

**Enclosure 3:
United States
Air Force Academy Self-
Assessment**





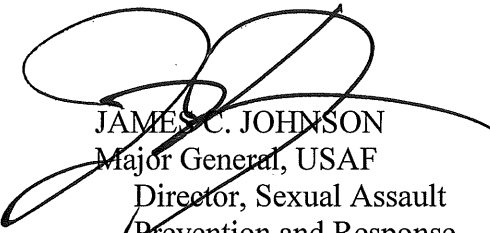
DEPARTMENT OF THE AIR FORCE
HEADQUARTERS, UNITED STATES AIR FORCE
WASHINGTON, DC

MEMORANDUM FOR UNDER SECRETARY OF DEFENSE (PERSONNEL AND
READINESS)

THROUGH: DIRECTOR, SEXUAL ASSAULT PREVENTION AND RESPONSE

SUBJECT: Academic Program Year 2015-2016 Annual Report on Sexual Harassment and
Violence at the Military Service Academies

1. On behalf of the Secretary of the Air Force, in response to your 22 September 2015 data call, I am forwarding the enclosed input to the Academic Program Year 2015-2016 Annual Report on Sexual Harassment and Violence at the United States Air Force Academy. We remain committed to eliminating sexual assault from the Air Force and continue to strengthen sexual assault prevention and response policies and programs.
2. Please feel free to contact me if you have questions or require additional information. If your staff has questions regarding policy, they may contact the Air Force SAPR Policy Division Chief, Mrs. Maritza Sayle-Walker, at maritza.m.saylewalker.civ@mail.mil or (703) 695-5578.



JAMES C. JOHNSON
Major General, USAF
Director, Sexual Assault
Prevention and Response

Attachment:
Academic Program Year 2015-2016 United States Air Force Academy Report on Sexual
Harassment and Violence at the Military Service Academies

**USAFA APY 2016 Annual Report on Sexual Harassment
and Violence at the Military Service Academies (MSA)
Sexual Assault Prevention and Response (SAPR) Program**

Executive Summary

The United States Air Force Academy (USAFA) remains committed to eliminating sexual harassment and sexual assault. Under the leadership of USAFA Superintendent, Lieutenant General Michelle Johnson, USAFA has implemented a number of innovative measures in Academic Program Year (APY) 2015/16 to combat sexual harassment and sexual assault. The measures include, but are not limited to: further improving the synergy of supporting agencies, better utilizing research/outcome-based input to develop and refine relevant and timely training, strengthening communication between and among the various mission elements (MEs) and cadets, increasing focus on preventing high-risk behaviors and encouraging healthy relationships through the Cadet Healthy Personal Skills (CHiPS) training/small group discussions, and encouraging cadet-initiated SAPR programming. These measures are in addition to the numerous efforts that have been underway for years at USAFA, several of which have previously resulted in commendation by the Department of Defense (DoD), such as: teaming with the local community on Sexual Assault Prevention and Response (SAPR) events and victim care, faculty and athletic department engagement with SAPR initiatives, and comprehensive sexual assault legal reviews for all Article 120 offenses.

During APY 2015/16, USAFA received 32 cadet reports of sexual assault across a range of unwanted behaviors (from abusive sexual contact to rape), compared to 49 reports in APY 2014/15. Of the 32 reports, 17 (53%) were restricted reports and 15 (47%) were unrestricted reports. Most significantly 12 (38%) of the reports were prior to military service, meaning that the reported assault occurred prior to the victim's entry into the military. Prior-to-service reports can be interpreted as an indicator of a high level of trust in USAFA's programs and awareness of the USAFA support network. It suggests that following their entry into the military, cadets were able to better recognize prior acts that they may have not previously known constituted sexual assault and that the cadets were comfortable sharing their experiences with and seeking support from military support agencies. Regarding the prevalence of sexual assault (measured by a survey of cadets), the preliminary APY 2015/16 data from the Defense Manpower Data Center (DMDC) gender relations survey shows a slight increase of 0.5% in USAFA's rate of Unwanted Sexual Contact (USC) from APY 2013/14 to APY 2015/16. Previous years' prevalence reports had shown a downward trend in sexual assaults at USAFA (prior to APY 2015/16, the last survey measuring prevalence was conducted in APY 2013/14).

USAFA's approaches to combatting sexual harassment and sexual violence are consistent with those of the Air Force (AF) as a whole. For instance, Air Force Secretary Deborah Lee James has advocated tirelessly for "taking care of people" during her tenure. Similarly, Lieutenant General Johnson ardently advocates for Airmen and has emphasized that sexual assault prevention is everyone's job at USAFA. She has led a concentrated campaign to enhance and sustain a culture of commitment and climate of respect and dignity. General

Johnson continued to strengthen the network of response agencies this year by encouraging communication and synergy among internal and external helping agencies.

For example, the multitude of USAFA support agencies work together to provide a robust support network for victims that is comprehensive and individualized. The support network involves USAFA leadership, Special Victims' Counsel (SVC), Sexual Assault Response Coordinator (SARC), Victim Advocates, Peak Performance Center (PPC)¹, mental health and Air Officers Commanding (AOCs).² This support is overseen by the Case Management Group (CMG) chaired by the Superintendent and/or Vice Superintendent.

Consistent with guidance from the United States Air Force (USAF) Chief of Staff (CSAF) who identified the squadron as the heart of the USAF and our most essential team, USAFA has built its approach to SAPR using squadrons, teams, and individual classrooms as the building blocks. CSAF stated that we succeed or fail in our missions at the squadron-level because that is where we develop, train, and build Airmen. Accordingly, USAFA leadership supports and empowers AOCs, coaches, and professors in this journey. USAFA AOCs are engaged, committed, and integral to building a climate of respect and dignity, which translates into an environment in which sexual assault and harassment are not tolerated. These unit-level leaders set and enforce standards, create an environment where the right behaviors are fostered, and serve as the first line of defense against unacceptable behaviors and attitudes. The Commandant's Gender Forum program, developed in collaboration with SAPR, is a stellar example of this proactive approach. This program is individualized for each cadet year, led by subject matter experts (SMEs) and AOCs focus on gender differences, increasing understanding of gender biases, and overarching gender roles.

