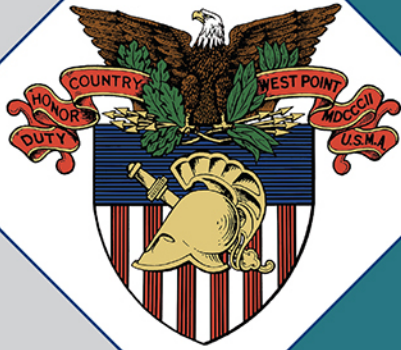


Enclosure 1: United States Military Academy Self- Assessment





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

MASP

MEMORANDUM THRU Department of the Army, Deputy Assistant Secretary of the Army (Diversity and Leadership), 111 Army Pentagon, Washington DC 20310

ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND RESERVE AFFAIRS),
111 ARMY PENTAGON, WASHINGTON, DC 20310

SECRETARY OF THE ARMY, 101 ARMY PENTAGON, WASHINGTON, DC 20310

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

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

1. Reference. Section 532 of the John Warner National Defense Authorization Act (NDAA) for FY 2007, (Public Law 109-364) requires an annual report during each Academic Program Year (APY) on the effectiveness of the policies, training and procedures of each Military Service Academy (MSA) with respect to sexual harassment and violence involving Academy personnel.
2. Purpose. Summarize 2016 data call responses as directed by the Data Call guidance.
3. USMA efforts during APY15-16 to create a command climate where all members are treated with dignity and respect were focused on integrating policy, implementation and assessment across all five lines of effort (LOE): prevention, investigation, accountability, advocacy and assessment.
4. This summary highlights key initiatives and actions for continued program success along the LOEs.
 - a. Prevention: Deliver consistent and effective prevention methods and programs.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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


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

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

Encl


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

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Military Service Academies (MSA)

Executive Summary

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

See Cover EXSUM

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

1.1 Summarize your Academy’s efforts to achieve the Prevention Endstate: “Cultural imperatives of mutual respect and trust, professional values, and team commitment are reinforced to create an environment where sexual assault is not tolerated, condoned, or ignored.”

The Academy’s efforts to achieve the Prevention End state are undertaken using a multi-faceted approach. The Academy leadership has empowered the chain of command at all levels to focus on developing a command culture that does not tolerate sexual harassment or assault. The Superintendent’s priority of “Leader Development” includes the directive that “[leaders will] lead with command climates of dignity and respect, where everyone on the team feels value added, and feels secure both physically and emotionally. Ensure that climate exists at West Point.”

The Army’s SHARP program is implemented within the United States Corps of Cadets (USCC) through processes described in the Character Program (Gold Book). While we maintain a robust response infrastructure, we focus on prevention and bystander intervention. The Cadet Character Development Program (CCDP) includes classes led by the Cadet chain of command and developed with the assistance of the Cadets Against Sexual Harassment and Assault (CASHA) committee.

Institutional Activity:

Senior Academy Leadership Meetings with Cadets focused on SHARP.

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

Leader Development:

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

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

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

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

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

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

Outreach Activities:

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

Culture Assessment:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Memorandum of Understanding with Civilian Support Service. See 1.7 above

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

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

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

USMA appreciates its duty to facilitate substance abuse prevention, drug and alcohol testing, early identification of drug-related problems and rehabilitative efforts. We rely upon comprehensive alcohol and drug abuse prevention and control, in accordance with AR 600-85, to ensure Soldier and Cadet readiness. Unit commanders are directed to intervene early and refer all Soldiers suspected of being alcohol/and or drug abusers to the ASAP. Bystander intervention is a key task emphasized by all of West Point's senior leaders, Superintendent, Commandant, Dean, and Brigade Tactical Officer, during their Reorganization Week addresses to the Corps of Cadets. The force protection mantra of "See something, Say something," applies to the prevention of sexual assault as it does to physical security. Cadets are reminded that alcohol impacts boundaries and decision making to a great extent. The culture of excessive drinking during designated free time for Cadets who are of age, is of concern to leadership and efforts are underway to integrate more robust programming around this issue through USCC channels, CASHA Awareness and CCDP Social lessons.

