program (paralegals, JA, Judges, SVC, and VWAP) receive specialized SAPR training for responding to allegations of sexual assault.**

All personnel who are associated with the SVC program receive training consistent with their role in the

military justice process as well as training regarding responding to allegations of sexual assault. For example, all JA personnel must take annual first responder training. This training highlights what each member of the legal office should do if a sexual assault is disclosed to them.

**3.4 Describe your efforts in implementing policy that mandates judge advocates serve as investigating officers for all Article 32 hearings on sexual assault offense charges.**

Traditionally the USAF, to include USAFA, has used a judge advocate for Article 32 hearings. Since the NDAA change requiring the use of judge advocates as investigating officers at Article 32 hearings, USAFA has not had an Article 32. However, under the new mandate when an Article 32 hearing is held a judge advocate will serve in the capacity of an Investigating Officer as required and as USAFA has historically already done.

**3.5 Describe any treatment or rehabilitation programs implemented by your Academy for those who have been convicted of a sexual assault. Include any pertinent referrals, such as drug and alcohol counseling or other types of counseling or intervention.**

Once convicted, a cadet is disenrolled. Throughout the process any cadet can be referred to or can receive treatment from the Peak Performance Center (PPC) or Mental Health Clinic. If a cadet is convicted, per AF mental health policy on treatment of sexual offenders, the Mental Health clinic can provide treatment if the cadet is still enrolled in TRICARE. For those that receive confinement as the result of court-martial, the military confinement facilities at Miramar, CA and Charleston, SC have treatment facilities.

**Describe your Academy's educational programs designed to change the behavior of those members issued non-judicial administrative punishments for an offense related to a report of sexual assault or a report of sexual harassment.**

In cases of behaviors related to assault or harassment, we create individual action plans to educate the offender. These include, but are not limited to, additional EO training, mandatory related service projects, and a requirement to research and brief aspects of and impact of the offensive behavior. In some cases, the offender is required to devise prevention strategies and brief fellow cadets. All cases are tailored to the specific offense.

**3.6 Describe your Academy's progress in ensuring that if a cadet is convicted by court-martial or receives a non-judicial punishment or punitive administrative action for a sex-related offense, a notation to that effect shall be placed in the Academy personnel record and is reviewed by command.**

In accordance with AFCW 52-101, the Cadet Disciplinary System, a notation is placed in there Academy Personnel Record and reviewed by the Commander. Discipline and behavioral reports are maintained by the Commandant of Cadets. Historical information is available for review by command.

**3.7 List updates or efforts to update Academy policies requiring the processing for administrative separation of any cadet convicted of a sexual assault.**

When a cadet is convicted of an Article 120 offense or an attempt to commit and Article 120 offense, and is not adjudged a dismissal in their sentence, JA Cadet Actions works with the Commander to initiate the cadet's disenrollment from USAFA according to AFI s 35-2002, 36-3504 and USAFAI 36-3504.

**3.8 Describe your Academy’s plans for APY 14-15 that pertain to the achievement of high competence in holding offenders appropriately accountable.**

We will continuously monitor our processes while adhering to the judicial process and hold perpetrators appropriately accountable. JA conducts Commander and First Sergeant training that addresses accountability and ensures that Commanders are aware of and understand DoD policies, AFIs and other regulations pertaining to sexual harassment and sexual assault. Additionally, they meet with Commanders as needed and always while in the process of determining the appropriate disposition in a sexual assault or sexual harassment case. SMEs will continue to provide training to JA, Commanders and first responders.

**4. LOE 4—Advocacy/Victim Assistance--The objective of advocacy/victim assistance is to “deliver consistent and effective victim support, response, and reporting options.”**

**4.1 Summarize your Service or Component’s efforts to achieve the Advocacy/Victim Assistance Endstate: “DoD provides high quality services and support to instill confidence and trust, strengthen resilience, and inspire victims to report.” Include responsibilities established in DoDI 6400.07, enclosure 2.**

The SARC and all full-time SAPR VAs are DSAACP certified. The SARC is a Level 4 certified VA while the VAs hold Level 1 certifications. The program has 4 volunteer active duty military VAs who are all Level 1 certified.

The SARC and SAPR VAs were found in compliance with AF and DoD requirements for their respective positions. The USAFA SAPR office underwent an extensive AFAA on-site audit which was conducted in two phases covering all personnel files, training, credentialing, clearances and background checks that the SARC and SAPR VAs had undertaken since appointment into their respective positions.

The Peak Performance Center established a relationship with the Adolescent Pediatrician through the 10 MDG. Medical needs are addressed and immediate referrals are provided as needed. All providers at the PPC are trained in DoD modalities to address trauma. The USAFA SAPR program created a first of its kind victim helping guide called “Now, What?” and a “grounding kit” for victims. The SARC and SAPR VAs are advisors to the CAIB, IDS, and members of the CCLD Integration Working Group, Cadet Helping Agencies Team and other related working and program integration groups/committees. The SARC and SAPR VAs strive to connect with cadets at all levels of engagement, to be the ‘face’ of a safe and trusted place to report an assault, or to simply receive information regarding the same. Many victims ‘bring in’ or refer other victims based on the level of service, trust in the SARC and SAPR VAs, as well as advocacy and support received. Victim Advocates engage in direct response to reports including initial intakes, accompanying victim to medical, investigative, legal appointments and other avenues of help as needed or requested by the victim. This includes completing form 2965 for DSAID and getting that to the SARC for input into the data base, filling out SVC requests and follow up as required. Follow-ups can include phone, text, email and in person visits at any time of day/night at the request of the victim.

At USAFA, there are other ways in which VAs assist victims of sexual assault, such as coordinating or facilitating with the helping agencies to provide services and time for treatment and recovery.

**4.2 Describe your Academy’s efforts to ensure appropriate command notification of a sexual assault involving cadets for Unrestricted and Restricted reports. Include the type of information provided,**

**and precautions in place to protect privacy and confidentiality of victim and subject.**

The SAPR office provides command notification within 24 hours of the reported sexual assault for both restricted and unrestricted reports. For restricted reports, only non-identifying information is given: (if known) time of day, day of the week, on or off base, # victims, # alleged perpetrators, type of offense. For unrestricted, name of victim, and subject (if known), if there was drug or alcohol use by either subject or victim (if known), and other information as required. Only those with a 'need to know' are notified to include the Vice Commandant, Commandant, Group AOC, squadron AOC, AMT and 10 ABW Vice Commander are notified with non-identifying information for restricted reports, and minimal information for unrestricted reports. The Prep School commander is notified of reports on a quarterly basis since there are such a small number of reports. In Accordance With (IAW) AF guidance, we also submit an Operations Report (OPREP) within 48 hours to the Secretary of the Air Force (SECAF) for both restricted and unrestricted reports. Only non-identifying information is provided to include: # victims, # subjects, time of day, less than/greater than 30 days, subject status (military, civilian, etc.), drug/alcohol use (protected for restricted), and whether incident happened on/off base. This is transmitted via the 10 ABW Command Post For Official Use Only (FOUO) directly to the SECAF.

**4.3 List the total number of special victims' counsel providing legal services to victims of sexual assault during APY 13/14. Include type of services provided, feedback from recipients of services, and other related legal services.**

The Special Victims' Counsel (SVC) program was implemented regionally in January 2013 and has been utilized by USAFA cadets since its inception. The SVC regional office is located at Peterson AFB and represents multiple bases to include USAFA. There are two trained full-time active duty attorneys and one full-time paralegal performing as SVCs. We have had SVC representation in all phases of the reporting process to include attending OSI interviews, interviews with the defense and prosecution, Article 32 hearings and Courts-Martial. Each victim who utilizes SVC services is asked to complete a survey, and victim feedback has been overwhelmingly positive.

**4.4 Describe your efforts to establish processes for selecting individuals to serve in victim-sensitive personnel positions. Include process for reviewing credentials, qualifications, and refresher training. Also, describe your efforts to address inappropriate behavior demonstrated by those in victim-sensitive personnel positions. Include policy for revocation of certification if appropriate. Efforts:, Processes: Describe**

The AF SAPR office and the AF Civilian Personnel Office have developed standardized core documents for the General Schedule (GS)-11 0101 SAPR VA and the GS-12 0101 Sexual Assault Response Coordinator. For the 0101 Social Science series, there is a positive education requirement of 24 college credit hours of social science.

The USAFA SAPR office was assigned a 1st Lieutenant to serve as the Deputy SARC, a 38F AFSC, or Force Support Specialist (essentially, manpower personnel services). The three current SAPR VAs in the SAPR office were hired via AF AFPC using their recruitment and qualification screening protocols. Hiring decisions were made on the most qualified resumes. There is one remaining SAPR VA position to fill, the recruit/fill action has been accomplished and we are awaiting posting of the advertisement in USA jobs. The 1st Lt was assigned by AFPC.



AF Policy for revocation of certification or removal as a SAPR VA is currently under revision. Full-time SAVAs at AF installations are brand new and so is the certification process.

At USAFA, victim care is our primary concern. The first step is to identify inappropriate behavior towards a victim. This can be done several ways: First, through direct observation by the SARC or Deputy SARC. Secondly, it may be reported by observation of others to include SAPR VAs, although in most cases, it is actually reported by the victim. However, the first course of action usually is to assign a new SAPR VA, and deal with the conduct appropriately.

Selection protocols for all positions of trust (AOCs/AMTs/ Faculty/Staff who interact with cadets) were recently reviewed IAW SECAF guidance.

**4.5 Describe your Academy's progress in ensuring all SARC and SAVAs are certified through the DoD Sexual Assault Advocate Certification Program (D-SAACP) prior to performing the duties as a SARC or SAPR VA. List the total number of SARCs and SAPR VAs certified in APY 13-14. If not at 100%, describe your efforts to achieve 100% certification.**

The USAFA SAPR office has one full-time GS-12 civilian SARC, one full-time military Deputy SARC, a 1st Lt, 3 full-time GS-11 civilian victim advocates, and a vacancy in recruitment for a fourth full-time civilian victim advocate. And, the SAPR office has trained 12 volunteer victim advocates which brings a total of 15 SAPR VAs. Three of our on call volunteer victim advocates are active duty and D-SAACP certified. One is a certified VA and the other two are trained and experienced former SARCs. Two of the three GS-11 victim advocates are fully trained and certified through D-SAACP and the third is in the process of getting trained and certified.

**4.6 Describe efforts to ensure all assigned sexual assault health care providers receive required training and remain proficient in medical treatment resources, in conducting sexual assault patient interviews, and in conducting SAFEs.**

USAFA has a Memorandum of Agreement (MOA) with Memorial Hospital Central updated in April of 2014. All providers at Memorial who conduct exams are credentialed Sexual Assault Nurse Examiners (SANE), verified by the Director of the Program. All SANEs are required by Colorado law to maintain credentials which include conducting Sexual Assault Forensic Examinations (SAFEs), maintaining evidentiary chain of custody, and conducting sexual assault patient interviews. The USAFA SARC conducts in-service training for Memorial Central SANEs regarding our program including cadet specific information, how our program works, definitions, and how to contact us. Additionally, the Sexual Assault Nurse Examiners at Memorial Hospital who conduct our SAFE exams provide training to any interested USAFA medical/first responders regarding new strangulation/choking protocols which are now a mandatory part of any SAFE given at Memorial. SANE provides training to Front Range victim advocate's initial training courses regarding components of SAFE as well as conducting a tour of the SAFE program offices and exam rooms at Memorial. Additionally, three 10th Medical Group USAFA OB-GYN nurse providers are participating in a state of Colorado SAFE certification program. This is a four week on line educational program followed by a two week hands-on practicum at Memorial Hospital.

**4.7 List the number of victims, if any, whose care was hindered due to lack of SAFE kits or timely access to appropriate laboratory testing resources and describe the measures taken to remedy the situation. Also, include the number of cases where evidence gained from a SAFE kit was used in a Courts Martial.**

At USAFA, there has not been a situation in which a victim's care was hindered due to a lack of SAFE kits or timely access to appropriate lab testing resources nor has SAFE been used in any courts-martial.

**4.8 Describe sexual assault related health care initiatives undertaken by your Service in APY 13-14. Include mental health treatment programs and follow-up procedures that are gender-responsive, culturally competent, and recovery-oriented and outcomes of measures of effectiveness.**

USAFA's Peak Performance Center (PPC) has developed a collaborative treatment program with the 10 MDG's Adolescent Physician. In any reported sexual assault allegation (restricted or unrestricted), the medical and mental health needs of a victim are addressed in a tailored response to the cadet's needs. The PPC, along with SARC, collaborated on the development and implementation of a "Seeking Safety Support Group" for female cadets. The group meets every other week and has created a supportive environment for the attendees who have recovered from an assault, as well as invaluable resources for female cadets still struggling from issues of an assault. At this time there are no male cadets expressing interest in a group, however, the PPC and SARC are prepared to start when needed. Additionally, the PPC has 2 male and 2 female providers who are trained in the assessment and treatment of assault victims. The training includes cross-cultural competency, which ensures the provider's services meet the needs of the cadet. Regarding outcomes, when a cadet is in treatment at the PPC, a Patient Health Questionnaire (PHQ-9) as well as a PTSD- Checklist (PCL) is administered prior to every appointment to monitor symptomology and reviewed with the patients on each session. These tools, along with the provider's clinical assessment and the patient's self-assessment are used to measure outcomes and the effectiveness of treatment.

**4.9 Provide the following information about coverage for SAFEs for the MTF.**

- **Hours of emergency room coverage:** USAFA no longer has emergency room services. All SAFEs are conducted at Memorial Hospital Central through a MOA.
- **The number of full-time SANEs assigned at the MTF that operates an emergency room 24 hours per day:** None
- **A list of the number and types of providers:** 2 Nurse Practitioners (NPs) (who have had the training but are not certified or FTE's)
- **The number of FTEs assigned for sexual assault examiner response per facility and the types of providers assigned to those FTEs:** None

A listing of all MOU/MOAs to provide SAFE services with the location, distance from the facility, and execution and termination dates for each agreement: *"This Memorandum of Agreement (MOA) is executed for the purpose of establishing an agreement between the United States Air Force Academy, USAF Academy, CO, hereinafter referred to as "USAFA" and UCH-MHS, Colorado Springs, CO, hereinafter referred to as "Memorial" to define the procedures for the Sexual Assault Nurse Examiner (SANE) conducted forensic medical examinations for military members and dependents who have been a victim of sexual assault." "This MOA will remain in effect indefinitely; however, an annual review by all parties based on signatory dates below is required. Termination by either party will require that written notification be sent by registered mail thirty (30) days prior to the termination date. When executed, this agreement supersedes all previously written agreements or understandings related to SANE-conducted forensic medical examinations". (directly taken from the most current MOA currently in the final stages of approval)*

**4.10 Describe your Academy's expedited transfer policy and procedures. If transfer is approved, include the average wait time (days) to move the victim. Include an assessment of the implementation of your expedited transfer policy/program.**

The Academy follows the AF SAPR policy for all expedited transfers (ET) for eligible permanent party. Basically, ET provides victims filing unrestricted reports (UR) of sexual assault the options of a PCS or PCA to a location that will assist with the immediate and future welfare of the victim while also allowing him/her to move to locations that can offer additional support to assist with healing, recovery, and rehab.