With regard to SAPR training, USAFA incorporates the best practices of adult learning theory and builds upon already existing training models at USAFA. Cadets engage in role-play, small and large group discussions, case studies and opportunities to share their personal experiences through large group presentations and interactive small group training. Training is specifically targeted to each class year group by using the personal, interpersonal, team and organization (PITO) officer development model which focuses instruction based on cadets' developmental level and leadership responsibilities.³ Throughout their four years at USAFA, cadets receive education about reporting, response, prevention and accountability. All required DoD core competencies and learning objectives for pre-commissioning are met by SAPR training and education. Cadet SAPR training is iterative in that the training modules

¹ The PPC is unique to USAFA and is similar to a University Counseling Center. The PPC is located within the cadet area and staffed by licensed mental health professionals. The purpose of the PPC is to provide cadets with an easily accessible resource to discuss lower-level issues (e.g. adjustment to military/university life, relationship issues, etc.) If a cadet is identified as having more significant mental health issues, they are referred by PPC personnel to the USAFA mental health clinic for treatment.

² AOCs are the equivalent of Squadron Commanders in operational units. Each of the 40 cadet squadrons is commanded by an AOC (ranging in grade from O-3 to O-5). The AOC is responsible for the day-to-day supervision and development of approximately 100 cadets.

³ The PITO Model is the foundation of the Air Force's officer development system. During a cadet's first year, the instructional focus is on personal development; second year is focused on interpersonal development among peers; third year instruction is focused on building and leading teams; and the fourth year is focused on organizational leadership.

build upon each other. For example, on day 10 at the Academy during Basic Cadet Training (BCT), new cadets receive training regarding the continuum of harm (sexual harassment to sexual assault). During a cadet's first year, USAFA builds upon the foundational BCT training with more detailed instruction on sexual harassment and sexual assault. Defense Equal Opportunity Management Institute (DEOMI) trained instructors provide training on sexual harassment and Department of Defense Sexual Assault Advocate Certification Program (D-SAACP) certified facilitators provide information on sexual assault. The following year, sophomores discuss the continuum of harm and the role that sexual harassment plays in increasing risks of sexual assault. Juniors receive a presentation that shares data about harassment and assault and their role as leaders in addressing the environment and supporting victims. Finally, seniors receive training from a renowned SME that addresses their roles as leaders in SAPR, both at USAFA and as they enter the operational AF.

In developing its training and outreach programs, USAFA utilizes research, assessments, and evidence-based practice to drive decisions regarding prevention training and ensure that the programs are appropriate and relevant to the specific needs of cadets. As an example, USAFA administered the initial Military Academy Organizational Climate Survey (MAOCS) in October 2015 to determine the needs of leaders and cadets. Following the administration of the survey, leaders at every level met to discuss the results and the USAFA SAPR analyst reviewed the data to identify trends and evaluate existing programs in light of the MAOCS input.

In APY 2015/16, consistent with a continued approach to research-based programs and its commitment to utilizing internal and external resources, USAFA partnered with AF SAPR and renowned prevention scientist Dr. Gilbert Botvin and his organization, National Health Promotion Associates, to develop a training program called Cadet Healthy Personal Skills (CHiPs) which includes curriculum related to self-management skills, social skills, alcohol/drug use and sexual violence resistance information, norms and skills. The formative phase of the pilot program started Fall semester of 2016 and a pilot analysis will be complete in the Spring of 2017. The randomized controlled trial (RCT) is set for APY 2017/18. The intent is to determine the outcomes of this evidenced-based training at USAFA and potentially aid in future USAFA programming and possible implementation throughout the AF.

USAFA continues to work to eliminate sexual assault, while ensuring development of the best possible programs to assist those affected by these crimes. The Academy works with other universities, service academies and civilian organizations to share best practices on SAPR education and prevention. Going forward, USAFA will continue to seek out opportunities to expand networks, broaden our understanding of this complex phenomenon, and shape future prevention initiatives.

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

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

USAFA has implemented a number of original measures in APY 2015/16 to sustain and cultivate a culture of commitment and climate of respect and dignity. In fact, “Ethics and Respect for Human Dignity” is one of the nine institutional outcomes.

One way in which USAFA has sought to achieve this endstate is by focusing on diversity and inclusion. Recognizing that a culture of respect goes beyond SAPR, the Making Excellence Inclusive Committee (MEIC) focuses on diversity and inclusion issues, primarily related to inclusive curriculum development. One initiative of MEIC, was developing the “Classroom Climate of Respect” policy, which is incorporated into academic class syllabi. Additionally, MEIC sponsored two faculty workshops on building inclusive classrooms. The first workshop, “Teaching Race in the Classroom,” was facilitated by a faculty member and attended by over 30 faculty and staff from many academic departments including; Dean of Faculty Registrar (DFR), Center for Educational Excellence (CEE), and the Prep School. The participants engaged in a robust conversation about race, racism, micro-aggressions, multiculturalism, privilege, minority attrition rates, institutional/systemic versus individual level perspectives of race/racism and more. The second session, entitled “Building Inclusive Classrooms,” was facilitated by University of Colorado-Colorado Springs professor, Dena Samuels, and was also attended by over 30 faculty and staff. These programs, while not SAPR-focused, aim to build a culture of respect for human dignity, which necessarily translates into an environment in which sexual harassment and violence are not tolerated.

The awareness campaign that the Dean of Faculty (DF) runs during Sexual Assault Awareness and Prevention Month (SAAPM) (described in LOE 1.15) included 48 posters of various sizes posted throughout the academic building. Several of the messages on the posters related directly to encouraging a climate of respect: “April is Sexual Assault Awareness Month. Be involved. Speak out against sexual violence. Show support by displaying a teal ribbon. Take a stand for a climate of respect.”

The cultural imperatives of mutual respect and trust, professional core values, and team commitment are taught during the first day of BCT in the summer prior to cadets’ first academic year. BCT also represents the beginning of an integrated military, academic, athletic, and airmanship curriculum that culminates with each cadet earning a Bachelor of Science degree as well as a commission as an officer in the Air Force.

Following BCT, these prevention efforts continue through a four-year deliberate process, which incorporates a strong values-based foundation regarding the importance of character-based officership, articulating what it means to be an officer of character, and is an integrated process of cadet development. To that end, USAFA has a tiered hierarchy of courses and extra-curricular activities that are foundational for cadets' development of responsibilities, skills, and knowledge necessary to become a commissioned officer of the United States Air Force.