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

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

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

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

Policy:

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

Training:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

KEY EVENTS:

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

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

ENDSTATE: All West Point Personnel -

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

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

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

Lessons Learned:

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

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

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

1.17 Describe your plans for APY 16-17 that pertain to delivering consistent and effective prevention methods and programs. Describe how these efforts will help your Academy plan, resource, and make progress in your SAPR and POSH programs. Include a brief description of data used to inform your Academy’s plans.

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

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

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

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

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

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

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

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

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

2.2 Describe efforts to ensure all investigators of sexual violence receive required initial training prior to assignment at the Academy and attend annual refresher training on essential tasks specific to investigating sexual assault.

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

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

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

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

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

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

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

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

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

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

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

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

2.5 Describe your efforts to ensure the victim’s commander provides investigative updates to the victim throughout the investigative process. Include efforts for the victim’s commander to attend, and receive and provide updates at the monthly Case Management Group (CMG) meetings.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

SLDP-R . In conjunction with the Cadet disciplinary system, Cadets who do not uphold Army values, particularly dignity and respect, are placed in the SLDP-R. USMA uses this program to assist in the rehabilitation of Cadets whose actions and/or words show a flaw in character development. A typical program lasts for an entire semester where the Cadet meets with an assigned mentor, usually a staff and faculty member, to discuss various topics focused on the Cadet's transgression and plan for improvement. There is much reflection and personal assessment. At the end of the semester, the mentor determines whether or not the Cadet has successfully completed the program. The mentor does not work in isolation. The mentor coordinates with the Special Assistant to the Commandant for Respect (SAC-R) and the tactical (TAC) team to ensure that the Cadet is on the right track. Upon successful completion, the Cadet is removed from the SLDP-R.

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

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

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

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

See 2.6 above -

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

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

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

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

4.1 Summarize your Academy’s efforts to achieve the Advocacy/Victim Assistance Endstate: “high quality services and support to instill confidence and trust, strengthen resilience, and inspire victims to report.”

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

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

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

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

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

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

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

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

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

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

No expedited transfers were requested during APY15-16.

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

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

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

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

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

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

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

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

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

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

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

See 4.6 above

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

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

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

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

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

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

4.17 Describe your efforts to sustain policy for General or Flag officer review of and concurrence in adverse administrative actions and separation of victims making an Unrestricted Report of sexual assault in APY15-16.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

6.1 Overarching Action Items

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

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

6.1.2 Strengthen sexual harassment prevention and response efforts.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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United States Military Academy

1. Open Action Items

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

2. Secretary of Defense Initiatives

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

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

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

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

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

3. Suggested Enhancements

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

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

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

Healthy Relationships

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

Social Media Training

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

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

Climate Surveys

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

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

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

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

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

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

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

4. Open Action Items from Previous Reports

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

Submitted to DEOMI 1 Jun 2015.

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

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

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

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

Unrestricted Reports

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

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

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

Unrestricted Reports (continued)