ET is available to active, guard, reserve airmen who file a UR of sexual assault and handled IAW AFI 36-2110 Assignments, Attch 26, Expedited Transfer. Once the victim makes the request, it is facilitated by the SARC/VA and squadron commander (CC) or equivalent. The Wing CC has 72 hours to approve or disapprove this decision. The decision may be delegated to the Vice Commander, but no lower. Once the CC approves, the victim uploads the signed CC memorandum into virtual MPF. The request is then sent via e-coord to the Total Force Service Center and then to HQ AFPC Humanitarian and Exceptional Family Member Program Assignments Branch for execution of reassignment orders.

For cadets, we are unable to provide an ET, but we do offer alternatives. A Military Protective Order (MPO) can be issued. For both unrestricted and restricted reports, we are able to facilitate squadron reassignment (which affects dorm assignment). The SAPR office works with the Vice Commandant for Culture and Climate throughout the process. Also, if necessary, the SAPR office will work with the Registrar to modify academic or military training schedules to separate victim and subject .

Though a cadet cannot be transferred to the Naval or Military Academies, there is an option for a victim to leave USAFA on Administrative Turn back for up to one year. This option enables the victim to have the time and space needed for recovery and healing. The victim remains in cadet status in every regard except pay and when they return, they are one year behind in their academic courses. The guidance in which this is based on is that we are operating on cadets receiving an appointment specifically to USAFA; in turn, a Midshipman would get a specific appointment to USNA, and so on with each Academy. These are congressional appointments, and as a result are assumed that they are not alterable. Also, In discussing this with our cadet victims, they are not in favor of switching service academies.

The SARC and permanent party work to make these transfers quickly (normally within a few days) and the entire process and outcomes are monitored continuously by the Vice Commandant of Cadets, Climate and Culture.

The Special Victims' Counsel (SVC) is also available to advise the victim regarding the need of and issuance of an MPO. In high risk cases, the High Risk Response Team is engaged immediately to determine any changes/alterations to the investigative process. For example, an SVC can advise if an MPO should be issued before speaking to the subject or other witnesses. They also address any potential victim safety concerns as related. This is not a lightly made decision, the well-being of both victim and subject are considered.

**4.11 Describe your policies and procedures allowing administrative reassignment or transfer of a cadet who is accused of committing sexual assault or a related offense, balancing interests in the**

**victim and accused. If approved, include the average wait time (days) to move the subject.**

For an unrestricted report, if the victim and subject are in the same squadron or in squadrons of close proximity, we typically move the subject to a different squadron.

SARC and/or VAs confer with the cadets leadership before any actions are taken to discuss the best way ahead. This is done primarily to protect both victim and subject from further interaction.

A MPO is typically issued with specific behaviors outlined to include:

- No contact through friends/family of either party i.e. email, text, or phone.
- A distance requirement is put into the order to specify proximity of the victim and subject's location to each other ( at times, this is difficult to enforce due to the small size of USAFA and some of the mutual requirements to attend briefings, trainings, events, or dining).
- What to do 'if' the specifications of the MPO are not followed.

If the decision is made to move either the victim or the subject, the typical wait time to move a cadet is averages less than three days. Consideration is given to who the AOC and AMT are and the squadron climate.

MPOs are only issued for the unrestricted reporting option. The victim of an unrestricted report is engaged in a safety assessment performed by either a SAPR VA or the SARC during the initial unrestricted report (or at the time the report is changed from restricted to unrestricted). The victim is asked whether or not a MPO is necessary. A safety assessment is conducted by the SARC or victim advocate. Part of this assessment includes questions regarding living condition, classes, dining facility, friends/acquaintances in common' with the subject, Facebook/Social Media, events attended (parades, parties, lunch, dinner...) etc. The subject's AOC completes a similar assessment. The safety of the subject is a concern that is discussed, especially self-harm.

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

In January, the President launched the White House Task Force to Protect Students from Sexual Assault. One of the initiatives is to have college campuses do the cross talk to eradicate sexual assault and promote reporting and access to resources. USAFA and other MSAs, are participating in hopes of leveraging lessons learned. One important aspect of the President's initiative is the illumination of sexual assault as a national problem encountered at all types of colleges and universities. This has sparked discussion across USAFA which will hopefully decrease the stigma of reporting, seeking care and supporting victims.

The Mentors in Violence Prevention (MVP) was implemented to increase respect for others and victim empathy. The MVP program focuses on an innovative bystander model that promotes a positive climate.

Consent, barriers and stigma associated with reporting sexual assault are admittedly a concern at USAFA. Consequently, we continue to work with SMEs internal and external to USAFA to improve our programs. For instance, the issue of consent is now presented as a "legal" issue versus a 'SAPR' issue.

We continue to provide training, starting on day 2 of BCT about what inappropriate behavior looks like and how to report any sexual assault or harassment. Future initiatives include participation in the “It’s on Us” White House endorsed public awareness and action campaign.

**4.13 Describe your efforts to strengthen local service providers’ participation in an integrated victim services network of care. Include measures of effectiveness.**

Our work with outside agencies such as TESSA, Memorial Hospital, and Planned Parenthood continues. These agencies provide an avenue for those airman and cadets who prefer to work with off base providers. These long term relationships, discussions on victim care and reciprocal training has given us confidence in their ability to provide great care to airman and cadets.

At the time of this report, we do not have measures of effectiveness. In the future, USAFA plans to incorporate this into our GRIP framework to assess programs and initiatives.

**4.14 Describe your efforts to implement and monitor methods to improve reporting and enhance efforts to encourage male victims to seek assistance. Describe your efforts to solicit male victim input in the development of these methods.**

USAFA SAPR’s efforts to improve reporting for male victims is comprehensive and intentional.

Helping agencies briefings during BCT: During the 2<sup>nd</sup> SAPR training of BCT, gender-separate trainings use non-gender specific names in scenarios to provoke discussion. The cadets noticed the non-gender specific names which sparked discussion. “What if it was same sex, would that make a difference?” and related questions are asked.

All Freshmen attend *Sex Signals* training which has content that intentionally contains same gender and male victimization scenarios.

All Sophomores attended the Mike Domitrz presentation, “May I Kiss You.” In the presentation, he used non-gendered names in scenarios involving consent. After he elicited cadet feedback, he then attributed a gender to the names in the scenario and asked if they would have reacted differently if it was a same-sex scenario.

All Sophomores attended cBIT. A male victim scenario is the primary teaching mechanism for this training. The use of a male victim sparked cadets thinking and helped them understand that males can be victims too. Male victims also need support and need to realize that it isn’t just a woman’s problem. If there is male victim blaming, the same as with females, feedback assists us with critiquing and verifying the similarities.

Juniors attended the Russ Strand presentation which focused on perpetrators. Common male on male predation myths are discussed.

All Seniors attended Anne Munch’s *Unnamed Conspirator* presentation which focused on media, society, and male victim mythology.

The CCD’s office met with the Spectrum lesbian, gay and bisexual (LGB) club to discuss same-sex victimization.

**4.15 Describe your Academy's plans for APY 14/15 that pertain to the achievement of high quality services and support to instill confidence and trust, strengthen resilience, and inspire victims to report.**

- **SAPR Program Evaluation**

- Implement program evaluation during speaker presentations using standardized pre and post questions and course critiques.
- Utilize wireless 'clickers' for program evaluation.
- Fully implement Gender Relations Institutional Platform (GRIP).

**Improve the 'eSARC' program to enhance response to victims and further encourage restricted reporting option** – continue to improve and enhance communication with cadets using their communication venues (cell phone texting, email, etc.).

- The USAFA SAPR Website is under renovation by public Affairs (PA).
- We are investigating, developing and using electronic Aps that are specific to USAFA for sexual assault and prevention.

- **AF planned Re-Vamp AF SAPR Accessions 1 and 2 Program**

- AF requires all accessions sources to provide SAPR Accessions training parts 1 and 2 at some point in the tenure of the cadet/airman; this includes AF basic training (6 wks). AF Accessions training is AETC-developed.
- USAFA SAPR participated in an AF Accessions IPT in January of 2013. A comprehensive USAFA Accessions program review was conducted, which included a gap analysis and curriculum review. This IPT included all AF Accessions sources and included as a part of the review process SMEs Anne Munch, Dr. David Lisak, and Dr. Jeff O'Brien. The USAFA Accessions program was found to have no gaps and will become the model for all AF Accessions sources to include Basic Airman training at Lackland, Officer Training/Candidate School, and ROTC. As a result of this IPT, Air Staff funded "Sex Signals" for all Accessions Sources, a \$11.4K savings for the USAFA SAPR budget.

- **Implement the cadet Bystander Intervention Program** (2 year implementation timeline, implementation date June 6, 2014) (Completion date 30 July 2014)

- USAFA SAPR has completed development of a CBIP This program includes sexual harassment specific content, The 'continuum of harm' and an exercise called "Take a Stand" where cadets get to voice opinions. The primary teaching scenario involves male cadet victims.

- **Initiate SAPR curriculum overhaul**

- **Focus on healthy relationships**

- **Outreach, Awareness Events:**

- Sexual Assault Awareness Month, described in other sections, will be robust again. USAFA is one of the national Take Back the Night 10 Points of Light. Management By Walking Around: in line with the CAIB and IDS, SAPR will expand and schedule evening/weekend times to walk through cadet dorms.
- Volunteer Victim Advocates: will assist in outreach events.
- Continue trainings with any/all individuals who work with or have contact with cadets: Sponsor Family Night, SPIRE volunteers (Chapel), Cadet Clubs OICs, etc.
- Expand outreach with parents: Have developed a Guide for Parents: How to talk To your Cadet

about sexual assault, was handed out at In-Processing, will also hand out Parent Weekend (23 Aug).

- **Develop written educational materials**

**5. LOE 5—Assessment—The objective of assessment is to “effectively standardize, measure, analyze, assess, and report program progress.”**

**5.1 Summarize your Service or Component’s efforts to achieve the Assessment Endstate: “DoD incorporates responsive, meaningful, and accurate systems of measurement and evaluation into every aspect of the SAPR program.”**

The USAFA SAPR program is assessed by multiple agencies including AF SAPR, DoD SAPRO, and internal USAFA assessments. Defense Manpower Data Center (DMDC) conducted in odd years, a focus group on site. In the even years, a paper survey was administered on site and in FY13 DMDC conducted cadet focus groups. In FY13 DoD SAPRO, conducted an on-site comprehensive and expanded program assessment and the SAPRO office was found to be in compliance. In FY13, Air Force Audit Agency (AFAA) conducted a comprehensive two-part personnel audit of the USAFA SARC and SAPR VAs finding USAFA to be in compliance. Our staff is credentialed by DSAACP per DoD requirement. An unannounced IG Sexual Assault 24 Hour Hotline Exercise was conducted in FY13 to include all AF installations. USAFA report 36-502, USAFA Performance Measures, is compiled annually and includes SAPR metrics. USAFA developed and will implement the comprehensive GRIP assessment which will assess the SAPR program.

**5.2 Provide updates on your Academy’s efforts to involve cadets in command, climate assessments, and implement appropriate metrics and assessment tools, consistent with Department-wide methodologies, to evaluate and regularly report progress in sexual harassment and assault prevention and response.**

USAFA cadets undergo multiple surveys and assessments; i.e. the DMDC Gender Relations Survey conducted both cadet focus groups and via paper survey. The 10 ABW EO and USAFA SAPR offices conducted cadet UCAs with approximately half of the cadet squadrons. Additionally, use of electronic voting ‘clickers’ will be implemented in training to increase participation, interaction and facilitate program evaluation. Several cadet capstone projects involved analyzing DMDC Service Academy Gender Relations (SAGR) survey data, SAPR stand-down day data, and other data involving gender relations. Additionally, cadets served on various boards and working groups such as the Institutional Review Board. Finally in APY 13-14. USAFA initiated the Dedicated Survey and Assessment Time (DSAT) whereby multiple surveys and assessments are administered during a specific period. The 10 ABW/EO office administers the DEOCS climate assessment tool and complies with the 17 Dec 13 transition memo from HQ USAF. It states, “Air Force Academy Cadets and Prep School candidates will be excluded from participating in the DEOCS. Cadets will continue to participate in bi-annual assessment administered by the Defense Manpower Data Center.”

**5.3 Describe your Academy’s methods to assess the performance of commanders in establishing command climates of dignity and respect and incorporating SAPR prevention and victim care principles in their commands.**

The Squadron Organizational Climate Critique (SOCC) is an organizational climate tool consisting of items and scales examining organizational processes. These range from custom designed items to

reflect USAFA specific organizational issues, such as the practice of the Officer Development System to leadership items to scales reflecting organizational citizenship behaviors, counterproductive work behaviors, organizational commitment, and pride. The SOCC has been administered annually since 2008.

There are three fundamental and interrelated purposes for conducting this survey. First, the AOC Master's program is expected to prepare officers to lead as AOCs. An important program outcome is to examine the transfer of academic training into leadership practices and impact within the Cadet Wing. Following Kirkpatrick's program evaluation model, these are the critical assessment issues. Thus, the survey provides information about the kinds of leadership behaviors and developmental processes that cadets observe and how these behaviors and processes affect cadet attitudes and behavior. From this perspective, the survey results provide program evaluation information.

Next, the results are used as developmental information for AOCs. Each AOC is provided with results for his/her squadron, which is a method highly regarded as a key leader development intervention. AOCs receive top-down feedback from their superiors and get a rough indicator of squadron performance through the Outstanding Squadron System results. This is the only upward feedback about leadership that AOCs obtain, and so this is an important and sole source of upward developmental feedback. Finally, the results are aggregated to reflect the Cadet Wing overall. This aggregated data also serves as feedback to Wing leadership regarding perceived developmental processes, leadership activities, and cadet attitudes and behaviors. Some of this information is considered in the USAFA balanced scorecard. Thus, the survey is a rich feedback tool providing data for program evaluation and development across different levels and organizations.