Establishing a culture of respect and trust at USAFA is not accomplished in a vacuum: it is a collaborative effort across the Academy and in concert with community partners. Key stakeholders include faculty, athletic staff and coaches, Equal Opportunity (EO), Judge Advocate (JA), and cadet wing (CW) staff. Our primary community partners include TESSA,⁴ Finding Our Voices⁵, local colleges, universities, and Memorial Hospital-UCHealth (MH-UCH). USAFA SAPR through its SAPR analyst utilizes multiple climate assessments across the Academy to assess current trends to evaluate/refine current programs and establish new programs. Specifically, based on recently identified trends, SAPR increased focus on identifying barriers to reporting, uncovering negative attitudes and beliefs that exist, identifying "at risk" sub-groups, establishing trust, and opening a direct and candid dialog with cadets regarding their beliefs and perceptions. The USAFA SAPR program implemented a comprehensive developmental approach that includes outreach/awareness events as well as training and education. Initiatives for APY 2015/16 included: 1) Collaborative Athletic Department (AD)/CW/SAPR healthy relationship training and discussions with all Inter-Collegiate (IC) athletes; 2) Cadet Wing EO and SAPR collaborative BCT training; 3) Cadet bystander intervention training inclusive of EO scenarios; 4) Revised sponsor family and cadet BCT cadre training; and 5) Addition of SAPR training review within the Community Action Information Board/Integrated Delivery Systems (CAIB/IDS).

The CW has multiple programs and processes that support the Prevention Endstate. One process is the Cadet Integrated Delivery System (IDS). The Cadet IDS brings together, on a monthly basis, all of the helping agencies focused on the full spectrum of issues that cadets deal with in their lives at USAFA. The collaboration between all of the helping agencies covers counseling, religious respect, healthy relationships, SAPR issues, victim care, EO, specific concerns from the Athletic Department, Human Relations issues in the squadron to include sexual harassment, climate issues, hazing, and retaliation concerns. Cadets from the Professional Ethics and Education Representative (PEER) program also attend the Cadet IDS. These cadets are the direct link between cadets at the squadron level and the USAFA helping agencies, permanent party⁶, and chain-of-command. They are integral to the Cadet IDS because they provide the cadet-perspective.

⁴ TESSA is the agency in the Colorado Springs area responsible for providing confidential services to victims of Domestic Violence and Sexual Assault. TESSA operates a Safehouse, Crisis Line, as well as providing victim advocacy, counseling, and community outreach services.

⁵ A local non-profit in Colorado Springs whose mission is to provide art-related events and programs to empower sexual assault survivors and facilitate the healing process.

⁶ The term "permanent party" is a phrase frequently used at USAFA to refer to the non-cadet military population. This includes military members assigned to DF, CW, AD as well as the Headquarters (HQ) staff and the 10 Air Base Wing (ABW)..

Another program in CW focused on building a culture of respect is the Human Relations, Training and Education (HRT&E) office. HRT&E representatives are EO trained professionals, who report to the Vice Commandant for Climate and Culture, and conduct visits to the squadron to conduct real-time assessments sessions. These sessions include scheduled sessions with squadron permanent party leadership as well as spontaneous visits to assess the squadron environment at unannounced times. Feedback from these sessions is provided to AOCs for immediate use, as well as to the Commandant of Cadets for overarching trends, awareness and to address areas of improvement.

This APY, the Commandant of Cadets, in collaboration with SAPR established a new Gender Forum program for all four class years⁷ which focused primarily on differences, better understanding of, appreciation of, and inclusion of gender biases, as well as overarching gender roles. This program was developed in collaboration with SAPR given its discussion of sexual assault risk and protective factors. During the third and fourth academic years (junior and senior), the program's focus is to help identify the social barriers and limitations to performance and possible leadership application for future uses. These small group sessions, separated by gender, used a curriculum developed by the SAPR analyst to allow for intimate discussions about personal experiences and to encourage further discussion. The first and second academic year (freshmen and sophomore) students were exposed to a plethora of topics such as Military Married to Military challenges, media socialization and its impacts on leadership, financial planning considerations, transgender issues and the impacts on military operations, chemistry and philosophy of love and attraction and how to know the difference, as well as a panel on current policy efforts and what is in development across the DoD on gender issues from Rear Admiral Margaret Klein and Lt Col Kevin Basik. One AOC shared that the gender forums have changed the culture of his squadron. In particular, male cadets are more open to support each other and talk openly about their experiences as cadets, leaders, and young men. He shares that it has helped him build a sense of community that lives integrity, service, and excellence.

As previously highlighted in the Executive Summary, USAFA has partnered with AF SAPR and Dr. Gilbert Botvin to develop a training program, called CHiPs that is currently undergoing a pilot study for the cadets in their first academic year on healthy interpersonal relationships and how to address the early stages of risky behavior, in an effort to mitigate further progression toward violent behavior. CHiPs was adapted from Botvin Life Skills Training (LST), an evidence-based program for prevention of multiple problem behaviors, including substance use, risky sexual behavior, risky driving, and aggressive behavior. The goal of the CHiPS project at USAFA is to modify LST for sexual assault prevention and validate the appropriateness of the content and delivery for an AF audience. CHiPS curriculum topics include self-management skills, social skills, alcohol/drug use and sexual violence resistance information, norms and skills. The training addresses the early stages of risky behavior, in an effort to mitigate further progression toward violent behavior. Prior to the implementation of the training, a team from Dr. Botvin's organization (National Health Promotion Associates) conducted cadet focus groups in order to tailor the CHiPS curriculum to a military academy

⁷ Cadets attend USAFA for four years. A cadet in his/her first year at USAFA is referred to as a fourth-class or four-degree cadet rather than a "freshman." A cadet in his/her second year at USAFA is referred to as a third-class or three-degree cadet rather than a "sophomore," and so on for the remaining years.

population. Prior to implementation of the training, Dr. Botvin's team conducted cadet focus groups in order to customize the training for a military academy population. Despite some initial challenges (i.e. delay to further discuss research methods and shortage of facilitators with sufficient training and experience), USAFA has overcome those challenges and is on track to implement the initial research phase. The formative phase of testing started Fall Semester of 2016 and pilot analysis will be completed in the Spring of 2017. The RCT is scheduled for APY 2017/18. The intent is to determine the outcomes of this evidenced based training at USAFA and aid in future USAFA programming and possible implementation in the Air Force.

Encouraging a climate of mutual respect is a top priority for the Commandant of Cadets, who reiterates this message to every cadet during the All Call scheduled at the beginning of each semester. The Commandant emphasizes recent cases to include a discussion of the disciplinary measures taken in that particular case. This helps educate cadets on the potential impacts of poor decision-making and risky behaviors. These discussions help to dismiss rape myths, highlight accountability, and reinforce SAPR and JA processes. This effort is to remind the cadets that actions have consequences and to promote upholding the standards and professional values of the institution. The Commandant is consistent in reinforcing what officers of character look and act like throughout the APY.

The Athletic Department, in partnership with SAPR and the Military Family Life Consultant (MLFC), provided healthy relationship training to all 27 IC athletic teams. This training, conducted within individual teams and in small groups, discussed the components found in healthy, positive relationships, mutual respect, and effective communication. During the session, the facilitators and student-athletes candidly discuss topics including: generational communication, phases of dating, relationship "red flags"/"deal breakers", and strategies for communicating and recognizing consent and lack of consent.