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

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

G. DEMOGRAPHICS ON SUBJECTS IN INVESTIGATIONS COMPLETED IN APY15-16 (Investigation completed within the reporting period. These investigations may have been opened in current or prior Academic Years)	Subject Data From Investigations completed during APY15-16										APY15-16 Totals
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) (Art. 120)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	
G1. Gender of Subjects	3	0	4	0	0	9	1	0	0	0	17
# Male	2	0	2	0	0	7	1	0	0	0	12
# Female	0	0	0	0	0	1	0	0	0	0	1
# Unknown	1	0	2	0	0	1	0	0	0	0	4
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G2. Age of Subjects	3	0	4	0	0	9	1	0	0	0	17
# 0-15	0	0	0	0	0	0	0	0	0	0	0
# 16-19	0	0	0	0	0	0	0	0	0	0	0
# 20-24	2	0	1	0	0	4	1	0	0	0	8
# 25-34	0	0	0	0	0	3	0	0	0	0	3
# 35-49	0	0	0	0	0	1	0	0	0	0	1
# 50-64	0	0	0	0	0	0	0	0	0	0	0
# 65 and older	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	2	0	0	0	0	0	0	0	2
# Relevant Data Not Available	1	0	1	0	0	1	0	0	0	0	3
G3. Subject Type	3	0	4	0	0	9	1	0	0	0	17
# Service Member	2	0	1	0	0	8	1	0	0	0	12
# Drill Instructors/Drill Sergeants	0	0	0	0	0	0	0	0	0	0	0
# Recruiters	0	0	0	0	0	0	0	0	0	0	0
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	0	0	0	0	0	0	0	0	0	0	0
# Other US Government Civilian	0	0	0	0	0	0	0	0	0	0	0
# US Civilian	0	0	0	0	0	0	0	0	0	0	0
# Foreign National	0	0	0	0	0	0	0	0	0	0	0
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0
# Unknown	1	0	3	0	0	1	0	0	0	0	5
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G4. Grade of Service Member Subjects	2	0	1	0	0	8	1	0	0	0	12
# E1-E4	0	0	0	0	0	0	0	0	0	0	0
# E5-E9	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	4	0	0	0	0	4
# O4-O10	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	2	0	1	0	0	4	1	0	0	0	8
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G5. Service of Service Member Subjects	2	0	1	0	0	8	1	0	0	0	12
# Army	2	0	1	0	0	8	1	0	0	0	12
# Navy	0	0	0	0	0	0	0	0	0	0	0
# Marines	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	0	0	0	0	0	0	0	0	0	0
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G6. Status of Service Member Subjects	2	0	1	0	0	8	1	0	0	0	12
# Active Duty	0	0	0	0	0	4	0	0	0	0	4
# Reserve (Activated)	0	0	0	0	0	0	0	0	0	0	0
# National Guard (Activated - Title 10)	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	2	0	1	0	0	4	1	0	0	0	8
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

Unrestricted Reports (continued)

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

Unrestricted Reports (continued)

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

Unrestricted Reports (continued)

L. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Non-sexual assault offense) . This section reports the outcomes of Courts-Martials for Subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for Subjects in this category listed in Sections D and E above.		APY15-16 Totals
# Total Subjects with Courts-Martial Charge Preferred for a non-sexual assault offense in APY15-16		0
# Subjects whose Courts-Martial action was NOT completed by the end of APY15-16		0
# Subjects whose Courts-Martial was completed by the end of APY15-16		0
# Subjects whose Courts-Martial was dismissed		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 punishment		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 acquittal		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 acquittal		0
# Subjects who resigned or were discharged in lieu of Courts-Martial for a non-sexual assault offense		0
# Officer Subjects who were officers that were allowed to resign in lieu of Courts-Martial		0
# Enlisted Subjects who were discharged in lieu of Courts-Martial		0
# Subjects with Courts-Martial charges proceeding to trial on a non-sexual assault offense		0
# Subjects Acquitted of Charges		0
# Subjects Convicted of Any Non-Sexual Assault Charge at Trial		0
# Subjects with unknown punishment		0
# Subjects with no punishment		0
# Subjects with pending punishment		0
# Subjects with Punishment		0
# Subjects receiving confinement		0
# Subjects receiving reductions in rank		0
# Subjects receiving fines or forfeitures		0
# Subjects receiving a punitive discharge (Dishonorable, Bad Conduct, or Dismissal)		0
# Subjects receiving restriction or some limitation on freedom		0
# Subjects receiving extra duty		0
# Subjects receiving hard labor		0
# Subjects processed for an administrative discharge or separation subsequent to conviction at trial		0
# Subjects receiving UOTHC administrative discharge		0
# Subjects receiving General administrative discharge		0
# Subjects receiving Honorable administrative discharge		0
# Subjects receiving Uncharacterized administrative discharge		0
M. NONJUDICIAL PUNISHMENTS IMPOSED (Non-Sexual Assault Charge) . This section reports the outcomes of nonjudicial punishments for Subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for Subjects in this category listed in Sections D and E above.		APY15-16 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a non-sexual assault offense in APY15-16		0
# Subjects whose nonjudicial punishment action was not completed by the end of APY15-16		0
# Subjects whose nonjudicial punishment action was completed by the end of APY15-16		0
# Subjects whose nonjudicial punishment was dismissed		0
# Subjects administered nonjudicial punishment for a non-sexual assault offense		0
# Subjects with unknown punishment		0
# Subjects with no punishment		0
# Subjects with pending punishment		0
# Subjects with Punishment		0
# Subjects receiving correctional custody		0
# Subjects receiving reductions in rank		0
# Subjects receiving fines or forfeitures		0
# Subjects receiving restriction or some limitation on freedom		0
# Subjects receiving extra duty		0
# Subjects receiving hard labor		0
# Subjects receiving a reprimand		0
# Subjects receiving an administrative discharge subsequent to nonjudicial punishment on a non-sexual assault charge		0
# Subjects who received NJP followed by UOTHC administrative discharge		0
# Subjects who received NJP followed by General administrative discharge		0
# Subjects who received NJP followed by Honorable administrative discharge		0
# Subjects who received NJP followed by Uncharacterized administrative discharge		0
N. OTHER ACTIONS TAKEN (Non-sexual assault offense) . This section reports other disciplinary action taken for Subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for Subjects in these categories listed in Sections D and E above.		APY15-16 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY15-16		0
# Subjects receiving an administrative discharge or other separation for a non-sexual assault offense		0
# Subjects receiving UOTHC administrative discharge		0
# Subjects receiving General administrative discharge		0
# Subjects receiving Honorable administrative discharge		0
# Subjects receiving Uncharacterized administrative discharge		0
# Subjects whose other adverse administrative action was not completed by the end of APY15-16		0
# Subjects receiving other adverse administrative action for a non-sexual assault offense		0