The AF exempted USAFA cadets from the DEOCs which contains commander responsiveness to sexual harassment items. The SOCC is not an EO/HR survey. We are looking forward to a Military Service Academy DEOCs that will cover all required items. The SOCC survey is attached, Tab 1.

**5.4 Describe your efforts to ensure integrity of data collected in the Defense Sexual Assault Incident Database (e.g. victim case management, subject investigative and legal case information as applicable, storage of DD Form 2910 in Unrestricted Reports).**

The SARC is responsible for all inputs into DSAIDs. The SARC per AF SAPR requirements completed a 2-hour DoD-developed DSAIDs CBT before 22 November 13. The SARC has Level 4 DSAACP credentials as required to be a DSAIDs user. DD Form 2910 is scanned into DSAIDs for each unrestricted report of sexual assault. A listing of cases to be closed is in development for the time that the SARC is able to close cases in DSAIDs.

NOTE: As of July 2014: AF/CVS requires the SARC and JA to complete a DSAID "Subject Disposition Case Form". This is a new "disposition" component which captures the outcome of the subject's case. The SARC is the central collection point to gather the data, including JA's data, and forward to CVS. This form will be completed for each subject when the case has been finalized. Final disposition occurs when the accused has been sentenced at court-martial, has been punished by NJP, receives administrative action, or when a decision is made that no action will be taken, however; we don't wait for an appeal.

**5.5 Provide a summary of your SAPR and POSH research and data collection activities conducted in APY 13/14, and planned activities as a result of this research. Include documentation in the appendix.**



While the Gender Relations Integrated Platform (GRIP) outlined a comprehensive plan for assessing all SAPR and HR programs, the plan is yet to be fully implemented.

**5.6 Describe your Academy's plans for APY 14/15 that pertain to the achievement of responsive, meaningful, and accurate systems of measurement and evaluation into every aspect of the SAPR program.**

The CWP analyst developed the GRIP; a comprehensive assessment program for all CWP components (SAPR, Peak Performance Center, and the Human Relations program). The GRIP is now managed by the CCD office where the SAPR program now resides. CCD is in the process of hiring a full-time SAPR Analyst who will lead the measurement and evaluation efforts for SAPR. USAFA SAPR will rely on the DMDC survey and focus group data to measure/analyze/assess program progress as well as assess the climate and culture at USAFA. DMDC conducted surveys at USAFA in early April, 2014 in addition to conducting focus groups in 2013. The DMDC provides paper survey regarding gender relations/sexual assault focused elements during even years which are conducted for all Service Academies.

**5.7 Provide an analysis and discussion of your Academy's Statistical Report as presented in Statistical Data Template.**

**5.7.1 Provide an analytic discussion of your Academy's Statistical Report. This section should include such information as:**

- Notable changes in the data since APY 12/13 (in percentages) and other time periods, as appropriate
- Insight or suspected reasons for noted changes, or lack of change, in data
- Implications the data may have for programmatic planning, oversight, and/or research
- Other (Please explain)

During APY 13/14 there were 27 cadet reports of sexual assault. We acknowledge that any number reflects human pain and suffering; we are committed to ending sexual assault at USAFA. This is a 40% decrease (18 fewer reports) in the number of reports since APY 12/13. Ideally, we would like decreasing numbers of reports to correlate to a decrease in the actual number of occurrences (prevalence). It is difficult to characterize year to year increases/decreases. The overall trend for USAFA prevalence rates, as measured by the DMDC Service Academy Gender Relations (SAGR) survey, has remained relatively stable over the past several years. Based on this data, we would like to see a decrease in prevalence and an increase in reporting to close gap and reflects confidence in our system. At the time of this report, the results of the 2014 SAGR survey were not available; therefore we do not know if the decrease in the number of reports is attributable to a lower prevalence rate or some other factor. Regardless, we continue to emphasize a culture of commitment and climate of respect and to deliver a responsive program and are hopeful that we will eventually close the gap.

**5.7.2. Unrestricted Reporting – Victim Data Discussion and Analysis. This section should include an overview of such information as:**

- Types of offenses
- Demographic trends
- Victim referrals
- Military Protective Orders issued as a result of an unrestricted report (e.g. number issued, number violated)
- approved expedited transfers and general reasons why transfers were not approved

<p><b>-Others (please explain)</b></p> <p>Types of offenses (Percentages does not include unrestricted reports not being reported this year)</p> <ul style="list-style-type: none"> <li>• Rape: 40%</li> <li>• Aggravated Sexual Assault: 20%</li> <li>• Abusive Sexual Contact: 40%</li> <li>• Wrongful Sexual Contact: 0%</li> <li>• Indecent Assault: 0%</li> <li>• Unknown 0%</li> </ul> <p>Victim referrals</p> <ul style="list-style-type: none"> <li>• Peak Performance Center</li> <li>• Seeking Safety and Support Group</li> <li>• Cadet Clinic</li> <li>• Chaplain</li> </ul> <p>Military protected orders</p> <ul style="list-style-type: none"> <li>• 7 issued, none violated</li> </ul> <p>Expedited transfers</p> <ul style="list-style-type: none"> <li>• There were no expedited transfers for cadets, all request for cadet squadron transferred were approved</li> </ul>
<p><b>5.7.3. Unrestricted reporting – subject data discussion and analysis. This section should include an overview of such information as:</b></p> <p><b>-Disposition trends</b></p> <p><b>-Other</b></p>
<p>Most subjects this APY were upper class cadets. Disposition trends were that the cases did not go forward primarily due to a lack of evidence to substantiate. Victim declination was not calculated due to insufficient evidence.</p>
<p><b>5.7.4. Unrestricted reporting – reporting data discussion and analysis. This section should include an overview of such information as:</b></p> <p><b>Trends in descriptive information about unrestricted reports (e.g. did more reported incidents occur on/off Academy Grounds?)</b></p> <p><b>- Investigations</b></p> <p><b>- Other (please explain)</b></p>
<ul style="list-style-type: none"> <li>• On base reports: 4</li> <li>• Off base reports: 7</li> <li>• Unidentified reports: 2</li> </ul> <p>This APY we had a significant increase in unrestricted. The SARC believes one contributing factor is the implementation of the SVC program.</p>
<p><b>5.7.5. Restricted Reporting – Victim data discussion. This section should include such information as:</b></p> <p><b>- Service referrals</b></p> <p><b>- Other (please explain)</b></p>
<p>Restricted reporting referrals are made primarily to the Peak Performance Center for support and</p>

therapy as well as the Seeking Safety Support Group. Also, the Chaplain is a large referral source for support. Victims making restricted reports are also referred to the Special Victim's Counsel program. The Cadet Clinic Adolescent and Young Adult Specialist MD is another high referral source for restricted reports, trauma assault related medical issues such as sleep and eating problems, STDs, depression, anxiety and other trauma related health problems. TESSA is sometimes recommended as those with restricted reports fear others may find out about their seeking therapy at PPC or mental health.

**5.7.6. Restricted Reporting – reporting data discussion. This section should include such information as:**

- Trends in descriptive information about restricted reports (e.g. did more reported incidents occur on/off Academy grounds?)
- Trends in restricted reporting conversions
- Other (please explain)

Most restricted reports of sexual assault occurred on-base. We did find a trend with two victims reporting first to the PPC. This may be due to the Seeking Safety Support Group that the PPC facilitates. The PPC facilitator relayed to us that group members bring friends who have been assaulted to the group; i.e. these members have not come in through the SAPR office or the PPC. These reports have been entered into DSAID with "limited information" as the victims do not wish to make a report, sign a DD Form 2910, nor have contact with the SAPR office.

**5.7.7. Referrals for victims of sexual assault – unrestricted report referral data discussion. This section should include such information as:**

- Summary of referral data and how your Academy counts as a "referral"
- Discussion of any trends of interest in referral data

USAFA has excellent resources for victims of sexual assault. The PPC has several providers who are all trained in DoD modalities to address trauma. They are specially trained and their skills are sharp/current. These providers are competent and very easy to access since they are located in Sijan Hall, a cadet dorm.

The Cadet Clinic has an MD who is an Adolescent and Young Adult specialist. He is specially trained in the type of issues our cadets deal with such as sleeping problems, STDs, pregnancy, eating disorders, depression, suicide, concussions and cutting.

The Registrar would not be considered a typical referral for a victim of sexual assault, however; at USAFA this office has been exceptionally helpful with both restricted and unrestricted victim "transfers expeditiously" to different class sections, courses, or change schedules, with no questions asked. This keeps the victim and subject apart during instructional time.

As with restricted reports, victims making unrestricted reports are also referred to the Special Victim's Counsel program.

The Vice Commandant of Cadets has an important role at times as a referral source with both unrestricted and restricted cadet reports. The Vice Commandant has helped move restricted victims from one squad to another, from one section of ESET (combat survival training) to another ensuring the victim and subject are kept apart during training periods.

These are other types of referrals that are not in DSAIDs or typically on a checklist. The examples are stress, worry and fear even for our restricted cases. We work with instructors and faculty if a victim is failing or struggling and needs to get extra instruction. We see referrals and cadet support as a holistic approach. We look at the 'whole cadet' and ask them how they are doing overall as well as how we can help.

**5.7.8. Referrals for victims of sexual assault – restricted report referral data discussion. This section should include such information as:**

- **Summary of referral data and how your Academy counts as a 'referral'**
- **Discussion of any trends of interest identified in referral data**
- **Other (please explain)**

Primary referrals for restricted reporting victims are for medical, PPC for individual therapy and the Seeking Safety Support Group. We are fortunate to be able to help cadets who file restricted reports with bed rest through the Cadet Clinic. The Cadet Clinic's adolescent and young adult specialist is an invaluable resource in terms of assisting restricted reporting victims with sleep hygiene, eating/weight problems, anxiety, depression, and other related medical issues. We do have several restricted reporting victims who request help with getting access to emergency contraception, commonly referred to as "Plan B", which is available 'no questions asked' at the Cadet Clinic. They can also go downtown Colorado Springs to a Walgreens or Wal-Mart and purchase "Plan B".

**5.7.9. Sexual Harassment – Provide a narrative that describes the number of formal and informal sexual harassment complaint dispositions for investigation of sexual harassment complaints.**

The 10 ABW Equal Opportunity (EO) office received four informal complaints of sexual harassment filed by cadets. All four cadet complaints were addressed as Commander Worked Issues (CWIs). One was investigated by conducting a Commander Directed Investigation (CDI). All four complaints were reported to the 10 ABW EO office by AOCs or AMTs. Four male cadets were cited as the alleged offenders and the other one identified as a male contractor coach/employee. Of the complaints filed by cadets, two were substantiated based on the preponderance of the credible evidence. In complaint one, the confirmed offender was removed from his training position, but allowed to stay enrolled at USAFA. In complaint two, two confirmed offenders were named and both were dismissed from the USAFA. A third complaint was unsubstantiated; however, the investigation resulted in the dismissal of the contractor coach due to associated issues discovered during the investigation. The second unsubstantiated complaint resulted in the alleged offender being removed from the USAFA and he received a general discharge for unrelated reasons. No formal complaints of sexual harassment were filed concerning cadets with the USAFA EO office.

The 10 ABW EO office publicized the complaints on a need to know basis. Senior leaders became aware of the complaints and disposition through required messages up to the General Convening Courts Martial Authority (GCMCA). The 10 ABW EO office does not participate in cadet squadron and cadet wing training prevention programs. This is the role of the USAFA HRT & E staff assigned in the cadet area. Should they desire to have access to the information, they may submit a request for the information to the 10 ABW EO Director.

## 6. Overarching Tenet: Communication and Policy

### 6.1 Describe your efforts to post and widely disseminate sexual assault and sexual harassment information (e.g. Safe Helpline, hotline phone numbers, and internet web sites to cadets, staff and faculty, and sponsors.

USAFA SAPR has a newly updated official web page which includes SAFE Helpline information. The SAPR office recently added a new administrative office line, which keeps the USAFA SAPR reporting hotline clear for intended use. SAFE Helpline posters, magnets and other information are posted throughout common cadet areas.

The 10 ABW/EO office displays a flyer on its bulletin boards and it lists the contact information for the installation EO office. In addition, policy memos from SECAF, USAFA Superintendent and the 10 ABW/CC are posted. Secretary James' letter includes the 1-800 number for sexual harassment hotline. The 10 ABW/EO office also has a website with contact information as well ([http://www.usafa.af.mil/units/10thabw/10abw\\_eo/index.asp](http://www.usafa.af.mil/units/10thabw/10abw_eo/index.asp))

### 6.2 Describe your efforts to develop, resource, and execute Sexual Assault or Sexual Harassment Awareness Month activities.

APY 13/14's Sexual Assault Awareness Month (SAAM) has been the most robust to date. As a precursor, beginning in December of 2013, the SAPR office, Department of Faculty Behavioral Science faculty and Commander's SARC program collaborated to write a Mellon Foundation grant specifically to work together to devise strategies to prevent sexual assault. As a result of these efforts, a grant of 2K was received. From this, USAFA, CC, staff, faculty, SARCs, VAs, CC students and cadets worked together to discuss sexual assault and sexual assault prevention. CC is a very liberal, small (half the student body of USAFA), private college that is very open when it comes to discussions about and regarding sex, sexuality and sexual assault. USAFA cadets tend to be more 'conservative' when discussing and relating to issues around sexuality, but clearly felt they had a lot of information about sexual assault. There is no "Sexual Harassment Month" officially, but the continuum of harm was placed in a display case in Fairchild Hall during the entire month of April in regard to sexual harassment awareness.

### 6.3 Describe your efforts to sustain policy for General or Flag Officer review of and concurrence in adverse administrative actions and separation of victims making an unrestricted report of sexual assault in APY 13/14.

The Commandant of Cadets and the Superintendent are both General Officers. The Commandant receives bi-weekly updates and the Superintendent is the Chair of the Case Management Group (CMG). A new policy is forthcoming that will require a "higher level review" of administrative separations of a service member who has made an unrestricted report of sexual assault—that is, a General or Flag Officer review of the final disposition will occur (i.e., within one year).