Cultural imperatives of mutual respect and trust, professional values, and team commitment are reinforced to create an environment where sexual harassment and sexual assault is not tolerated, condoned, or ignored. In every communication effort, the Public Affairs (PA) office stresses that USAFA enforces a Culture of Commitment and Climate of Respect, emphasizing the Prevention End State quoted above. The PA office collaborated with CW leadership on their efforts for SAAPM in April, ensuring proper messaging for the theme. Additionally, USAFA/PA leverages social media in communication to a broad audience. USAFA has the second most Facebook followers in the Air Force (almost 400,000).

Lastly, the 10th ABW EO provides formal complaint clarifications in accordance with (IAW) AFI 36-2706 in conjunction with National Defense Authorization Act (NDAA) Fiscal Year (FY) 2013 requirements for General Courts-Martial Convening Authority (GCMCA) notifications.

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

An approach that addresses the full spectrum of Academy life and learning must necessarily include the three pillars of cadet development – academics, military, and athletics. Thus, to be most effective, sexual assault and harassment training and outreach events must be

embedded across USAFA. This effort is accomplished by collaboration of SAPR personnel with DF faculty, AD, the EO, JA, PA, and CW.

In DF, the first pillar of cadet development, cadets receive a unit of instruction on the psychology of sexual assault in the Core Behavioral Sciences course (Introduction to Behavioral Sciences for Leaders), a required course for all first-year cadets. This unit utilized results from peer-reviewed literature and video clips from *The Hunting Ground* and *The Invisible War* to illustrate how basic psychological principles relate to the perpetration of, and response to sexual assault. The Behavioral Sciences faculty developed this instructional unit in collaboration with the SAPR analyst to ensure consistency of messaging across USAFA mission elements.

In addition to the previously mentioned Behavioral Science course, other examples of academic courses that integrate concepts related to sexual assault and harassment prevention, include the Department of Law Core course (Law for Air Force Officers), which is required for all second-year cadets; Department of Law elective courses (Criminal Law and Law for Commanders); and a Department of Philosophy course (The Philosophy of Love and Sex).

Within CW, an early effort to integrate sexual assault and sexual harassment awareness in APY 2015/16 occurred during BCT for the Class of 2019 and again for the Class of 2020. During the summer of 2015, for the first time EO, SAPR, and CW's Human Relations office combined expertise to deliver a consolidated block of training to the basic cadets. By collaborating across the institution and integrating DEOMI-certified EO instructors from other bases, USAFA was able to deliver a synergistic training experience covering the continuum of harm. This scenario-based, highly interactive, three-hour training discussed a range of possibilities from healthy relationships to sexual harassment to sexual assault. Basic cadets were able to understand the connection of the entire continuum and could articulate the association of inappropriate behaviors to a negative climate of acceptance of sexual assault and other related behaviors. The preliminary feedback and data indicate the training is effective and USAFA will continue to leverage this consolidated approach into training for the upperclassmen.

In addition, the USAFA SAPR office is updating training messages, in order to "rebrand" typical SAPR topics to resonate with cadets and leadership. Cadet Bystander Intervention Training (cBIT) has been revised to promote bystander intervention as taking care of fellow airmen, and is in line with the Airman's Creed "to never leave an airman behind". Similarly, the initial SAPR presentation on day 2 of BCT and subsequent day 10 BCT SAPR/EO training was revised to reflect early intervention and taking action as a bystander.

Additionally, many cadet-initiated programs were implemented during SAAPM. These programs took a very broad approach by discussing the continuum of harm and healthy relationships. A full discussion of USAFA SAAPM activities can be found in the response to LOE 1.15.

During APY 2015/16, the USAFA PEER (cadet-to-cadet mentorship) program consisted of 120 trained upper class cadets. PEERs serve as an information, support, outreach and referral resource for their classmates. The PEER program has been a staple to the CW in providing positive and effective resources to cadets. The PEERs are a trained local presence in the cadet squadrons that promote awareness for the continuum of harm from sexual harassment to sexual assault. Cadets are able to discuss a variety of issues with PEERs and may seek further guidance as to where they can go for additional assistance. PEERs are trained on the differences along the continuum and stand ready to refer cadets to Family Advocacy, Chaplains, SAPR, Military Family Life Counselors (MFLCs), or any other agency as indicated. For USAFA, PEERs function as a trusted colleague or frontline defense for the cadet squadrons to use as a resource and provide insight to the AOCs on the climate and any issues in their squadron (also described in 1.1 and 1.5).

Within AD, as previously discussed in LOE 1.1, SAPR partnered with AD and MFLCs to provide small-group healthy relationship training to ICs. In addition, AD developed a Code of Conduct, that all ICs (as well as members of the boxing and cheerleading teams) signed and acknowledged. Finally, AD participation was integral to SAAPM with their "Strike Out Sexual Assault" and other initiatives (see LOE 1.15).

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

The Air Force Judge Advocate General's Corps (AFJAGC) is responsible for publishing outcomes of courts-martial via the AFJAGC public docket (<http://www.afjag.af.mil/docket/index.asp>).

Locally, USAFA/JA works with USAFA/PA to provide internal/external media releases concerning upcoming public hearings (e.g. Article 32 Preliminary Hearings and courts-martial) as well as providing internal/external notifications regarding the outcome of such hearings/court-martial. In advance of courts/hearings, PA creates and disseminates news releases to local media notifying them and inviting them to Article 32 hearings and courts martial. If external media attend any such hearings, PA facilitates their attendance to enable the publication of such misconduct or criminal offenses. This open and transparent approach has led to the publication of many stories on sexual assault legal proceedings at USAFA, particularly in the Air Force Times and the local Colorado Springs Gazette.

JA and PA also team with USAFA leadership to ensure that cadets and permanent party are notified of the results of cases. The most recent court-martial at USAFA resulted in an acquittal. Prior to the conclusion of the case, JA coordinated with PA and USAFA leadership to ensure that regardless of the outcome, an internal release would be distributed to USAFA personnel prior to the external release to local media thereby ensuring that USAFA personnel would first hear of the outcome from their leadership as opposed to through the news. In addition, during APY 2015/16, a cadet was prosecuted in Boulder, Colorado for sexual assault. Following that conviction, members of JA and the subject's AOC met with the cadet's squadron to discuss the outcome and answer questions -- the Commandant briefed the CW on the outcome as well. In January 2016, following the cadet's sentencing, JA and PA collaborated on an email that was used by mission element leaders to notify their respective personnel of the result. In both instances, SAPR personnel were conducting classes, and

were able to further clarify what those outcomes meant, answer questions, and lay out cadets' roles at the Academy and as future leaders in such cases. In addition, following the conclusion of court cases/disenrollment, the Commandant frequently addresses the CW to share the results (in the case of actions covered by the Privacy Act, the Commandant does not discuss the names of the individuals).