Restricted Reports

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

Restricted Reports (continued)

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

Support Services

ARMY MSA APY15-16 SUPPORT SERVICES FOR VICTIMS OF SEXUAL ASSAULT	
<i>NOTE: Totals of referrals and military protective orders are for all activities during the reporting period, regardless of when the sexual assault report was made.</i>	
A. SUPPORT SERVICE REFERRALS TO CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS VICTIMS FROM UNRESTRICTED REPORTS:	APY15-16 Totals
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	24
# Medical	1
# Mental Health	2
# Legal	4
# Chaplain/Spiritual Support	1
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	6
# DoD Safe Helpline	8
# Other	2
# CIVILIAN Resources (Referred by DoD)	4
# Medical	1
# Mental Health	0
# Legal	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	1
# Victim Advocate	0
# DoD Safe Helpline	
# Other	2
# Cases where SAFEs were conducted	0
# Cases where SAFE kits or other needed supplies were not available at time of Victim's exam	0
# Military Victims making an Unrestricted Report for an incident that occurred prior to military service	2
B. APY15-16 MILITARY PROTECTIVE ORDERS (MPO) * AND EXPEDITED TRANSFERS - UNRESTRICTED REPORTS	APY15-16 TOTALS
# Military Protective Orders issued during APY15-16	4
# Reported MPO Violations in APY15-16	0
# Reported MPO Violations by Subjects	0
# Reported MPO Violations by Victims of sexual assault	0
# Reported MPO Violations by Both	0
* In accordance with DoD Policy, Military Protective Orders are only issued in Unrestricted Reports. A Restricted Report cannot be made when there is a safety risk for the Victim.	
# Unit/Duty expedited transfer requests by Cadet/Midshipman/Prep School Student Victims of sexual assault	1
# Unit/Duty expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims of sexual assault	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
C. SUPPORT SERVICE REFERRALS FOR MILITARY VICTIMS IN RESTRICTED REPORTS	APY15-16 TOTALS
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	7
# Medical	1
# Mental Health	2
# Legal	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	1
# DoD Safe Helpline	3
# Other	0
# CIVILIAN Resources (Referred by DoD)	1
# Medical	0
# Mental Health	0
# Legal	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	0
# Victim Advocate	1
# DoD Safe Helpline	
# Other	0
# Cases where SAFEs were conducted	0
# Cases where SAFE kits or other needed supplies were not available at time of Victim's exam	0