## 7. Service Academy Gender Relations Focus Group Report

### If available, please review the findings of the 2013 Service Academy Gender Relations Focus Group Report conducted by the DMDC. Explain how this data reflects your Academy's achievement, progress, or need for improvement in:

Seven cadet and 3 faculty/staff focus group sessions were conducted at USAFA in March, 2013 by

personnel from the Defense Manpower Data Center. The results helped provide context for the results of the 2012 Service Academy Gender Relations (SAGR) Survey, helped confirm actions that USAFA is presently taking and to help make informed decisions about changes and future actions. We were encouraged that cadets generally believe leadership takes gender-related issues seriously as we strive to present a consistent message to foster a “Climate of Commitment and a Culture of Respect” as emphasized by the Superintendent’s policies and the Commandant’s Vector. As we strive to foster a positive culture, we are leveraging the finding that cadets generally believe that their fellow cadets will stop offensive gender related behaviors (i.e., crude and offensive behaviors, sexist comments) when asked or confronted. Findings suggest that cadets believe the culture is generally moving in a positive direction regarding same-gender related issues. The information about sexual harassment escalating into unwanted sexual contact is used in the SAPR Continuum of Harm curricula and to spark discussions across USAF about the importance of facilitating respect in all professional and personal interactions.

It was not surprising that cadets feel that SAPR training is repetitive. Consequently, as discussed in section 1 of this report, Mission Elements are working to incorporate respect across their areas of responsibility by including SAPR and Human Relations topics. We are hopeful that by addressing these topics across the spectrum of academy life, training will be less redundant, more meaningful, and prepare cadets to be the future leaders of the Air Force.

The DMDC Focus Groups results and Survey touch every aspect of the academy experience. Academic faculty, military training and support staff, athletic staff and cadets are interested and should apply aspects of the results to their areas of responsibility. It was disappointing to learn from the Focus Group report that both cadets and faculty/staff had not seen the results of the 2012 Defense Manpower Data Center (DMDC) Service Academy Gender Relations (SAGR) Survey. While efforts were made to disseminate the results of the 2012 SAGR Survey and follow-up Focus Group, it is apparent that many interested parties did not have the opportunity to review and apply the results. This year we plan to formally staff a summary of the 2014 SAGR Survey along with discussion points. The summary, discussion points and link to the full report will be accompanied by instructions that the summary should be included as a topic at Commander’s Calls across USAFA during the 2015 Sexual Assault Awareness Month 2015.

#### **8. Status of Past Action Items and Recommendations in previous reports**

**For the following section, refer to the APY 12/13 Report on Sexual Harassment and Violence at the MSAs for a list of the current action items and past recommendations for your Academy. This includes the:**

- **Items listed under “improve” in the analysis section of each MSA’s initiatives by LOE and**
- **Any action items listed as “in progress” in each MSA’s “Assessment of Recommendations from Previous Reports” section**

**List each action item or recommendation verbatim from the APY 12/13 report and describe in detail your progress in addressing the item.**

**For each item provide or describe evidence of compliance, your assessment of the item’s completion, (e.g. progress, closed), and an estimated completion date for those items considered to be in progress.**

LINE OF EFFORT 1: PREVENTION In Compliance				
Pg.#	Sustain/ Improve #	SAPRO Statement	OPR/ OCR	Status
7	Improve 1	Establishment of a permanent working group, similar in mission and composition to the Air Force Community Action Information Board (CAIB)/Integrated Delivery System (IDS), under the direction of the Superintendent or Commandant, and supported by members of the Department of Behavioral Sciences and Leadership who will provide oversight and develop a synchronized strategy that addresses prevention.	CWP/ DFBL/ 10ABW	There are now three working groups in place to accomplish this recommended improvement. 1) the Center for Character and Leadership Development (CCLD) Integration Working Group 2) the DFBL Respect for Human Dignity workgroup and 3) an integrated ABW and Cadet Wing CAIB. Through these three permanent working groups, coordinated/cross fed/integrated prevention, teaching messages will be addressed and implemented throughout all of USAFA.
7	Improve 2	Integrate learning objectives into academic curricula that address sexual harassment and sexual assault in the military.	CWP/DF/AD /PL/ 10ABW	USAFA SAPR is engaged with Col Packard, DFBL, and Dr. Chris Kilmartin. USAFA SAPR has been under contract with "Green Dot Etc." since 2011 developing a cadet Bystander Intervention Training (cBIT) collaborating with Col Packard. Beta test of cBIT accomplished May 2013. SARC is member of the newly established CCLD Integration Work Group. SAPR teaching messages will be integrated into CCLD courses aforementioned. UPDATE: cBIT implemented via Commissioning Education during the Summer Periods June – July 2014. SECAF "harmonization" initiative in place to blend SAPR and sexual harassment programming, education/training. Recommend CLOSE.
7	Improve 3	Incorporate male victimology in SAPR training.	CWP	Sexual Assault Stand-down held 24 June intentionally used male victim scenarios/stories to

				illustrate that males are also victimized. Examples of male victimology are incorporated into the soon to be implemented cBIT training course. In addition to scenario-based trainings, cadet and permanent party leadership/first responders will receive training on male victimology using metrics/statistics as well as descriptions and education regarding male victimology. Male victimology is incorporated into SAPR training as recommended. Recommend CLOSE.
7	Improve 4	All currently assigned faculty and AOCs attend Enhanced Pre-Command SAPR Training prior to beginning of classes and all future faculty and AOCs receive the same within 30 days of reporting for duty.	CCD/ DF / AD / PL	All AOCs, faculty, coaches and AD staff present on 24 June 2013 attended Enhanced Pre-Command SAPR Training. There are approximately 20 – 25 remaining faculty and AD staff/coaches who need to make up this training. Training scheduled and completed in November 2013. All training completed. Recommend CLOSE.
7	Improve 6	Reinforce the locked-door policy in the dormitories.	CW	A locked door policy is in place via the Cadet Sight Picture. Reinforcement and enforcement of this policy will be reviewed/discussed by leadership, SFS, OSI, JA, CW and ABW.
<b>LINE OF EFFORT 2: INVESTIGATION IN COMPLIANCE</b>				
<b>Pg.#</b>	<b>Sustain/ Improve #</b>	<b>SAPRO Statement</b>	<b>OPR/ OCR</b>	<b>Status</b>
9	Improve 7	Encourage attendance at training opportunities similar to Region 8 sexual assault investigators training course.	JA/OSI	Due to budget cuts Region 8 unable to provide investigator's training course locally. SAPR provided local training opportunities, Russ Strand, Veraunda Jackson, Anne Munch to OSI and JA.

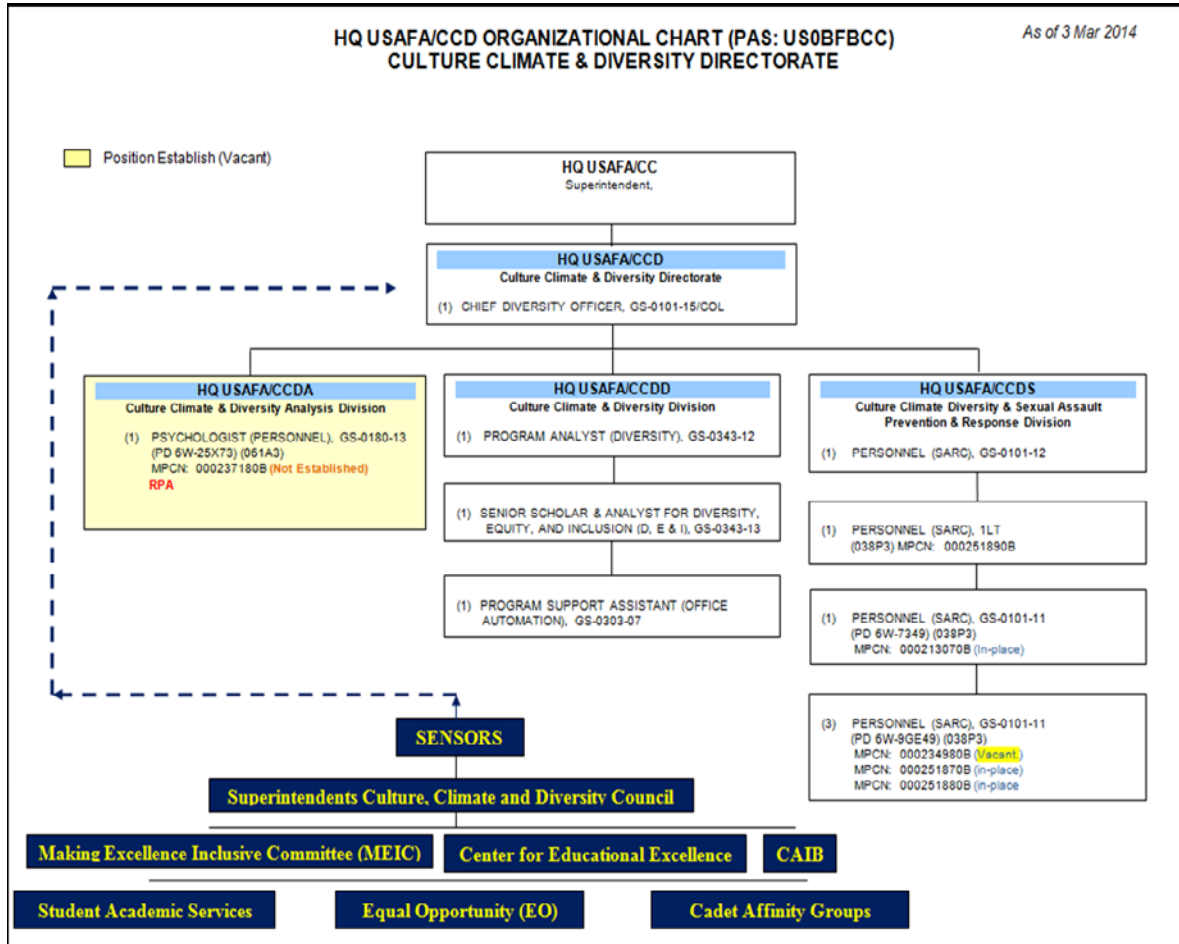


9	Improve 8	As reports of sexual assault increase, ensure manpower is adequate to meet mission demands.	JA/OSI	The SVC Program currently has two Special Victims' Counsel (SVC) assigned to Peterson AFB and will be adding another permanent party SVC on the USAFA campus in January 2015, whose primary mission will be to serve clients from USAFA and the surrounding military installations. The additional SVCs in this region will assist in timeliness and availability of services to victims.
<b>LINE OF EFFORT 3: ACCOUNTABILITY</b>				
<b>In Compliance</b>				
<b>Pg.#</b>	<b>Sustain/ Improve #</b>	<b>SAPRO Statement</b>	<b>OPR/ OCR</b>	<b>Status</b>
12	Improve 9	Formalize EO involvement at USAFA (i.e., ART and other formal working groups).	CW/10ABW	The SARC attends all EO UCA in and out briefs for commanders and directors. EO does not currently attend the Case Management Group (CMG, this will be discussed with senior leadership. EO is a member of the CW/ABW integrated CAIB and IDS.
<b>LINE OF EFFORT 4: ADVOCACY / VICTIM ASSISTANCE</b>				
<b>In Compliance</b>				
<b>Pg.#</b>	<b>Sustain/ Improve #</b>	<b>SAPRO Statement</b>	<b>OPR/ OCR</b>	<b>Status</b>
16	Improve 11	Establish SARC and VA positions at 10th ABW.	10 ABW /CCD/AFCV	AF SAPR CC, Maj Gen Gina Grosso, visited USAFA during July. Need for separate SARC at ABW was elevated to her level for review and action.
16	Improve 12	In accordance with applicable regulations, train and assign volunteer SAPR VAs as interim solution.	CCD	USAFA SAPR has recruited, trained, and DSAACP-certified 5 volunteer active duty military victim advocates. There are 12 additional volunteers trained and in early stages of applying to be a victim advocate. Goal is 10 - 15 volunteer VAs. Recommend CLOSE.
16	Improve 13	Fully staff the SAPR office.	CCD	The USAFA SAPR office has filled two vacant civilian VA positions and has a new Deputy SARC on staff. There is one remaining VA civilian position that

				is in recruit/fill status. Recommend CLOSE
16	Improve 14	Ensure 24-hour access to victim services and publicize/utilize Safe Helpline.	CCD	The DoD Safe Helpline is publicized in common areas (magnets, posters) and is posted on the re-vamped USAFA SAPR web page. Cadets will receive a monthly SAPR update which includes marketing the Safe Helpline and new on-line group. Recommend CLOSE
16	Improve 15	Appoint a dedicated SAPR training resource that would allow the SARC and SAPR VAs to focus on victim advocacy.	CC/AFCVP	During Maj Gen Gina Grosso's visit to USAFA, a request for this position was made. We continue to follow up with AFCVP/Gen Grosso.
16	Improve 17	Ensure all personnel investigating sexual harassment complaints, providing sexual harassment prevention training or working in victims' assistance and support programs, receive the training necessary for them to carry out their MEO-related duties.	10 ABW	All 10 <sup>th</sup> ABW EO personnel attend DEOMI training prior to assignment to USAFA. USAFA SAPR and EO programs are collaborating training efforts for provision of victim advocacy for sexual harassment clients.
17	Improve 18	Submit the locally produced POSH-developed training plans to the DEOMI for review and comment consistent with DoD policy. Identify appropriate level of sexual assault response training and procedures and provide on an annual basis to officer, enlisted, and civilian representatives (to include those leading off-campus activities).	CW/HRT	CMSgt Danny Wells, AFPC/EO is engaged and will be working with MSgt Lassiter to resolve this issue. We have no timeline at this point.
<b>LINE OF EFFORT 5: ASSESSMENT In Compliance</b>				
<b>Pg.#</b>	<b>Sustain /Improve #</b>	<b>SAPRO Statement</b>	<b>OPR/OCR</b>	<b>Status</b>
18	Improve 19	Establish and implement USAFA SAPR Strategic Plan in alignment with USAF SAPR Strategic Plan.	CCD	USAFA SAPR Strategic Plan is drafted and under initial review. AF SAPR Strategic Plan is not yet available.
18	Improve	Continue developing the	CCD	

	20	draft USAFA Gender Relations Institutional Platform and align with the USAFA SAPR Strategic Plan.		USAFA personnel drafted a comprehensive set of metrics as part of the GRIP but have not yet implemented the metrics in an assessment process. This is still in progress. CCD is in the final stages of hiring a SAPR Analyst, this will be a part of their responsibilities. GRIP is now under the management of CCD.
18	Improve 21	Consider conducting command climate assessment surveys at the small unit level (for cadets and Prep School candidates) and provide results of the next surveys to the cadet leadership and to the next level up the chain of command.	CCD	The AF requires use of DEOCs within 120 days of a new commander assuming command and annually thereafter. USAFA is in compliance with that directive.
Pg.#	SAPRO Statement	OPR/OCR	SAPRO Description of USAFA progress	
19	Develop outcome-based metrics to address all prevention efforts	CCD/ A5/8/9	In progress. As part of the GRIP USAFA personnel drafted a comprehensive set of metrics but have not yet implemented the metrics in an assessment process. This is still in progress. CCD is in the final stages of hiring a SAPR Analyst, this will be a part of their responsibilities. GRIP is now under the management of CCD.	
19	Address collateral misconduct misperceptions in training.	CW/CCD	In progress. No evidence was found of correcting collateral misconduct perceptions in training. UPDATE: collateral misconduct is addressed during pre-command training. It is specifically addressed during the AOC Master's course 'just in time' training, which occurs the week before the new AOCs assume command: by both the SARC and JA. USAFA SAPR is publishing a new hand out for all commanders that has information specifically addressing/defining 'collateral misconduct'.	
19	Establish a SARC and VA position at 10 ABW.	CCD/10ABW/ AFCVC	In progress. A second SARC position has not been filled. We have engaged with the new AF SAPR Director, Gen Grosso; she is working this issue to secure funding.	