As previously mentioned, the Commandant of Cadets also holds class-wide All Calls with cadets at the beginning of the semester. A key portion of the All Call involves the Commandant briefing cadets on the results of recently closed disciplinary cases (without including any personal identifying information) and trending disciplinary issues. This briefing helps to highlight the fact that substantiated misconduct (especially criminal misconduct) can and will lead to consequences consistent with the infraction. In major cases that involve a high degree of scrutiny and attention, the Commandant addresses the CW as soon as possible, timed to not unlawfully influence or impact legal dispositions, ensuring cadets have an accurate understanding of the case and the consequences of the misconduct. In addition, in those particularly high-profile cases, USAFA leadership provides talking points to faculty and instructors to ensure that they have sufficient information with which to respond to cadet questions/concerns and that USAFA personnel speak with a consistent voice.

In addition to those broad outreaches, CW also has permanent party and cadet Status of Discipline meetings at least monthly, which allows for more detailed discussions of cadet discipline. These meetings include a discussion of significant disciplinary events, which are briefed to AOCs and cadet commanders. Personal Identifiable Information (PII) is removed when briefed at the cadet meetings, to prevent disclosure.

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

The Commandant of Cadets submits a Weekly Activity Report (WAR) to the Superintendent. This WAR typically includes many cadet accomplishments for the week, including cadet-initiated SAPR prevention efforts. The cadet-initiated events for SAAPM were also highlighted during the Commandant's presentation to the Board of Visitors (BOV). The Commandant of Cadets meets with the CW leadership twice a week, including a sit down meeting on Wednesdays, and a luncheon meeting on Fridays. This provides the Cadet Wing Commander and his/her staff the opportunity to share with the Commandant updates on cadet-initiated activities.

Recognizing the importance of including cadet leaders as part of the solution in improving the culture and climate at USAFA, CW sent a cadet representative to Washington DC to attend the Secretary of Defense's kick-off of the DoD's Lean-In Circle effort with Ms. Sheryl Sandberg. Lean-In Circles are small groups whose members meet regularly to learn and grow together. "Circles are as unique as the individuals who start them, but they all share a common bond: the power of peer support. Women are asking for more and stepping outside their comfort zones, and women and men are talking openly about gender issues for the first time" (<http://leanincircles.org>). This event spurred a flurry of activity at USAFA and ultimately resulted in more than 10 active cadet and permanent party Lean-In Circles. Ms. Sandberg also spoke with the cadets on gender issues in November 2015, which sparked further discussions to help raise the level of awareness of biases in our society.

Sixteen ICs were recognized by CW leadership at the BOV for their work with student athletes at Canon City High School (CCHS) in Canon City, Colorado. USAFA Cadets were requested by CCHS administration to work with high school student athletes after the school received national attention following a sexting scandal. The USAFA SAPR analyst designed a lesson addressing the social, biological and emotional impetus and consequences to sexting. JA and PA added legal and social media consequences of such actions to the lesson. The analyst trained the ICs to deliver this lesson in small groups to each athletic team. USAFA student-athletes serving as role models talked about appropriate uses of social media, leadership, and the attributes of having mutual respect for one another to the high school students.

Finally, the Student Athlete Advisory Committee (SAAC) for SAAPM were recognized for sponsoring a “strike out sexual assault” baseball game where ICs and fans in attendance were invited to take the “It’s On Us” Pledge and they also created a video that showed both ICs and Wing leadership taking a role in “breaking the cycle” of sexual violence.

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

At USAFA, peer-to-peer mentorship occurs in a variety of different relationships, to include cadet-to-cadet relationships as well as relationships between permanent party members and/or relationships between senior leaders.

Regarding cadet-to-cadet mentorship, during APY 2015/16, the PEER program consisted of 120 trained upper class cadets. PEERs serve as an information, support, outreach and referral resource for their classmates. They are trained annually and then meet monthly to continue training and plan outreach and prevention events. During BCT, the PEERs (referred to as “Medical Guidance Officers”) ensured the wellbeing and balance of authority and support of cadet cadre toward basic cadets, as well as ensuring the emotional wellbeing of the basic cadets (also described in 1.1 and 1.2).

The PEER program is considered highly effective throughout the wing and installation. An anonymous survey provided to 750 cadets revealed 88% (651/750 cadets) would recommend PEERs to a friend. Only Chaplains at 93% scored higher with 695/750 (Source: Cadet Health and Wellness assessment taken during APY 2015/16).

Regarding peer-to-peer mentorship efforts involving permanent party, during SAAPM in April 2016, various faculty members from DF offered their expertise and volunteered to lead Brown Bag discussions with their faculty peers. Topics presented by faculty included: how to protect your child from sexual abuse, sexuality in later life, sexual assault worldwide, sexual violence against men, discussing sexual assault (for supervisors), *India’s Daughter* (film, 90 mins), rape culture and gender norms, and the AF SAPR Strategy. Also during SAAPM, DF hosted Volunteer Victim Advocate (VVA) peer discussions with various DF departments to discuss their role in the sexual assault reporting process, how to handle discussions with cadets, and to answer other questions.

In addition, AOCs meet weekly with each other and the CW chain-of-command to discuss and provide updates on ongoing investigations and disciplinary actions. This provides a forum for AOCs to learn from each other as well as from their leadership (Group AOCs and Commandant).

Finally, USAFA peer-to-peer mentorship opportunities also exist among senior leaders. For example, during APY 2014/15, the Superintendent introduced a quarterly meeting among the mission element leaders entitled Awareness, Accountability, and Action, during which each senior leader briefs one disciplinary-related action taken the previous quarter and the team discusses (lessons-learned, root causes, etc.). This provides an opportunity for a hot wash with the senior leaders, to include the Staff Judge Advocate (SJA), to mentor each other and share successes/failures related to military justice issues.

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

The SAPR training and education approach mirrors the officer development system (ODS) used at USAFA. This system provides all cadets a framework and set of strategies to accomplish the mission, which for SAPR is responding to and preventing sexual assault. Following the PITO model, first-year cadets master the primary responsibilities, skills and knowledge about prevention of sexual violence and sexual harassment. This foundational knowledge sets the foundation for continuing education that focuses specifically on cadet and leader response. During cadets' second academic year, the focus is on their role as proactive bystanders in our cBIT. Addressing behaviors on the continuum of harm with interactive exercises and discussions, cadets practice in the scenarios in addressing unprofessional behaviors and supporting victims and potential victims. The SME, who presents to the sophomore class, reinforces what cadets can do to support victims of sexual assault. Engaging the audience in discussion and interactive role-play, they address consent issues and their role in "opening the door" for victims to report and be supported.