APY 14-15 Service Member Sexual Assault Synopsis Report: ADMM																							
No.	Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Breed Investigation for Sex Assault?	Subject: Moral Maturity Assessment?	Subject Referral Type	Quarrel Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	Court Case or Article 15 Outcome	Reason Charges Dismissed at Article 15 Hearing, if applicable	Most Serious Offense Committed	Administrative Discharge Type	Must Register as Sex Offender	Alcohol Use	Case Synopsis Note	
1	Abusive Sexual Contact (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Multiple Victims - Male	Army	O-3	Female	No	No	Other	03 (April-June)	Non-Judicial Punishment	Abusive Sexual Contact (Art. 120)		Article 15 Punishment Imposed		Under Other than Honorable Conditions (DOTH)			Involved but not specified	Forfeiture of Pay and Allowances: Yes. Fine: No. Restriction: No. Reduction in rank: No. Extra Duty: No. Hard Labor: No. Correctional Custody (NJP Only): No. Notes: Multiple Victims alleged that Subject touched their buttocks and groin without consent. Found guilty of Abusive Sexual Contact by the Superintendent at an Article 15 Hearing. Punishment imposed: Reduction for 60 days (punishment to be suspended for 180 days), forfeiture of 12 months pay per month for two months (one month's forfeiture suspended for 180 days). Subject's request for retention in lieu of separation pending at HCSA.	
2	Sexual Assault (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Unknown	Unknown	Male					Offender is Unknown								Involved but not specified	Notes: Victim alleged sexual assault by Unknown Subject two months prior when she was too intoxicated to consent.	
3	Abusive Sexual Contact (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Army	O-2	Male	No	No	Other	03 (April-June)	Other Adverse Administrative Action								Involved but not specified	Adverse Administration Action Type: Letter of Reprimand (LOR). Notes: Victim alleged that Subject put his hands on her breasts and buttocks without her consent. Subject given a General Officer Memorandum of Reprimand in personnel file.	
4	Abusive Sexual Contact (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Male	Army	C-2	Male	No	No	Other	03 (April-June)	Administrative Discharge						Under Other than Honorable Conditions (DOTH)		Involved but not specified	Notes: Victim alleged that Subject slapped her on the buttocks without her consent. Subject received career punishment (25 demerits at a Brigade-level board). At the time of the report, the Subject was in a suspended separation from West Point because of prior misconduct. The Superintendent voided the suspension after the report and elected to separate with a recommendation for Other Than Honorable Discharge. Final approval of separation is AIA, MAIA.	
5	Sexual Assault (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Unknown	Unknown	Unknown	No	No	Other	04 (July-September)	Offender is Unknown								Involved but not specified	Notes: Victim alleged she was sexually assaulted four years prior by an Unknown Subject when she was too intoxicated to consent.	
6	Sexual Assault (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Male	Unknown	Unknown	Unknown	No	No	Other	04 (July-September)	Offender is Unknown								Involved but not specified	Notes: Victim alleged she was sexually assaulted two months prior to an Unknown Subject when she was too intoxicated to consent.	
7a	Abusive Sexual Contact (Art. 120)	South Korea	Army	Cadet/Midshipman	Female	Army	O-1	Male	No	No	Other	03 (April-June)	Non-Judicial Punishment	Abusive Sexual Contact (Art. 120)		Article 15 Punishment Imposed		Under Other than Honorable Conditions (DOTH)			Involved but not specified	Forfeiture of Pay and Allowances: Yes. Fine: No. Restriction: No. Reduction in rank: No. Extra Duty: No. Hard Labor: No. Correctional Custody (NJP Only): No. Notes: Victim alleged that two Subjects kissed her and groped her without her consent. Both Subjects received General Officer Article 15 from the Commanding General in Korea where Subject was now assigned. Elimination action pending with recommendation for Other Than Honorable Discharge at HCSA.	