# Creation and Purpose of CCD



## Attachment 2

MEMORANDUM FOR ALL UNITED STATES AIR FORCE ACADEMY CADETS

SUBJECT: COMMANDANT'S VECTOR FOR 2014

### **com·mit·ment**

*noun* : a promise to do or give something : a promise to be loyal to someone or something : the attitude of someone who works very hard to do or support something

- Merriam Webster Dictionary

1. The Cadet Wing had a great year in 2013 and you should be proud of your accomplishments both as a military unit and as a student body at our Air Force's Academy. I challenge each of you to reflect on where we are as a Cadet Wing, and how you have been contributing/will contribute in 2014 and beyond.

2. Last year we acknowledged that cadets understood standards and accountability as it applied to them in their academic classes, airmanship programs, and their athletic teams and clubs. We also identified a great opportunity for improvement by emphasizing the cadet squadron as the center of gravity of cadet life, and in the importance of day-to-day performance, followership, leadership and decisions made in the cadet squadron. Our collective failure to see the importance and relevance of our day-to-day activities in the cadet squadron had led to an unacceptable lack of compliance with directives and standards that was widespread in the Cadet Wing. A "culture of non-compliance" had formed where USAFA cadets were individually deciding which directives they would follow and which directives they would ignore.

3. In the 2013 Commandant's Vector we challenged the Cadet Wing to correct this culture of non-compliance, and in an effort to provide focus, targeted five specific areas for 2013: Sexual Assault; Mandatory Events; Driving Under the Influence (DUI); Intimate relations in cadet dormitories; and Uniform and Grooming Standards. At the Commandant's calls in August 2013 – three additional areas were added for the fall semester: Fan behavior; Servant Leadership; and Mitch's Dining-Decorum. We've seen improvements in all eight areas and I thank you for your efforts, but I know we can continue to improve in these areas and do even better in 2014.

4. Through feedback and reflection we have recognized that we do not want simply "compliant" cadets who avoid doing wrong. What we seek are cadets who choose to do what is right. It is what the American public and your Air Force expects from you as officer candidates. Throughout much of 2013 we have strived to establish a "culture of commitment". The natural question that follows is "commitment to what"? The answer comes in three parts:

a. First - **Commitment to Serving our Nation**. Let's recognize that all cadets are volunteers, at USAFA through their own freewill, and that our mission is to produce military officers to serve our Nation. I acknowledge that not every cadet's primary motivation for coming to USAFA is to serve, but it is the only reason we exist as an institution. The Air Force Academy does not exist to win athletic

competitions, grant academic degrees, parachute into college football games, or support any other cadet interests. These activities are valuable to us as we develop leaders, or are requirements for commissioning, but we exist to produce officers for our Nation and you have all taken an oath to ***“support and defend the Constitution of the United States...”***

b. Second - **Commitment to our Air Force and its Core Values.** Our mission is not only to produce officers to serve our Nation, but we’re specifically charged to motivate, train, and inspire officers to serve in our Air Force. Our Air Force Core Values of ***integrity first, service before self, and excellence in all we do***, are the foundations for what our Service expects from each of us. They apply 24/7/365 and are absolutely non-negotiable.

c. Third - **Commitment to this Academy and Each Other.** Are you living-up to the oath that you took on Acceptance Day, ***“We will not lie, steal, or cheat, nor tolerate among us anyone who does. Furthermore, I resolve to do my duty and live honorably, (so help me God)”***? Do you represent USAFA proudly both in and out of the cadet area? Is the Air Force Academy meeting the expectations you had when you received your appointment? If not, why? Lastly, are you treating your faculty, staff, and fellow cadets as you would like to be treated, with dignity and respect?

d. The order above is important. We must be committed first to our Nation, then to our Service, then to our Academy and each other. Getting this hierarchy out of order may create ethical dilemmas, such as “should I do what is right for my country or what is right for my friend?” If you’re doing the right thing and living a life of commitment the answer will be very clear to you. If you lead by example and encourage your friends and fellow cadets to do the right thing we can avoid this dilemma.

5. We believe the Cadet Wing is moving positively towards a Culture of Commitment. Let’s maintain the momentum. We have been pushing more responsibility and authority to cadet leadership and will continue to do so. **In 2014 we are going to give cadet leadership even greater opportunities to lead and make decisions.** Be prepared to be held accountable for your actions and decisions.

6. I charge every member of the Cadet Wing with the duty to help tackle the following six Commandant’s high emphasis items for 2014:

(1) **Sexual Assault.** This was number one in last year’s Commandant’s Vector and is number one again this year. If you think we don’t have a problem with sexual assault at USAFA and in the larger USAF and DoD you are wrong. Nothing is more damaging to our Academy, our military or to one of our wingmen than the crime of sexual assault. Our military is one of the most trusted institutions in America and we risk losing the trust of the American people through members of our ranks committing or tolerating sexual assault. We cannot allow our wingmen to be victims or perpetrators of sexual assault. We have a problem and only you can fix it. Our objective is zero assaults. However, if an assault does occur we will do all within our power to bring the perpetrator to justice and provide the best possible care and assistance to the victim.

(2) **Create a climate of respect within the Cadet Wing.** In BCT this summer we emphasized training the Basic Cadets in a climate of dignity and respect. Military training can and should be tough

and have high standards, but our trainees should be treated with a level of dignity and respect that is appropriate for someone who has answered our Nation's call and volunteered to join our ranks. The BCT cadre did a spectacular job with this change to traditional USAFA Basic Cadet Training. We need to expand this emphasis to the entire Cadet Wing at all times (to include Recognition). Our actions and language as Airmen should not be hostile towards any race, gender, ethnicity group, or sexual orientation. Language such as "you throw like a girl", or "that's so gay" is inappropriate and creates a hostile training environment.

**(3) Fraternization/Unprofessional Relationships.** The differential in power between superior and subordinate in a military training environment is significant and could easily be abused. Dating, courtship, close friendships, and intimate relations between 4<sup>th</sup> class cadets and any upper class cadets is strictly prohibited. This prohibition applies all year long, including leave periods, holiday breaks, and after 4<sup>th</sup> class Recognition. Both 4<sup>th</sup> class and upper class cadets are responsible to ensure that unprofessional relationships do not develop. IAW the new USAF policy, unprofessional relationships between trainers and trainees are grounds for disenrollment and/or UCMJ actions.

**(4) Military Standards.** USAFA should lead the Air Force in uniform standards and personal appearance. We should always wear a complete and proper uniform and our personal appearance must be worthy of wearing our uniform. We still have significant room for improvement in this area. Proper military customs and courtesies are expected at all times. I encourage you to view saluting a military officer of any rank/any Service, or your Nation's flag, not as a burden but as a privilege.

**(5) Intimate relations in cadet dormitories.** This is not in compliance with the Cadet Sight Picture or USAFA policies and must not occur. The vast majority of our sexual assault cases start with consensual intimate relations in our cadet dormitories. A sexual assault occurs once the level intimate relations exceed the level of consent of one party. Regardless of consent, intimate relations in cadet dormitories will not be tolerated, and cadets violating this policy will be considered for disenrollment.

**(6) Representing USAFA.** You are a representative of this Academy 24/7/365. Think about how your actions may be perceived by others, and conduct yourself like an officer candidate. Do not underestimate the value of a respectful greeting, such as "welcome to the Air Force Academy, may I help you Sir/Ma'am", or the damage you can do to the reputation of this institution with a single "what's up man" greeting to a Vietnam War veteran on the chapel wall, or by dropping an *f-bomb* in front of a mother and her children in the checkout line at Wal-Mart. In or out of uniform, most people know you are a USAFA cadet and your actions determine what they think of this institution.

7. Less than one percent of Americans will ever wear the cloth of our Nation. Thank you for volunteering to serve. Let's make 2014 one of the best years in USAFA history as we build a Culture of Commitment and a Climate of Respect in the Cadet Wing. I promise that it will serve you well in your Air Force careers.

<b>APY 13-14 SUMMARY OF UNRESTRICTED SEXUAL ASSAULT REPORTS INVOLVING Cadets and Midshipmen</b>		<b>APY13-14 Totals</b>
<b>Total Cadet/Midshipman victims in all investigations closed in APY13-14*</b>		<b>7</b>
<b>Cadet/Midshipman victims whose reports of sexual assault could be substantiated*</b>		<b>3</b>
<b>Total Cadet/Midshipman subjects in all investigations closed in APY13-14**</b>		<b>7</b>
<b>Cadet/Midshipman subjects against whom sexual assault reports could be substantiated**</b>		<b>3</b>
*Does not include victims from Restricted Reports, per mandate in PL 111-383; Also does not include victims from investigations where command action has yet to be reported. **Does not include subjects from investigations where command action has yet to be reported.		
<b>APY 13-14 SUMMARY OF RESTRICTED SEXUAL ASSAULT REPORTS INVOLVING Cadets and Midshipmen</b>		<b>APY13-14 Totals</b>
<b># Cadet/Midshipman Victims initially making Restricted Reports</b>		<b>14</b>
<b># Cadet/Midshipman Victims who converted from Restricted Report to Unrestricted Report in the current APY*</b>		<b>0</b>
<b># Cadet/Midshipman Victim Reports Remaining Restricted</b>		<b>14</b>



<b>APY13-14 UNRESTRICTED REPORTS OF SEXUAL ASSAULT AT THE UNITED STATES AIR FORCE ACADEMY</b>	
<b>A. APY13-14 REPORTS OF SEXUAL ASSAULT</b> (rape, aggravated sexual assault, aggravated sexual contact, abusive sexual contact, wrongful sexual contact, non-consensual sodomy, and attempts to commit these offenses) <b>BY</b> or <b>AGAINST</b> Cadets/Midshipmen. Note: The data about Unrestricted Reports in Sections A and B below is raw, uninvestigated information about allegations received during APY13-14. These Reports may not be fully investigated by the end of the academic program year.	<b>APY13-14 Totals</b>
<b># VICTIMS in APY13-14 Unrestricted Reports</b>	<b>11</b>
# Cadet/Midshipman victims	9
# Non-Cadet/Midshipman victims	2
<b># Unrestricted Reports in the following categories</b>	<b>13</b>
# Cadet/Midshipman on Cadet/Midshipman	7
# Cadet/Midshipman on Non-Cadet/Midshipman	2
# Non-Cadet/Midshipman on Cadet/Midshipman	4
# Unidentified Subject on Cadet/Midshipman	0
<b># Unrestricted Reports of sexual assault occurring</b>	<b>13</b>
# On military installation	4
# Off military installation	7
# Unidentified location	2
<b># Investigations Initiated (From APY13-14 Unrestricted Reports)</b>	<b>11</b>
# Investigations pending completion as of 31 May 14	7
# Completed Investigations as of 31 May 14	4
<b># All Restricted Reports received in APY13-14</b>	<b>14</b>
# Converted from Restricted Report to Unrestricted Report*	0
<b># APY13-14 RESTRICTED REPORTS REMAINING RESTRICTED</b>	<b>14</b>
<b>B. DETAILS OF UNRESTRICTED REPORTS RECEIVED IN APY13-14</b>	<b>APY13-14 Totals</b>
<b>Length of time between sexual assault and Unrestricted Report</b>	<b>13</b>
# Reports made within 3 days of sexual assault	3
# Reports made within 4 to 30 days after sexual assault	1
# Reports made within 31 to 365 days after sexual assault	4
# Reports made longer than 365 days after sexual assault	4
# Unknown	1
<b>Time of sexual assault</b>	<b>13</b>
# Midnight to 6 am	0
# 6 am to 6 pm	0
# 6 pm to midnight	0
# Unknown	13
<b>Day of sexual assault</b>	<b>13</b>
# Sunday	0
# Monday	0
# Tuesday	2
# Wednesday	0
# Thursday	0
# Friday	1
# Saturday	1
# Unknown	9
<b>C. SUMMARY OF ALL INVESTIGATIONS OF UNRESTRICTED REPORTS COMPLETED IN APY13-14</b>	<b>APY13-14 Totals</b>
<b># Total Investigations completed during APY13-14</b>	<b>10</b>
# Investigations opened in APY13-14 and completed in APY13-14	4
# Of these investigations with more than one victim, more than one subject, or both	0
# Investigations opened prior to APY13-14 and completed in APY13-14	6
# Of these investigations with more than one victim, more than one subject, or both	0
<b># SUBJECTS in all investigations completed during APY13-14</b>	<b>8</b>
<b># Cadet/Midshipman subjects in completed investigations</b>	<b>7</b>
# Your Cadet/Midshipman subjects investigated by your Service	7
# Other Cadet/Midshipman subjects investigated by your Service	0
# Non-Cadet/Midshipman subjects in your Service's investigations	0
# Unidentified subjects in your Service's investigations	1
<b># VICTIMS in all investigations completed during APY13-14</b>	<b>9</b>
<b># Cadet/Midshipman victims</b>	<b>8</b>
# Cadet/Midshipman victims own Service's investigations	8
# Other Cadet/Midshipman victims in your Service's investigations	0
# Non-Cadet/Midshipman victims in your Service's investigations	1
# Unidentified victims in your Service's investigations	0

D. FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED APY13-14 INVESTIGATIONS	APY13-14 Totals	D1. ASSOCIATED VICTIM DATA FOR COMPLETED APY13-14 INVESTIGATIONS	APY13-14 Totals
# Investigations opened in APY13-14 and completed in APY13-14	4	# VICTIMS in investigations opened in APY13-14 and completed in APY13-14	3
# SUBJECTS in investigations opened in APY13-14 and completed in APY13-14	3	# Cadet/Midshipman Victims in investigations opened and completed in APY13-14	2
# Cadet/Midshipman Subjects in investigations opened and completed in APY13-14	2	# Total Victims associated with MCIO unfounded allegations	0
# Total Subjects with allegations unfounded by a Military Criminal Investigative Organization	0	# Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Non-Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Non-Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Total Subjects Outside DoD Prosecutive Authority	1
# Total Subjects Outside DoD Prosecutive Authority	1	# Unknown Offenders	0
# Unknown Offenders	0	# Cadet/Midshipman Victims in substantiated Unknown Offender Reports	0
# US Civilians or Foreign National Subjects not subject to the UCMJ	1	# Cadet/Midshipman Victims in remaining Unknown Offender Reports	0
# Cadets/Midshipmen Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman Victims in substantiated Civilian/Foreign National Subject Reports	0
# Subjects who died or deserted	0	# Cadet/Midshipman Victims in remaining Civilian/Foreign National Subject Reports	0
# Total Command Action Precluded or Declined for Sexual Assault	0	# Cadet/Midshipman Victims in substantiated reports against a Cadet/Midshipman who is being prosecuted by a Civilian/Foreign Authority	0
# Cadet/Midshipman Subjects where victim declined to participate in the military justice action	0	# Cadet/Midshipman Victims in substantiated reports with a deceased or deserted subject	0
# Cadet/Midshipman Subjects whose investigations had insufficient evidence to prosecute	0	# Cadet/Midshipman Victims in remaining reports with a deceased or deserted subject	0
# Cadet/Midshipman Subjects whose cases involved expired statute of limitations	0	# Cadet/Midshipman Victims who declined to participate in the military justice action	0
# Cadet/Midshipman Subjects with allegations that were unfounded by Command	0	# Cadet/Midshipman victims in investigations having insufficient evidence to prosecute	0
# Cadet/Midshipman Subjects with victims who died before completion of military justice action	0	# cadets/midshipmen victims whose cases involved expired statute of limitations	0
# Subjects still awaiting command action as of 31 May 14	0	# Cadet/Midshipman victims whose allegations were unfounded by Command	0
# Subjects for whom command action was completed as of 31 May 14	2	# Cadet/Midshipman victims who died before completion of the military justice action	0
# APY13-14 Cadet/Midshipman Subjects where evidence supported Command Action	2	# Cadet/Midshipman Victims still awaiting command action on a subject as of 31 May 14	0
# Cadet/Midshipman Subjects: Courts-Martial charge preferred (Initiated)	0	# APY13-14 Cadet/Midshipman Victims in cases where evidence supported Command Action	2
# Cadet/Midshipman Subjects: Nonjudicial punishments (Article 15 UCMJ)	0	# Cadet/Midshipman Victims involved with Court-martial preferrals (Initiations) against subject	0
# Cadet/Midshipman Subjects: Administrative discharges	0	# Cadet/Midshipman Victims involved with Nonjudicial punishments (Article 15) against subject	0
# Cadet/Midshipman Subjects: Other adverse administrative actions (including Cadet Disciplinary System)	0	# Cadet/Midshipman Victims involved with Administrative discharges against subject	0
# Cadet/Midshipman Subjects: Courts-Martial charge preferred for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Other administrative actions against subject (including Cadet Disciplinary System)	0
# Cadet/Midshipman Subjects: Non-judicial punishment for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Court-martial preferrals for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Administrative discharges for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)	2	# Cadet/Midshipman Victims involved with administrative discharges for non-SA offense	0
		# Cadet/Midshipman Victims involved with Other administrative actions for non-SA offense (including Cadet Disciplinary System)	2

E. FINAL DISPOSITIONS FOR SUBJECTS IN Pre-APY13-14 INVESTIGATIONS (Prior year investigations completed in APY13-14)	APY13-14 Totals	E1. ASSOCIATED VICTIM DATA FOR COMPLETED Pre-APY13-14 INVESTIGATIONS	APY13-14 Totals
# Total Number of Pre-APY13-14 Investigations pending completion at the end of APY12-13 (31 May 13)	6		
# Pre-APY13-14 Investigations STILL PENDING completion as of 31 May 14	0		
# Pre-APY13-14 Investigations completed as of 31 May 14	6		
# SUBJECTS in Pre-APY13-14 investigations completed by 31 May 14	5	# VICTIMS in investigations opened prior to APY13-14 and completed in APY13-14	6
# Cadet/Midshipman Subjects in Pre-APY13-14 investigations completed in APY13-14	5	# Cadet/Midshipman Victims in investigations opened prior to APY13-14 and completed in APY13-14	5
# Total Pre-APY13-14 Subjects with allegations unfounded by a Military Criminal Investigative Organization	0	# Total Pre-APY13-14 Victims associated with MCIO unfounded allegations	0
# Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Non-Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Non-Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Total Pre-APY13-14 Subjects Outside DoD Prosecutive Authority	0		
# Unknown Offenders	0	# Cadet/Midshipman Victims in substantiated Unknown Offender Reports	0
		# Cadet/Midshipman Victims in remaining Unknown Offender Reports	0
# US Civilians or Foreign National Subjects not Subject to the UCMJ	0	# Cadet/Midshipman Victims in substantiated Civilian/Foreign National Subject Reports	0
		# Cadet/Midshipman Victims in remaining Civilian/Foreign National Subject Reports	0
# cadets/midshipmen Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman Victims in substantiated reports against a Cadet/Midshipman who is being prosecuted by a Civilian/Foreign Authority	0
		# Cadet/Midshipman Victims in substantiated reports with a deceased or deserted subject	0
# Subjects who died or deserted	0	# Cadet/Midshipman Victims in remaining reports with a deceased or deserted subject	0
# Total Command Action Precluded or Declined for Sexual Assault	4		
# Cadet/Midshipman Subjects where victim declined to participate in the military justice action	1	# Cadet/Midshipman victims who declined to participate in the military justice action	1
# Cadet/Midshipman Subjects whose investigations had insufficient evidence to prosecute	3	# Cadet/Midshipman victims in investigations having insufficient evidence to prosecute	3
# Cadet/Midshipman Subjects whose cases involved expired statute of limitations	0	# cadets/midshipmen victims whose cases involved expired statute of limitations	0
# Cadet/Midshipman Subjects with allegations that were unfounded by Command	0	# Cadet/Midshipman victims whose allegations were unfounded by Command	0
# Cadet/Midshipman Subjects with victims who died before completion of military justice action	0	# Cadet/Midshipman victims who died before completion of the military justice action	0
# Subjects still awaiting command action as of 31 May 14	0	# Cadet/Midshipman victims still awaiting command action on a subject as of 31 May 14	0
# Subjects for whom command action was completed as of 31 May 14	1		
# Pre-APY13-14 Cadet/Midshipman Subjects where evidence supported Command Action	1	# Pre-APY13-14 Cadet/Midshipman Victims in cases where evidence supported Command Action	1
# Cadet/Midshipman Subjects: Courts-Martial charge preferred (Initiated)	0	# Cadet/Midshipman Victims involved with Court-martial preferrals (Initiations) against subject	0
# Cadet/Midshipman Subjects: Nonjudicial punishments (Article 15 UCMJ)	0	# Cadet/Midshipman Victims involved with Nonjudicial punishments (Article 15) against subject	0
# Cadet/Midshipman Subjects: Administrative discharges	0	# Cadet/Midshipman Victims involved with Administrative discharges against subject	0
# Cadet/Midshipman Subjects: Other adverse administrative actions (including Cadet Disciplinary System)	0	# Cadet/Midshipman Victims involved with Other administrative actions against subject (including Cadet Disciplinary System)	0
# Cadet/Midshipman Subjects: Courts-Martial charge preferred for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Court-martial preferrals for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Non-judicial punishment for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Administrative discharges for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with administrative discharges for non-SA offense	0
# Cadet/Midshipman Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)	1	# Cadet/Midshipman Victims involved with Other administrative actions for non-SA offense (including Cadet Disciplinary System)	1
* Restricted Reports that convert to Unrestricted Reports are counted with the total number of Unrestricted Reports.			

<b>F. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Sexual Assault Charge).</b> This section reports the outcomes of courts-martial for sexual assault crimes completed during the APY. It combines outcomes for court actions reported in Sections D and E above.	<b>APY13-14 Totals</b>
<b># Total Subjects with Courts-Martial Charge Preferred (Initiated) for a Sexual Assault Charge in APY13-14</b>	<b>0</b>
# Subjects whose courts-martial action was NOT completed by the end of APY13-14	0
# Subjects for whom no court-outcome data was available	0
<b># Subjects whose courts-martial action was completed by the end of APY13-14</b>	<b>0</b>
# Subjects whose court-martial charges were dismissed	0
# Subjects with dismissed court charges who subsequently received NJP	0
# Subjects who resigned or were discharged in lieu of court-martial	0
# Officer subjects who were allowed to resign in lieu of court-martial	0
# Enlisted subjects who were discharged in lieu of court-martial	0
<b># Subjects with court-martial charges proceeding to trial on a sexual assault charge</b>	<b>0</b>
# Subjects Acquitted of Charges	0
<b># Subjects Convicted of Any Charge at Trial</b>	<b>0</b>
Punishments Imposed (For each convicted subject, count all forms of punishment imposed)	
# 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
# Convicted subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	0
<b>G. Nonjudicial Punishments Imposed (Sexual Assault Charge).</b> This section reports the outcomes of nonjudicial punishments for sexual assault crimes completed during the APY. It combines outcomes for nonjudicial punishment actions reported in Sections D and E above.	<b>APY13-14 Totals</b>
<b># Total Subjects with Nonjudicial Punishment (Article 15) for a Sexual Assault Charge in APY13-14</b>	<b>0</b>
# Subjects whose nonjudicial punishment action was not completed by the end of APY13-14	0
# Subjects for whom nonjudicial punishment data was not available	0
<b># Subjects whose nonjudicial punishment action was completed by the end of APY13-14</b>	<b>0</b>
# Subjects whose nonjudicial punishment was dismissed	0
<b># Subjects administered nonjudicial punishment</b>	<b>0</b>
Punishments Imposed (For each punished subject, count all forms of punishment imposed)	
# 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
<b>H. Other Actions Taken.</b> 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.	<b>APY13-14 Totals</b>
<b># Subjects receiving an administrative discharge or other separation for a sexual assault offense</b>	<b>0</b>
# Subjects receiving other adverse administrative action for a sexual assault offense	0
<b>I. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Non-sexual assault offense).</b> This section reports the outcomes of courts-martial for subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for subjects in this category listed in Sections D and E above.	<b>APY13-14 Totals</b>
<b># Total Subjects with Courts-Martial Charge Preferred for a non-sexual assault offense in APY13-14</b>	<b>0</b>
# Subjects whose courts-martial action was NOT completed by the end of APY13-14	0
# Subjects for whom no court-outcome data was available	0
<b># Subjects whose courts-martial action was completed by the end of APY13-14</b>	<b>0</b>
# Subjects whose court-martial was dismissed	0
# Subjects with dismissed court charges who subsequently received NJP	0
# Subjects who resigned or were discharged in lieu of court-martial for a non-sexual assault offense	0
# Officer subjects who were officers that were allowed to resign in lieu of court-martial	0
# Enlisted subjects that were discharged in lieu of court-martial	0
<b># Subjects with court-martial charges proceeding to trial on a non-sexual assault offense</b>	<b>0</b>
# Subjects Acquitted of Charges	0
<b># Subjects Convicted of Any Charge at Trial</b>	<b>0</b>
Punishments Imposed (For each convicted subject, count all forms of punishment imposed)	
# 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
# Convicted subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	0
<b>J. Nonjudicial Punishments Imposed (Non-sexual assault offense).</b> 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.	<b>APY13-14 Totals</b>
<b># Total Subjects with Nonjudicial Punishment (Article 15) for a non-sexual assault offense in APY13-14</b>	<b>0</b>
# Subjects whose nonjudicial punishment action was not completed by the end of APY13-14	0
# Subjects for whom nonjudicial punishment data was not available	0
<b># Subjects whose nonjudicial punishment action was completed by the end of APY13-14</b>	<b>0</b>
# Subjects whose nonjudicial punishment was dismissed	0
<b># Subjects administered nonjudicial punishment for a non-sexual assault offense</b>	<b>0</b>
Punishments Imposed (For each punished subject, count all forms of punishment imposed)	
# 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	0
<b>K. Other Actions Taken (Non-sexual assault offense).</b> 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.	<b>APY13-14 Totals</b>
<b># Subjects receiving an administrative discharge or other separation for a non-sexual assault offense</b>	<b>0</b>
<b># Subjects receiving other adverse administrative action for a non-sexual assault offense</b>	<b>3</b>

APY13-14 UNRESTRICTED REPORTS (UR) OF SEXUAL ASSAULT - Cadet/Midshipman STATUS BY GENDER								
L. REPORTED SEXUAL ASSAULTS INVOLVING Cadets/Midshipmen (BY or AGAINST Cadets/Midshipmen) IN THE BELOW CATEGORIES FOR ALL APY13-14 INVESTIGATIONS (UR) [Investigation opened within the reporting period] Notes: The data in this section is drawn from raw, uninvestigated information about Unrestricted Reports received during APY13-14. These Reports may not be fully investigated by the end of the APY.	Male on Female	Male on Male	Female on Male	Female on Female	Unknown on Male	Unknown on Female	Multiple Mixed Gender Assault	APY13-14 Totals
		12	1	0	0	0	0	0
# Cadet/Midshipman on Cadet/Midshipman	7	0	0	0	0	0	0	7
# Cadet/Midshipman on Non-Cadet/Midshipman	2	0	0	0	0	0	0	2
# Non-Cadet/Midshipman on Cadet/Midshipman	3	1	0	0	0	0	0	4
# Unidentified subject on Cadet/Midshipman	0	0	0	0	0	0	0	0

APY13-14 UNRESTRICTED REPORTS OF SEXUAL ASSAULT BY MATTER INVESTIGATED TYPE (May not reflect what crimes can be charged upon completion of investigation)