Third-year cadets received a presentation that reflected the MAOCS results to address specific issues at USAFA. Examples of the themes identified from the MAOCS included: 1) beliefs that victims lie about sexual violence; 2) victims report to avoid trouble; and 3) numerous cadets were punished despite a finding that no crime had occurred. The presentation was aimed to dispel the myths identified in the MAOCs and also provided suggestions about how best to support both the victim and reported subject. Additionally, the presentation touched upon the roles of tactical/team leaders, which is consistent with the PITO model and ensures leadership support for the victim and reported offender.

This year, seniors received a briefing from Ms. Anne Munch, a former prosecutor in Colorado who serves as a SME and consultant to military services and universities on sexual assault prevention and response. Ms. Munch's briefing focused on the role of cadets as leaders of sexual assault prevention and response. Her presentation included topics on the influence of social response to sexual violence and how cadets, as leaders, should respond to victims.

In all cadet SAPR training and specifically, during Healthy Relationships Training (HRT) conducted with athletic teams, facilitators addressed the need to support both victim and

subject as teammates, peers, and leaders at USAFA while allowing the legal process to work. Robust discussions centered on the need to balance individuals' rights and protect member's safety.

Following the conclusion of two sexual assault cases in APY 2015/16, JA teamed with the CW to brief cadets and AOCs regarding the results and provide clarity on the cases. These briefings/discussions were in response to a concern that in both cases the victims and offenders were being verbally attacked on social media, specifically Yik-Yak, a social media platform in which individuals can post anonymously. Following one case, which resulted in a conviction, it was clear that much of the criticism of the victim on Yik-Yak was based on misunderstandings of the facts and law related to the case. The AOC of the subject's squadron asked members from JA to meet with the cadets to assist in explaining the facts and process. This briefing was a huge success in that the cadets asked significant questions and it became clear that much of their concern was based on misunderstandings⁸. Following the other case, which resulted in an acquittal, several members of cadet leadership raised concerns to the Commandant that there was a perception "that because the case resulted in an acquittal it must mean that the victim was lying and, therefore, should be subject to the Honor Code". JA met with all of the AOCs in the Cadet Wing in an attempt to "Train the Trainer" to answer questions and provide talking points. The Commandant then directed the AOCs to meet with their squadrons to ensure that the cadets understood that an acquittal does not necessarily mean a victim was lying and to discuss the appropriate means of responding to sexual assaults, to include after a finding is made.

There are many additional training and education opportunities, that address mutual respect and treating others professionally and with dignity. These discussions happen at the squadron level with commanders. In addition, as discussed in LOE 1.1, developmental appropriate Gender Forums occur within each year of cadet development.

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

Last spring, two faculty members and three VVAs from the DF, collaborated with representatives from AD, CW, and SAPR, and established the Colorado Springs SA/Domestic Violence prevention network. USAFA hosted the initial meeting of this group that consisted of representatives from the four higher education institutions in Colorado Springs, as well as sexual assault/domestic violence response agencies (TESSA, Jana's Campaign⁹, and Finding Their Voices). Twenty-nine individuals attended the first meeting in March 2016, with the intent to collaborate, share best practices, and generate ideas for leveraging area resources. Based on this initiative, the organizations have since shared guest speakers at each other's events, participated on panels, and plan to continue to meet

⁸ For example, several cadets had heard rumors that the victim had not testified at the trial or that she had recanted her allegation, both of which were not true. Other cadets had interpreted a statement in the local paper that the conviction was a "split verdict" to mean that the jury tied 6-6 in determining whether the accused was guilty. In fact, the term "split verdict" meant that the accused was convicted of some offenses but acquitted of others.

⁹ A national organization focused on reducing gender/relationship violence. Jana's Campaign sponsors workshops for universities and high schools.

quarterly. USAFA has plans to sponsor a citywide Denim Day Campaign¹⁰ in 2017 to promote awareness.

Furthermore, SAPR routinely includes information about local resources, including medical, counseling and legal services, in their training sessions. In addition, the “Helping Agencies” icon, which is available on all USAFA computers (to include laptops issued to cadets), contains links and phone numbers to various military and local Colorado helping agencies and resources. Finally, the USAFA SAPR Guide (discussed in more depth in response to LOE 1.11) also contains references to outside resources and a discussion of Colorado State Laws concerning sexual assault reporting options.

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

As discussed in LOE 1.6, last spring, faculty members and three VVAs from the DF, collaborated with multitude of agencies and individuals (see LOE 1.7). Additional collaborative efforts included; the visit and briefing by Ms. Anne Munch (see LOE 1.6) and a discussion of sexual assault-related issues at the Conference of Service Academy Superintendents (COSAS) and Service Academy Legal Teams (SALT) in April 2016.

In addition, throughout the Boulder County prosecution of a Cadet, USAFA/JA coordinated and collaborated with Boulder investigators and the Boulder District Attorney on witness issues/availability and care for the cadet victim (who was represented by an AF SVC). Following that prosecution, the legal teams and investigators from USAFA and Boulder met to discuss lessons learned as well as to share ideas on best practices for investigations and prosecutions of sexual assaults, specifically those involving college students/cadets.

USAFA also sent six senior leaders to Leadership Team Awareness (LTAS) training at DEOMI schoolhouse at Patrick AFB, FL. The training included: 1) Socialization; 2) Privilege; 3) Power/Prejudice/Discrimination; 4) Capitalizing on Diversity; and 5) DoD SAPR’s Way Ahead. The intent of this course was to identify issues early and to work on addressing them before they become a significant event to the unit and its personnel. The training provided an opportunity for leaders to share thoughts and ideas to better mitigate issues in the future. Insights gained from the course will enable USAFA to put forth improved practices in the upcoming APY.