7b	Abusive Sexual Contact (Art. 120)	South Korea	Army	Cadet/Midshipman	Female	Army	O-2	Male	No	No	Other	03 (April-June)	Non-Judicial Punishment	Abusive Sexual Contact (Art. 120)		Article 15 Punishment Imposed		Under Other than Honorable Conditions (DOTH)			Involved but not specified	Forfeiture of Pay and Allowances: Yes. Fine: No. Restriction: No. Reduction in rank: No. Extra Duty: No. Hard Labor: No. Correctional Custody (NJP Only): No. Notes: Victim alleged that two Subjects kissed her and groped her without her consent. Both Subjects received General Officer Article 15 from the Commanding General in Korea where Subject was now assigned. Elimination action pending with recommendation for Other Than Honorable Discharge pending with HCSA.	
8	Rape (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Army	C-2	Male	No	No	Other	04 (July-September)	Court-Martial Charge Preferred	Rape (Art. 108)		Acquitted					Involved but not specified	Notes: Victim alleged that Subject raped her 15 months prior. Subject charged with two specifications of sexual assault and one specification of forcible sodomy. The Subject was acquitted of all charges.	
9	Abusive Sexual Contact (Art. 120)		Army	Cadet/Midshipman	Male	Army	C-2	Male	No	No	Other	04 (July-September)	Administrative Discharge						General		Involved but not specified	Notes: Victim alleged that Subject slapped her on the buttocks and sexual comments. Subject was administratively separated UP Chapter 14-2, with a General Discharge.	
10	Sexual Assault (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Multiple Victims - Female	Army	C-2	Male	Blank	Blank	Blank	Blank	Court-Martial Charge Preferred	Sexual Assault (Art. 120)		Discharge or Suspension in Lieu of Court-Martial					Involved but not specified	Notes: Multiple Victims. First Victim alleged that Subject touched her breast and penetrated her vagina with his finger without her consent. Second victim alleged abusive sexual contact. Subject charged at a General Court-Martial for one spec of Abusive Sexual Contact, one of Sexual Assault, and one of Article 134 for wrongfully providing alcohol to a minor. Subject's resignation in lieu of general court-martial was approved at HCSA with support by both victims. Subject received Other Than Honorable Discharge.	
11	Abusive Sexual Contact (Art. 120)	Blank	Army	Cadet/Midshipman	Female	Army	C-2	Male	No	No	Other	04 (July-September)	Cadet/Midshipman Disciplinary System Action	Blank	Blank	Blank	Blank	Blank	Blank	Blank	Blank	Blank	Notes: Adverse Administration Action Type: Cadet/Midshipman Disciplinary System. Notes: Victim alleged that Subject put his hand on her buttocks without her permission. Subject received career punishment (25 demerits, 80 hours of punishment tour, and delayed graduation). From the Superintendent, Subject placed on suspended separation.
12	Rape (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Unknown	Unknown	Unknown	Blank	Blank	Blank	Blank	Offender is Unknown	Blank	Blank	Blank	Blank	Blank	Blank	Blank	Blank	Blank	Notes: Victim alleged rape four years prior by Unknown Subject.
13	Abusive Sexual Contact (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Unknown	Unknown	Unknown	Blank	Blank	Blank	Blank	Offender is Unknown	Blank	Blank	Blank	Blank	Blank	Blank	Blank	Blank	Blank	Notes: Victim alleged abusive sexual contact two months prior by Unknown Subject.
14	Rape (Art. 120)	UNITED STATES	Army	Prop School Student	Female	Army	C-2	Male	No	No	Other	04 (July-September)	Court-Martial Charge Preferred	Rape (Art. 108)	Blank	Convicted	Blank	Sexual Assault (Art. 120)	Blank	Yes	Blank	Notes: Victim alleged that Subject forced her to have sex by placing her in her that he would publicly photos of her engaged in sex acts. Convicted of Sexual Assault at a General Court-Martial. Sentence imposed was reduction to E-1, Total Forfeiture of Pay and Allowances, 6 years' confinement, and a Dishonorable Discharge.	