M. REPORTED SEXUAL ASSAULTS INVOLVING cadets/midshipmen (BY or AGAINST cadets/midshipmen) IN THE FOLLOWING CATEGORIES FOR ALL APY13-14 INVESTIGATIONS [Investigation opened within the reporting period] Note: The data in this section is drawn from raw, uninvestigated information about Unrestricted Reports received during APY13-14. These Reports may not be fully investigated by the end of the APY.	Incidents Occurring In Prior Academic Program Years, but Reported in APY13-14								Incidents Occurring and Reported in APY13-14								APY13-14 Totals
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	
	2	5	0	0	1	0	0	0	2	1	0	2		0	0	0	13
# Cadet/Midshipman on Cadet/Midshipman	2	1	0	0	0	0	0	0	2	0	0	2		0	0	0	7
# Cadet/Midshipman on Non-Cadet/Midshipman	0	2	0	0	0	0	0	0	0	0	0	0		0	0	0	2
# Non-Cadet/Midshipman on Cadet/Midshipman	0	2	0	0	1	0	0	0	0	1	0	0		0	0	0	4
# Unidentified subject on Cadet/Midshipman	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0
# TOTAL Cadet/Midshipman Victims in APY13-14 Reports	2	4	0	0	1	0	0	0	1	1	0	2		0	0	0	11
# Cadet/Midshipman Victims: Female	2	3	0	0	1	0	0	0	1	1	0	2		0	0	0	10
# Cadet/Midshipman Victims: Male	0	1	0	0	0	0	0	0	0	0	0	0		0	0	0	1
TIME OF INCIDENT BY OFFENSE TYPE FOR UNRESTRICTED REPORTS OF SEXUAL ASSAULT MADE IN APY13-14																	
Time of sexual assault	2	5	0	0	1	0	0	0	2	1	0	2		0	0	0	13
# Midnight to 6 am	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0
# 6 am to 6 pm	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0
# 6 pm to midnight	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0
# Unknown	2	5	0	0	1	0	0	0	2	1	0	2		0	0	0	13
Day of sexual assault	2	5	0	0	1	0	0	0	2	1	0	2		0	0	0	13
# Sunday	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0
# Monday	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0
# Tuesday	0	1	0	0	0	0	0	0	0	0	0	1		0	0	0	2
# Wednesday	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0
# Thursday	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0
# Friday	0	0	0	0	0	0	0	0	0	1	0	0		0	0	0	1
# Saturday	1	0	0	0	0	0	0	0	0	0	0	0		0	0	0	1
# Unknown	1	4	0	0	1	0	0	0	2	0	0	1		0	0	0	9

	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art. 120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art. 120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	APY13-14 Totals
<b>N. DEMOGRAPHICS ON VICTIMS IN INVESTIGATIONS COMPLETED IN APY13-14 [Investigation Completed within the reporting period by the Service Investigation Agencies, regardless of when Investigation was opened]</b>																	
Note: The information below is drawn from all investigations that were closed during APY13-14, and does not correspond to the data reported in sections F and G, above.																	
	<i>Victim Data From Investigations Opened in Prior Years, but Investigation completed during APY13-14</i>								<i>Victim Data From Investigations Opened and Investigation Completed in APY13-14</i>								
<b>Gender of VICTIMS</b>	0	4	0	2	0	0	0	0	0	2	0	2	0	0	0	0	10
# Male	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
# Female	0	4	0	2	0	0	0	0	0	1	0	2	0	0	0	0	9
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Age of VICTIMS</b>	0	4	0	2	0	0	0	0	0	2	0	2	0	0	0	0	10
# 16-19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 20-24	0	4	0	2	0	0	0	0	0	2	0	2	0	0	0	0	10
# 25-34	0	0	0	0	0	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	0	0	0	0	0
# 50-64	0	0	0	0	0	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	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>VICTIM Type</b>	0	4	0	2	0	0	0	0	0	2	0	2	0	0	0	0	10
# Service Member	0	3	0	2	0	0	0	0	0	2	0	2	0	0	0	0	9
# DoD Civilian	0	0	0	0	0	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	0	0	0	0	0
# Other US Government Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# US Civilian	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
# Foreign national	0	0	0	0	0	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	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Grade of Service Member VICTIMS</b>	0	3	0	2	0	0	0	0	0	2	0	2	0	0	0	0	9
# E1-E4	0	0	0	0	0	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	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	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	0	0	0	0	0
# O4-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	0	3	0	2	0	0	0	0	0	2	0	2	0	0	0	0	9
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Service of Service Member VICTIMS</b>	0	3	0	2	0	0	0	0	0	2	0	2	0	0	0	0	9
# Army	0	0	0	0	0	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	0	0	0	0	0
# Marines	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	3	0	2	0	0	0	0	0	2	0	2	0	0	0	0	9
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Status of Service Member VICTIMS</b>	0	3	0	2	0	0	0	0	0	2	0	2	0	0	0	0	9
# Active Duty	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Reserve (Activated)	0	0	0	0	0	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	0	0	0	0	0
# Cadet/Midshipman	0	3	0	2	0	0	0	0	0	2	0	2	0	0	0	0	9
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	APY13-14 Totals
<b>O. DEMOGRAPHICS ON SUBJECTS IN INVESTIGATIONS COMPLETED IN APY13-14</b>																	
[Investigation Completed within the reporting period by the Service Investigation Agencies, regardless of when Investigation was opened]																	
Note: The information below is drawn from all investigations that were closed during APY13-14, and does not correspond to the data reported in sections F and G, above.																	
	<i>Subject Data From Investigations Opened in Prior Years, but closed during APY13-14</i>								<i>Subject Data From Investigations Opened and Closed in APY13-14</i>								
<b>Gender of SUBJECTS</b>	0	4	0	2	0	0	0	0	0	1	0	1	0	0	0	0	8
# Male	0	4	0	2	0	0	0	0	0	1	0	1	0	0	0	0	8
# Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Age of SUBJECTS</b>	0	4	0	2	0	0	0	0	0	1	0	1	0	0	0	0	8
# 16-19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 20-24	0	4	0	2	0	0	0	0	0	0	0	1	0	0	0	0	7
# 25-34	0	0	0	0	0	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	0	0	0	0	0
# 50-64	0	0	0	0	0	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	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
<b>Subject Type</b>	0	4	0	2	0	0	0	0	0	1	0	1	0	0	0	0	8
# Service Member	0	4	0	2	0	0	0	0	0	0	0	1	0	0	0	0	7
# DoD Civilian	0	0	0	0	0	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	0	0	0	0	0
# Other US Government Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# US Civilian	0	0	0	0	0	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	0	0	0	0	0
# Foreign military	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
<b>Grade of Service Member SUBJECTS</b>	0	4	0	2	0	0	0	0	0	0	0	1	0	0	0	0	7
# E1-E4	0	0	0	0	0	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	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	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	0	0	0	0	0
# O4-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	0	4	0	2	0	0	0	0	0	0	0	1	0	0	0	0	7
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Service of Service Member SUBJECTS</b>	0	4	0	2	0	0	0	0	0	0	0	1	0	0	0	0	7
# Army	0	0	0	0	0	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	0	0	0	0	0
# Marines	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	4	0	2	0	0	0	0	0	0	0	1	0	0	0	0	7
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Status of Service Member SUBJECTS</b>	0	4	0	2	0	0	0	0	0	0	0	1	0	0	0	0	7
# Active Duty	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
# Reserve (Activated)	0	0	0	0	0	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	0	0	0	0	0
# Cadet/Midshipman	0	0	0	2	0	0	0	0	0	0	0	1	0	0	0	0	3
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

USAF APY13-14 RESTRICTED REPORTS OF SEXUAL ASSAULT	
<b>A. APY13-14 RESTRICTED REPORTS OF SEXUAL ASSAULT (rape, sexual assault, aggravated sexual contact, abusive sexual contact, non-consensual sodomy, and attempts to commit these offenses)</b>	<b>APY13-14 TOTALS</b>
<b># TOTAL victims initially making Restricted Reports</b>	<b>14</b>
# Cadet/Midshipman victims making Restricted Reports	14
# Non-Cadet/Midshipman Victims making Restricted Report involving a Cadet/Midshipman Subject	0
<b># Total victims who converted from Restricted Report to Unrestricted Report in the current APY*</b>	<b>0</b>
# Cadet/Midshipman victims who converted from Restricted Report to Unrestricted Report in current APY	0
# Non-Cadet/Midshipman victims who converted from Restricted Report to Unrestricted Report in current APY	0
<b># TOTAL victim reports remaining Restricted</b>	<b>14</b>
# Cadet/Midshipman victim reports remaining Restricted	14
# Non-Cadet/Midshipman victim reports remaining Restricted	0
<b># Reported sexual assaults involving cadets/midshipmen in the following categories</b>	<b>14</b>
# Cadet/Midshipman on Cadet/Midshipman	11
# Non-Cadet/Midshipman on Cadet/Midshipman	2
# Cadet/Midshipman on Non-Cadet/Midshipman (entitled to a RR by DoD Policy)	0
# Unidentified subject on Cadet/Midshipman	1
<b>B. INCIDENT DETAILS</b>	<b>APY13-14 TOTALS</b>
<b># Reported sexual assaults occurring</b>	<b>14</b>
# On military installation	9
# Off military installation	4
# Unidentified location	1
<b>Length of time between sexual assault and Restricted Report</b>	<b>14</b>
# Reports made within 3 days of sexual assault	2
# Reports made within 4 to 30 days after sexual assault	3
# Reports made within 31 to 365 days after sexual assault	3
# Reports made longer than 365 days after sexual assault	6
# Unknown	0
<b>Time of sexual assault incident</b>	<b>14</b>
# Midnight to 6 am	0
# 6 am to 6 pm	0
# 6 pm to midnight	0
# Unknown	14
<b>Day of sexual assault incident</b>	<b>14</b>
# Sunday	0
# Monday	0
# Tuesday	1
# Wednesday	0
# Thursday	1
# Friday	1
# Saturday	1
# Unknown	10
<b>C. RESTRICTED REPORTING - VICTIM SERVICE AFFILIATION</b>	<b>APY13-14 TOTALS</b>
<b># Cadet/Midshipman VICTIMS</b>	<b>14</b>
# Army victims	0
# Navy victims	0
# Marines victims	0
# Air Force victims	14
# Coast Guard	0
# Unknown	0
<b>D. DEMOGRAPHICS FOR APY13-14 RESTRICTED REPORTS OF SEXUAL ASSAULT</b>	<b>APY13-14 TOTALS</b>
<b>Gender of VICTIMS</b>	<b>14</b>
# Male	1
# Female	13
# Unknown	0
<b>Age of VICTIMS</b>	<b>14</b>
# 16-19	7
# 20-24	6
# 25-34	1
# 35-49	1
# 50-64	0
# 65 and older	0
# Unknown	0
<b>Grade of Service Member VICTIMS</b>	<b>14</b>
# E1-E4	0
# E5-E9	0
# WO1-WO5	0
# O1-O3	0
# O4-O10	0
# Cadet/Midshipman	13
# Academy Prep School Student	1
# Unknown	0
<b>Status of Service Member VICTIMS</b>	<b>14</b>
# Active Duty	0
# Reserve (Activated)	0
# National Guard (Activated - Title 10)	0
# Cadet/Midshipman	13
# Academy Prep School Student	1
# Unknown	0
<b>VICTIM Type</b>	<b>14</b>
# Service Member	14
# DoD Civilian	0
# DoD Contractor	0
# Other US Government Civilian	0
# US Civilian (DoD Dependent Over Age 18)	0
# Foreign national	0
# Foreign military	0
# Unknown	0
<b>E. RESTRICTED REPORTING FOR A SEXUAL ASSAULT THAT OCCURRED PRIOR TO JOINING SERVICE</b>	<b>APY13-14 TOTALS</b>
<b># Cadet/Midshipman VICTIMS making a Restricted Report for Incidents Occurring Prior to Military Service</b>	<b>2</b>
# Cadets/midshipmen Making A Restricted Report for an Incident that Occurred Prior to Age 18	1
# Cadet/Midshipman Making a Restricted Report for an Incident that Occurred After Age 18	1
# Cadets/midshipmen Choosing Not to Specify	0
<b>F. RESTRICTED REPORTS CONVERSION DATA (DSAID USE ONLY)</b>	<b>APY13-14 TOTALS</b>
Mean # of Days Taken to Change to Unrestricted	0
Standard Deviation of the Mean For Days Taken to Change to Unrestricted	0
Mode # of Days Taken to Change to Unrestricted	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.	



USAF A APY13-14 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</i>		
<b>A. SUPPORT SERVICE REFERRALS TO Cadet/Midshipman VICTIMS FROM UNRESTRICTED REPORTS:</b>		<b>APY13-14 TOTALS</b>
<b># Support service referrals for VICTIMS in the following categories</b>		
<b># MILITARY Resources (Referred by DoD)</b>		
# Medical		78
# Mental Health		13
# Legal		13
# Chaplain/Spiritual Support		13
# Victim Advocate/Uniformed Victim Advocate		13
# DoD Safe Helpline		13
# Other		0
<b># CIVILIAN Resources (Referred by DoD)</b>		
# Medical		13
# Mental Health		13
# Legal		13
# Chaplain/Spiritual Support		13
# Rape Crisis Center		13
# Victim Advocate		13
# Other		0
# Cases where SAFEs were conducted		2
# Cases where SAFE kits or other needed supplies were not available at time of victim's exam		0
# Cadets/Midshipmen making an Unrestricted Report for an incident that occurred prior to military service		0
<b>B. APY13-14 MILITARY PROTECTIVE ORDERS (MPO)* AND EXPEDITED TRANSFERS - UNRESTRICTED REPORTS</b>		<b>APY13-14 TOTALS</b>
<b># Military Protective Orders issued during APY13-14</b>		
<b># Reported MPO Violations in APY13-14</b>		
# 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 victims of sexual assault	3	<b>Total Number Denied</b>
# Unit/Duty expedited transfer requests by Cadet/Midshipman victims Denied	0	<b>Reasons for Disapproval (Total)</b>
# Installation expedited transfer requests by Cadet/Midshipman victims of sexual assault	0	Moved Alleged Offender Instead
# Installation expedited transfer requests by Cadet/Midshipman victims Denied	0	Pre-existing Transfer Order Used Instead
<b>C. SUPPORT SERVICE REFERRALS FOR MILITARY VICTIMS IN RESTRICTED REPORTS:</b>		
<b># Support service referrals for VICTIMS in the following categories</b>		<b>APY13-14 TOTALS</b>
<b># MILITARY Resources (Referred by DoD)</b>		
# Medical		84
# Mental Health		14
# Legal		14
# Chaplain/Spiritual Support		14
# Victim Advocate/Uniformed Victim Advocate		14
# DoD Safe Helpline		14
# Other		0
<b># CIVILIAN Resources (Referred by DoD)</b>		
# Medical		14
# Mental Health		14
# Legal		14
# Chaplain/Spiritual Support		14
# Rape Crisis Center		14
# Victim Advocate		14
# Other		0
# Cases where SAFEs were conducted		2
# Cases where SAFE kits or other needed supplies were not available at time of victim's exam		0
<b>CIVILIAN DATA</b>		
<b>D. SEXUAL ASSAULT SERVICES TO NON-cadets/midshipmen (DOD CIVILIANS, DEPENDENTS, CONTRACTORS, ETC)</b>		<b>APY13-14 TOTALS</b>
<b># Non-cadets/midshipmen assisted in the following categories:</b>		
# Cadet/Midshipman on Non-Cadet/Midshipman		2
# Non-Cadet/Midshipman on Non-Cadet/Midshipman		3
# Unidentified Subject or Undisclosed Affiliation on Non-Cadet/Midshipman		3
<b>Gender of Non-cadets/midshipmen Assisted</b>		
# Male		2
# Female		6
# Unknown		0
<b>Age of Non-cadets/midshipmen Assisted</b>		
# 16-19		2
# 20-24		1
# 25-34		0
# 35-49		0
# 50-64		1
# 65 and older		0
# Unknown		4
<b>Non-Cadet/Midshipman Type</b>		
# DoD Civilian		1
# DoD Contractor		1
# Other US Government Civilian		0
# US Civilian		6
# Foreign National		0
# Foreign Military		0
# Unknown		0
<b># Support service referrals for Non-cadets/midshipmen in the following categories</b>		
<b># MILITARY Resources (Referred by DoD)</b>		
# Medical		30
# Mental Health		5
# Legal		5
# Chaplain/Spiritual Support		5
# Victim Advocate/Uniformed Victim Advocate		5
# DoD Safe Helpline		5
# Other		0
<b># CIVILIAN Resources (Referred by DoD)</b>		
# Medical		8
# Mental Health		8
# Legal		8
# Chaplain/Spiritual Support		8
# Rape Crisis Center		8
# Victim Advocate		8
# Other		0
# Cases where SAFEs were conducted		2
# Cases where SAFE kits or other needed supplies were not available at time of victim's exam		0