As previously discussed, the main effort to integrate sexual assault and sexual harassment prevention in APY 2015/16 occurred during BCT. During the summer of 2015, an inaugural event occurred where EO, SAPR, and CW Human Relations combined expertise to deliver a consolidated block of training to the basic cadets. Institutional collaboration coupled with an external team of DEOMI-certified EO instructors delivered a synergized training experience that covered the continuum of harm. This 3-hour training block discussed the continuum of harm from healthy relationships and sexual harassment to rape. This highly interactive

¹⁰ The Denim Day Campaign originated in response to a ruling in the 1990s by the Italian Supreme Court which overturned a rape conviction because the justices concluded that because the victim was wearing tight jeans, she must have assisted her rapist in removing her jeans and therefore consented to the sexual act.

scenario-based training has received superior feedback than previous PowerPoint-based training. Basic cadets were able to see the connection of the entire continuum, and understood how inappropriate behaviors and micro-aggressions can eventually lead a climate to the negative and destructive acceptance of sexual harassment and related negative behaviors. This training was very well received and USAFA will continue to leverage this consolidated approach into training for the upperclassmen as well. USAFA will also assess this lesson beyond likability to objective measurable behavior change in APY 2016/17 (also discussed in LOE 1.9).

The CW also engages in community collaboration efforts when requested. As mentioned in LOE 1.4, during APY 2015/16, administrators from CCHS in Canon City, Colorado contacted USAFA for assistance in addressing a sensitive issue among their students. CCHS made national news when it was discovered that their high school students were participating in widespread “sexting” by trading inappropriate pictures of themselves within the school and to surrounding high school students. Given the superb reputation of USAFA cadets, CCHS reached out and requested that a team of Academy cadets visit CCHS and mentor their high school students on proper behavior and the far-reaching impacts of sexting. Given the heavy involvement of CCHS athletes in the sexting incident, USAFA’s Athletic Department nominated top-caliber ICs to lead the discussions. SAPR developed the lesson and trained the ICs who actually led the training. This outreach event was a resounding success as indicated by feedback from the ICs, CCHS students, and CCHS faculty. USAFA is looking forward to using this initiative as a springboard to engage in similar, but more proactive programs with the local community.

Finally, as discussed in detail in LOE 1.1, USAFA has partnered with Dr. Botvin and his organization on developing the CHiPS program for cadets.

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

As highlighted previously in the Executive Summary and LOE 1.1, a primary means of reducing high-risk behaviors is through the newly introduced evidence based CHiPS program.

In addition, recognizing that use of alcohol is a high-risk behavior often associated with incidents of sexual assault, CW has a robust alcohol prevention and education program aimed at reducing the prevalence of unhealthy alcohol use. In cases of known underage drinking, or when a cadet’s consumption of alcohol outside the directions set in the Cadet Sight Picture (CSP), the USAFA regulation governing cadet standards, the cadet’s commander must refer the cadet to the Substance Abuse Prevention Services (SAPS). SAPS is a clinical assessment and education service designed to determine if a cadet has a substance abuse issue. If a cadet is found to have a substance abuse issue, the cadet is referred to 10th Medical Group’s Alcohol, Drug Abuse, Prevention and Treatment (ADAPT) program. The primary role of SAPS is to educate cadets on the value of abstinence (if they choose), and responsible drinking (if they choose to drink after reaching legal age). Cadets

participating in the SAPS program are taught that SAPS and ADAPT is an educational program, not punishment.

Cadets are taught by leadership, JA/SAPR personnel, and other support agencies that Air Force policy and the military way of life requires responsible behavior when consuming alcohol and personal responsibility is paramount. Additionally, guidelines are identified in the CSP to ensure that cadets who know they will be consuming alcohol during official functions must get commander approval and if the cadets are sponsoring an event that will have alcohol available, they have a face-to-face meeting with the Vice Commandant of Cadets who reinforces the expectations of professional behavior and the legal responsibilities of those not of legal drinking age. This puts the onus on the cadet leadership and reminds them that this is part of the responsible behaviors expected. During APY 2015/16, only 64 cadets (<2% of the cadet wing) were involved in alcohol-related incidents. The incidence of alcohol-related misconduct has steadily decreased over the last five years and is much less prevalent at USAFA than civilian colleges.

The other primary means of educating cadets about high-risk behaviors is the healthy relationship discussions with ICs, recognizing that high-risk behaviors are closely associated with unhealthy relationships. As previously mentioned in LOE 1.1, the athletic department, in partnership with USAFA SAPR and the MLFC, conducted healthy relationship training for all 27 IC teams. This training, conducted within individual teams and in small groups, discussed the components found in healthy, positive relationships, mutual respect, and effective communication. During the session, the facilitators and student-athletes candidly discuss topics including generational communication, phases of dating, relationship “red flags”/“deal breakers”, and strategies for communicating and recognizing consent and lack of consent.

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

USAFA SAPR assisted in implementing multiple advances to deter SA in this APY, to include changes to previous training programs and locations of SAPR training and outreach and awareness events.

DF faculty, in collaboration with SAPR/VVA staff, created a website to disseminate information and materials for faculty to use in classroom discussions during SAAPM. The website includes information about the volunteer victim advocate program (VVA) and faculty VVA contact information, SAAPM initiatives, a link to a video created by cadet athletes speaking out against SA, and SA information slides (such as prevalence rates of SA, myths and misperceptions about SA, and DoD policy). These slides were provided to educate faculty, and as a resource for classroom discussion during SAAPM (the Dean encourages faculty to spend 3-5 minutes at the beginning of each class on SA related discussion during April 2016). Example topics include: education on physiological response of assault victims, (“freeze” during the attack), addressing the myth of false accusation and a session titled, “What is Sexual Assault Awareness and Prevention Month All About and How Does it Apply to Me?”

During APY 2015/16, a faculty member from the Department of Behavioral Sciences and Leadership (DFBL) worked with a team of cadets to develop social media platforms (primarily

on Facebook and Twitter) to facilitate SAPR messaging. Termed “Stand Up for What’s Right USAFA!”, the websites are designed as a platform for the USAFA community to stay current with SAPR topics and events occurring during SAAMP and throughout the year. The websites are still in the early stages, but they are gaining momentum. USAFA plans to promote future messaging in the form of “retweets” or “reposts” by Senior USAFA Leaders. Details can be viewed at <https://www.facebook.com/Stand-Up-USAFA-203430570040448/> and <https://twitter.com/StandUpUSAFA>. DF has also sponsored or supported SA-related faculty meetings and brown bags luncheon (see LOEs 1.1, 1.2, and 1.5).

A large contributor to enhancing sexual assault deterrence involves how command responds to allegations of sexual assault. The process for handling reports of sexual assault is explained in greater detail in the responses to LOE 2.4 and 3.1. As it relates to deterrence, USAFA/JA and the Commandant strive to ensure that allegations of sexual assault are investigated thoroughly and when sufficient evidence exists to support disciplinary action, an appropriate disciplinary action is taken for the sexual misconduct as well as to any collateral misconduct of the accused arising from or related to the sexual misconduct. In addressing this misconduct, JA, PA, and CW work closely together to develop an internal and external communications plan to: 1) provide transparency of the military justice processes (while also protecting privacy interests); and 2) enhance general deterrence by ensuring that the entire CW is reminded of the consequences of such misconduct.