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

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

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APY 15-16 SEXUAL HARASSMENT INCIDENTS

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

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

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

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

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

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

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C. DISPOSITION FOR REPEAT OFFENDERS IN SUBSTANTIATED COMPLAINTS.

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

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

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

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

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

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

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

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E. LENGTH OF TIME BETWEEN WHEN THE INCIDENT OCCURRED AND WHEN THE COMPLAINT WAS REPORTED BY COMPLAINANT.	
DoD MEO policy encourages reporting of complaints within 60 days of the incident. In this section, record the following: (1) the total number of formal and informal complaints (2) the number of formal and informal complaints reported within 60 days following the incident; (3) the number of formal and informal complaints reported beyond 60 days of the incident; and (4) the number of formal and informal complaints where the time is unknown between when the incident occurred and when the complainant reported the incident.	
E1. Total Complaints	
# Total of Formal and Informal Cadet/Midshipman Complaints	3

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

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

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

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

G. NATURE OF ALLEGATIONS IN SUBSTANTIATED COMPLAINTS.	
In this section, record the number of formal and informal substantiated complaints occurring in the sub-categories of allegations identified below. The numbers in this section may not be additive since one complaint may contain several allegations.	
G1. Identify Nature of Allegation(s) in Substantiated Cadet/Midshipman Formal Complaints	

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# Substantiated incidents of crude/offensive behavior	1
# Substantiated incidents of unwanted sexual attention	1
# Substantiated incidents of sexual coercion	

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

H. FIRST-TIME OFFENDERS AND REPEAT OFFENDERS (TOTAL) IN SUBSTANTIATED COMPLAINTS.
In this section, record the number of all offenders in substantiated complaints; the number of all offenders pending receipt of corrective actions as of the end of the reporting fiscal year; and the number of the types of completed corrective actions as of the end of the reporting fiscal year. Report this information for formal and informal substantiated complaints. Use your analysis section to describe unusual circumstances (e.g., more than one offender in a complaint or more than one type of corrective action administered to one offender).

H1. Formal Substantiated Cadet/Midshipman Complaints	
# Total offenders in formal substantiated complaints	1
# Total offenders pending corrective action as of the end of reporting fiscal year	
# Corrective actions administered to all offenders as of the end of reporting fiscal year	1
# Court-martial	
# Non-judicial punishments	
# Discharges in lieu of court martial	
# Discharges in lieu of disciplinary action	
# Cadet disciplinary system actions	
# Adverse or administrative actions	
# Other (include comments in the analysis section of your report)	1

H2. Informal Cadet/Midshipman Complaints	
# Total offenders in informal substantiated complaints	1
# Total offenders pending corrective action as of the end of reporting fiscal year	
# Corrective actions administered to all offenders as of the end of reporting fiscal year	1
# Court-martial	
# Non-judicial punishments	
# Discharges in lieu of court-martial	
# Discharges in lieu of disciplinary action	
# Cadet disciplinary systems actions	
# Adverse or administrative actions	
# Other (include comments in the analysis section of your report)	1

I. OFFENDER CHARACTERISTICS IN SUBSTANTIATED FORMAL COMPLAINTS.	
I1. Male Offender(s) by Pay Grade and Employment	
# 1st Class (Senior Academy Student)	1
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	
# E1-E4	
# E5-E6	
# E7-E9	
# W01-W05	
# O1-O3	
# O4-O6	

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# O7-O10	
# Civilian employee	
# Contractor	
# Other	

I2. Female Offender(s) by Pay Grade and Employment	
# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	
# E1-E4	
# E5-E6	
# E7-E9	
# W01-W05	
# O1-O3	
# O4-O6	
# O7-O10	
# Civilian employee	
# Contractor	
# Other	

J. OFFENDER CHARACTERISTICS IN SUBSTANTIATED INFORMAL COMPLAINTS.

J1. Male Offender(s) by Pay Grade and Employment	
# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	
# E1-E4	
# E5-E6	
# E7-E9	
# W01-W05	
# O1-O3	
# O4-O6	
# O7-O10	
# Civilian employee	
# Contractor	1
# Other	

J2. Female Offender(s) by Pay Grade and Employment	
# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	
# E1-E4	
# E5-E6	
# E7-E9	
# W01-W05	
# O1-O3	
# O4-O6	
# O7-O10	
# Civilian employee	

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# Contractor	
# Other	

K. COMPLAINANT CHARACTERISTICS IN SUBSTANTIATED FORMAL COMPLAINTS.

K1. Female Cadet/Midshipman Complainant(s) by Pay Grade

# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	

K2. Male Cadet/Midshipman Complainant(s) by Pay Grade

# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	
#2LT Recent USMA Graduate	1

L. COMPLAINANT CHARACTERISTICS IN SUBSTANTIATED INFORMAL COMPLAINTS.

L1. Female Cadet/Midshipman Complainant(s) by Pay Grade

# 1st Class (Senior Academy Student)	1
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	

L2. Male Cadet/Midshipman Complainant(s) by Pay Grade

# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	

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M. RELATIONSHIP OF OFFENDER(S) TO COMPLAINANT(S) IN SUBSTANTIATED FORMAL AND INFORMAL COMPLAINTS.