Use the following categories or add a new category to identify the reason the requests were denied:	APY13-14 TOTALS
<b>Total Number Denied</b>	<b>0</b>
<b>Reasons for Disapproval (Total)</b>	<b>0</b>
Moved Alleged Offender Instead	0
Pre-existing Transfer Order Used Instead	0
Enter reason	0
Enter reason	0
Enter reason	0
Enter reason	0
Enter reason	0

APY13-14 Cadet Sexual Assault Synopses Report: Air Force														Punishments										Administrative Actions			Narrative of the Crime				
No.	Offense Alleged Investigated	Location	Subject Service	Subject Grade	Subject Gender	Subject Prior Investigation for Sex Assault?	Subject Moral Waiver Assessment?	Victim Service	Victim Grade	Victim Gender	Quarter Disposition Completed	Case Disposition	Most Serious Offense Charged	Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 15 Hearing, if applicable.	Most Serious Offense Convicted	Confinement (Court Only)	Fines and Forfeiture \$	Reduction in Rank	Court-Mandated Discharge	Restriction	Hard Labor	Extra Duty	Correctional Community (MJP Only)	Adverse Administrative Action Type	Administrative Discharge Type		Must Register as Sex Offender	Alcohol Use		
1	Abusive Sexual Contact Art. 120	CONUS	Air Force	Cadet/Midshipman	Male			Air Force	Cadet/Midshipman	Female	Q2	Insufficient evidence of an offense to prosecute.																		Victim reported that she stayed at Subject's sponsor's house with him after they spent the day together. Victim stated that she awoke and woke up to Subject being on top of her, kissing her closed-mouth. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges.	
2	Abusive Sexual Contact Art. 120	CONUS	Air Force	Cadet/Midshipman	Male			Air Force	Cadet/Midshipman	Female	Q4	Non-Sexual Assault Offense: Adverse Administrative Actions													Disenrolled					Victim reported that she and Subject were in a consensual dating and sexual relationship. Victim stated that she and Subject went to an empty room in the dorms to be alone. Subject asked Victim to lie on the floor, he then straddled her and began masturbating for 15-20 minutes. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges. The subject is being disenrolled from the Academy for non-related misconduct discovered during the investigation.	
3	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Air Force	Cadet/Midshipman	Male	YES		Air Force	US Civilian	Female	Q4	Non-Sexual Assault Offense: Adverse Administrative Actions													Disenrolled		Both Victim and Subject			This allegation involves the same subject from case #2 above. Victim reported that she and Subject went on two dates. After the first date, Subject put Victim's hand on his pants and began to masturbate. On their second date at the Base Fair, The Victim and the Subject were both drinking alcohol. The Victim drinks a can of Lume and remembers very little after that point. The Subject drinks of choice is afternoon. Victim stated that she woke up to Subject having sexual intercourse with her. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges. The subject is being disenrolled from the Academy for non-related misconduct discovered during the investigation.	
4	Abusive Sexual Contact Art. 120	CONUS	Air Force	Cadet/Midshipman	Male			Air Force	Cadet/Midshipman	Female	Q4	Non-Sexual Assault Offense: Adverse Administrative Actions																Subject			Subject consumed alcohol and entered Victim's room with her permission. Subject kissed Victim and hugged at her pants. Victim screamed Subject back to her room. Victim didn't think she was sexually assaulted. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges. The subject is being disenrolled from the Academy for non-related misconduct discovered during the investigation.
5	Abusive Sexual Contact Art. 120	CONUS	Air Force	Cadet/Midshipman	Male	YES		Air Force	Cadet/Midshipman	Female	Q4	Non-Sexual Assault Offense: Adverse Administrative Actions													Cadet/Midshipman Disciplinary System			Subject			The subject in this case is the same subject from case #4 above. Subject consumed alcohol and entered Victim's room with her permission. He got the bed with Victim. Both Subject and Victim were fully clothed when Subject asked Victim if she would have sex with him. Subject got on top of Victim and kissed her on the face and neck and again asked to have sex with her. Victim said Subject off of her and called two of his friends. Victim and Subject's friends accompanied Subject to his room and put him to bed. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges. The subject is being disenrolled from the Academy for non-related misconduct discovered during the investigation.
6	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Air Force	Cadet/Midshipman	Male			Air Force	Cadet/Midshipman	Female	Q4	Insufficient evidence of an offense to prosecute.																Both Victim and Subject			Subject and Victim were at a bar and Victim consumed several drinks. Later that night, Victim invited Subject to meet her in her dorm room. Victim and Subject engaged in consensual sexual intercourse. While having sex, Subject penetrated Victim's anus with his finger. Victim told Subject she didn't want to do that. Subject removed his finger and they continued to engage in sexual intercourse. Victim stated that she lost consciousness and doesn't remember the encounter, but when she woke up, Subject was lying next to her in bed. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges.
7	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Air Force	Cadet/Midshipman	Male			Air Force	Cadet/Midshipman	Female	Q1	Non-Sexual Assault Offense: Adverse Administrative Actions																			Victim's friends disclosed that Victim was assaulted. Victim initially refused to cooperate in the investigation process. Subject stated that he and Victim engaged in sexual intercourse in his room because Victim was in her degree cable and it's required that her dorm room door remain open during the day. After they had sex, Subject asked Victim to leave his room because his roommate was on the way back to their room. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges. The subject received action under the cadet disciplinary system for other misconduct identified during the investigation.
8	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Air Force	Cadet/Midshipman	Male			Air Force	Cadet/Midshipman	Female	Q1	Victim declined to participate in the military justice process																			Victim's report was initially recorded and became uninvestigated due to a third party disclosure. Victim resigned from the AFA and through her SJC requested that no one contact her regarding the case. Subject stated that he and Victim were engaging in consensual sexual intercourse in the dorms and he continued to have sex with her for about five minutes after Victim told him she no longer wanted to participate. Because of Victim's unwillingness to participate, the Commander decided not to prefer charges.
9	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	Air Force	Cadet/Midshipman	Male			Air Force	Cadet/Midshipman	Female	Q2	Insufficient evidence of an offense to prosecute.																Victim			Victim consumed alcohol at a bar and invited Subject when she returned to her dorm room. Subject asked Victim if he could come to her room and she agreed. Victim and Subject kissed and eventually engaged in sexual intercourse. Victim told her friend that she remembered having "okay" to the intercourse. Victim and Subject engaged in intercourse again the next morning. Victim later contacted Subject and told her that they had a "stunk hook up." She stated that she was a virgin, and did not want contact with him again. Subject provided text messages confirming Victim's invitation to her room. After reviewing the ROI and consulting with the SJA, the Commander determined there was insufficient evidence to prefer charges.
10	Sexual Assault (After 28 Jun 12) Art. 120	CONUS	US Civilian	Male				Air Force	Cadet/Midshipman	Male	Q1	Victim declined to participate in the military justice process																			During an academic review proceeding, victim disclosed to the SARC that he had been sexually assaulted by a male sponsor parent. However, victim refused to provide additional information. AFOSI documented the report, and released it to Orlando Springs Police Department, but no further action could be taken.

Sexual Harassment Reports

Sexual Harassment Reports at the US Military Service Academies APY13-14	
<p>A form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:</p> <p>a. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or</p> <p>b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or</p> <p>c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.</p>	<p>APY13-14 TOTALS</p>
<b>A. Sexual Harassment Complaints (total)</b>	<b>4</b>
<b>(1) Formal Complaints</b>	<b>0</b>
# Cadet/Midshipman Complainants	0
# Non-Cadet/Midshipman Complainants	0
<b>(2) Informal Complaints</b>	<b>4</b>
# Cadet/Midshipman Complainants	4
# Non-Cadet/Midshipman Complainants	0
<b>B. Location of Incident</b>	<b>4</b>
# On Academy Grounds	4
# Off Academy Grounds	0
# Unidentified location	0
<b>C. # Total Sexual Harassment Investigations opened during APY13-14</b>	<b>4</b>
# Investigations pending completion as of 31 May 14	0
# Completed investigations as of 31 May 14	4
<b>D. Sexual Harassment Details - Length of time between incident and formal report</b>	<b>4</b>
# Reports made within 60 days of the sexual harassment	4
# Reports made more than 60 days following the sexual harassment	0
# Unknown	0
<b>E. # Reports forwarded to General Court Martial Convening Authority</b>	<b>4</b>
# Reports forwarded to GCMCA within 72 Hours	4
# Reports forwarded to GCMCA beyond 72 Hours	0
<b>F. Time of Sexual Harassment Incident</b>	<b>4</b>
# Midnight to 6 am	0
# 6 am to 6 pm	0
# 6 pm to midnight	0
# Unknown	4
<b>G. Day of Sexual Harassment Incident</b>	<b>4</b>
# Sunday	0
# Monday	1
# Tuesday	0
# Wednesday	1
# Thursday	0
# Friday	2
# Saturday	0
# Unknown	0
<b>H. # APY13-14 COMPLETED INVESTIGATIONS</b>	<b>4</b>
# Investigations with more than one complainant, more than one subject, or both	1
# of Subjects in Completed Investigations	5
<b>I. APY13-14 FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED INVESTIGATIONS</b>	<b>5</b>
# Subjects with Unsubstantiated Complaints	2
# Pending command action as of 31 May 14	0
# Subjects for whom command action was completed of 31 May 14	3
<b>J. # Commander Actions (APY13-14 Subjects)</b>	<b>3</b>
# Courts-martial	0
# Nonjudicial Punishments	0
# Discharges in lieu of courts-martial	0
# Discharges in lieu of disciplinary actions	2
# Cadet Disciplinary System Actions	1
# Other adverse administrative actions	0

Sexual Harassment Case Synopses

Synopsis of Sexual Harassment Investigations Involving Cadets/Midshipmen									
Number	Month Closed	Subject Status	Subject Gender	Complainant Status	Complainant Gender	Initial Allegation Reported	Misconduct Charged	Disposition	Brief Synopsis of Incident and Outcome
1	Aug	Cadet	Male	Closed	UNK	Anonymous feedback alleged two C2Cs basic training cadre forced a male basic cadet to perform oral sex on a banana.	Sexual harassment.	Substantiated. Both offenders were removed from the Academy.	An AOC contacted 10 ABW EO staff via the command post. While cadets are in Basic Cadet Training (BCT), they are administered an anonymous survey that discussed their climate, culture, and potential EO issues. More than one survey had indicated two upper class (cadre) cadets made a male cadet act like he was masturbating with his milk at lunch. The two cadre followed that up with making him eat a banana as if the male cadet was providing oral sex to the banana. The AOC said the cadre admitted to the incident, but seemed unaware the issue was sexual harassment. Substantiated.
2	Nov	Cadet	Male	Closed	Male	C4C alleged a C1C made comments about "deepthroating" (sexual act) during a training (PT) session.	Sexual harassment.	Substantiated. C1C was removed from his training position	On 19 Nov 13, An AOC contacted the EO office concerning allegations of sexual harassment brought to his attention by a C4C. According to the AOC, the C4C brought his concerns to him on 10 Nov 13 alleging that at the end of Sep 13, a C1C was "training" and made an inappropriate comment along the lines of "deep throating" something toward the C4C. Other freshmen at the table heard the comment as well. Substantiated.
3	Mar	Cader	Male	Closed	Female	A WM USAFA Cadet allegedly sexually harassed a WF USAFA Cadet (verbally, nonverbally, and physically) at Hap's Bar in the cadet area.	Sexual harassment.	Unsubstantiated. Alleged offender removed and a general discharge for unrelated reasons.	Unsubstantiated. 10th Security Forces Investigations completed an investigation. The Air Officer Commanding (AOC) and the Group two CC reviewed the ROI and concluded the allegations were unsubstantiated based on witness statements and preponderance of the evidence. Unsubstantiated.
4	Mar	Coach	Male	Closed	Female	C2C Female alleged WM coach sexually harassed her by touching and rubbing her shoulders	Sexual harassment.	Unsubstantiated. Offender's contract was not renewed	WF Cadet stated WM Coach massaged her back, touched her chest, touched her leg, and followed her around the Spring Banquet. A CDI was conducted by the USAFA Department of Athletics. Sexual harassment was not confirmed, but other inappropriate behaviors were substantiated and the WM Coach received a LOR and his contract was not renewed in June of 2014. USAFA/JA assisted with the investigation. Unsubstantiated.