In this section, record the number of offenders in substantiated formal and informal complaints described in the sub-categories below. Use the "other" sub-category to capture a relationship not described below. Provide an explanation of the number in the other sub-category in your analysis section.

M1. Relationship of Offender(s) to the Complainant(s) in Substantiated Formal Complaints	
# Academy Cadet/Midshipman Class Mate	1
# Academy Member in cadet's/midshipman's chain of command	
# Academy Member of higher rank/grade who is not in cadet/midshipman chain of command	
# Other military person(s)	
# Person in the local community	
# Civilian	
# Contractor	
# Same unit or assigned classroom	
# Other	
# Same gender	
# Different gender	

M2. Relationship of Offender(s) to the Complainant(s) in Substantiated Informal Complaints	
# Academy Cadet/Midshipman Class Mate	
# Academy Member in cadet's/midshipman's chain of command	
# Academy Member of higher rank/grade who is not in cadet/midshipman chain of command	
# Other military person(s)	
# Person in the local community	
# Civilian	
# Contractor	1
# Same unit or assigned classroom	
# Other	
# Same gender	
# Different gender	

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N. ANALYSIS

This section should be used to help provide a clear understanding of the relationship between the information and data displayed in the template. Examples would be to identify trends, anomalies, or factors bearing on Military Service, National Guard, or DoD policy guidance related to prevention of sexual harassment efforts. The remarks in this section may also include any pertinent information related to data collected regarding service members accused of multiple incidents of sexual harassment and explanations of gaps or missing data in your report resulting from existing Military Service and National Guard policies or procedures.

For the items in this spreadsheet that ask for further explanation, please explain the information as it pertains to "other" (if applicable).

C1. Other corrective actions administered to repeat offenders in formal complaints during the fiscal year.

C2. Other corrective actions administered to repeat offenders in informal complaints during the fiscal year.

H1. Other corrective actions administered to all offenders in formal complaints during the fiscal year.
Commandant's Board on 9 December 2015, Suspended Separation Vacated, Pending Separation.

H2. Other corrective actions administered to all offenders in informal complaints during the fiscal year.
Employed by JIEDDO on Contract out of FT. Drum, NY. Subject's future serviced on West Point prevented.

K. INDIVIDUAL COMPLAINT REPORT INFORMATION												
Complaint Identification Number	Days between incident & formal report	Forwarded to GCMCA	On- or off-duty	Offender Grade	Offender Gender	Complainant Grade	Complainant Gender	Allegation	Relationship	Unit	Disciplinary/Corrective Actions Taken	Other comments
Formal Case	Substantiated											
W1FBAA0920150002690FRAR												
		Less Than 972 Hours	Unknown	Cadet	Male	O-1	Female	Crude/Offensive Behavior	Military co-worker	Different unit	Other adverse or administrative action	Subject was on suspended separation, this incident resulted in that suspension being vacated, CDT is no longer at USMA.
								Unwanted Sexual Attention				
Formal Case	Unsubstantiated											
W1FBAA0220160002691FRAR												
		Less Than 472 Hours	Unknown	US Civilian	Male	Cadet	Female	Unwanted Sexual Attention	DoD/Service civilian employee (s)	Not applicable	Unknown	Unsubstantiated
Informal Case	Substantiated											
L000700720150002752IRAR												
		Less Than 072 Hours	Unknown	US Civilian	Male	Cadet	Male	Unwanted Sexual Attention	DoD/Service civilian contractor(s)	Not applicable	Other adverse or administrative action	Employed by JIEDDO, Ft. Drum contract. Contractor barred from further work at USMA.