In addition to working with JA and CW to develop communication plans for specific case outcomes, PA also provides messages for USAFA leadership on the topics of respect, sexual assault prevention and a healthy culture and climate. This year, PA created a central portal on SharePoint and posted the messages and talking points on this issue so leaders and anyone at USAFA can get them at any time. USAFA leaders use the messages not only for USAFA personnel, but also to outside audiences to highlight the efforts taken to prevent sexual assaults at USAFA.

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

The USAFA SAPR Guide (available to all cadets/personnel via the Helping Agencies Desktop Icon described earlier) specifically outlines the definitions of reprisal, retaliation, coercion, and discrimination as well as the Commander’s role in ensuring that victims are protected from retaliation and reprisal.

As part of the standard intake procedures, IAW AFI 90-6001, para 2.5.3.8, upon making an unrestricted report, SAPR personnel are required to inform the victim about the definition of retaliation and reprisal as well as the process for reporting such retaliation and/or reprisal. Per the guidance in AFI 90-6001, para 1.4.16, SARCs/VAs, with the consent of a victim, will notify the inspector general (IG) and SJA if a victim feels as though they have been reprised or retaliated against. If a victim has an SVC/SVP, those individuals will also discuss reprisal/retaliation during their initial intake procedures.

The IG also provides training to cadets during in-processing at the Helping Agency briefing. This briefing includes reprisal and military whistleblower protections. Additionally, the IG trains and provides awareness of complaints resolution to commanders, instructors, and staff via briefings to all newly assigned USAFA permanent party at Newcomer's Orientation, briefings at the AOC/Academy Military Trainer (AMT) School, and training to newly assigned commanders (AOCs on IG programs). IG also provides semi-annual training to all USAFA key leaders and disseminates USAFA/IG visual aids in high traffic areas around the base, to include cadet areas. IG also performs unit visits that help determine the economy, efficiency, and discipline of units. Finally, the Commandant of Cadets Commissioning Education Division provides an IG briefing to cadets during the commissioning education classes governed by AFI 36-2014, Commissioning Education Program.

During a sexual assault investigation, Air Force Office of Special Investigations (AFOSI) investigators will inform JA and the respective commanders if those they interview feel they have or will experience retaliation due to the investigation.

In addition, IAW AF discharge instructions, when ANY individual is notified of discharge or disenrollment, they are notified that if they believe the action is the result of reprisal/retaliation for making a report of sexual assault, they can voice those concerns to the GCMCA, which at USAFA is the Superintendent.

1.12 Describe your Academy's efforts to comply with DoD SAPR core competencies and learning objectives and methods for assessing the effectiveness for all SAPR and POSH training. Include improvements made as a result of your assessment;

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

As previously mentioned in the Executive Summary and LOE 1.1, as required by DoD learning objectives, USAFA SAPR training for cadets incorporates the best practices of adult learning theory, and evidenced-based prevention. During training cadets, engage in role-play, small and large group discussions, case studies and scenarios. Cadets also have the opportunity to share their personal experiences through large group presentations and interactive small group training. USAFA focuses training to specifically target the year group by using PITO (officer development model) model as suggested by DoD core competencies, which addresses their developmental level and leadership responsibilities. Throughout the four years at USAFA, cadets receive education about reporting, response, prevention and accountability. All required DoD core competencies and learning objectives for pre-commissioning are met by SAPR training and education.

In terms of assessing the effectiveness of this training, USAFA has a renewed focus on the assessment of effectiveness for all SAPR training. An evaluation of the quality of training and any possible influence on behavior change as a result is being collected and evaluated. In addition, formal feedback through paper/online surveys, and informal focus groups has provided information to guide future programs. For example, after cadets received the EO/SAPR training on day 10 of BCT, they were asked to provide feedback that assessed how they like the session. The tool evaluated the; knowledge they gained, measured how they would react in specific scenarios, and provided the opportunity to make any suggestions for improvements to the program. These data were used along with facilitator feedback to make revisions to the lesson for next year. Similar assessments were conducted after guest speaker presentations and other SAPR training and education. Assessment outcomes are used to inform educators and for curriculum improvement.

DF faculty attended the Respect the Red Line training focused on recognizing behaviors and attitudes along the continuum of harm (from mildly sexist, to harassing behavior, to sexual assault). Departments then met for small group discussions based on modules provided by the SAPR office. Rigorous assessment of SAPR training for cadets began this academic year. Existing longitudinal data tools such as the MAOCS, Service Academy Gender Relations (SAGR) surveys and focus group results, Illinois Rape Myth Study, Defense Sexual Assault Incident Database (DSAID) and other USAFA specific studies are used to measure program effectiveness by examining number of reports, prevalence, skills development and implementation, and changes in culture/climate. Specific assessments of SAPR training and education, mostly through surveys and questionnaires, are used to assess reaction and learning. These evaluations are then used to adjust curriculum, discussion, and the training plan. For example, this year's MAOCS results were used as the basis for third academic year (junior) cadets' SAPR training. Ultimately, these assessments will be used to measure behavior change and targeted outcomes.

SARCs and full-time SAPR VAs attend the Air Force's SAPR course at Air University at Maxwell AFB that has been approved by DoD. They also receive Air Force provided annual refresher training. All active duty and civilians, to include professors, instructors and coaches, at USAFA receive the required annual SAPR training, "Respect the Red Line". The AOCs received SAPR training that was developed for commanders by HQ Air Force SAPR as well as additional information specific to USAFA and cadets. All training developed by Air Force SAPR meets the required core competencies and learning objectives.

Concerning training of VWAP and JA personnel, refer to the response to LOE 3.3. For information regarding the training of MCIO personnel, refer to the response to LOE 2.2.

Lastly, the 10th ABW/EO provides training as prescribed and directed by AFI 36-2706. This training is conducted for all newly assigned personnel on USAFA when they first arrive. Senior leaders such as, commanders, first sergeants, AOCs, and AMTs all receive a Key Personnel Briefing. Finally, all new Air Force employees are required to attend 2.5 hour First Duty Station SAPR training. All three trainings cover the definition of sexual harassment and reporting requirements for allegations of sexual harassment.

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

Currently cadets have three opportunities to receive DEOMI-approved sexual harassment and prevention related training. During BCT, basic cadets receive a 3-hour block of instruction, which covers the entire continuum of harm. This is a combined training provided by the CW HRT&E, SAPR, and EO professionals from USAFA and neighboring bases. The lesson is produced at USAFA and is DEOMI approved (DoD requirements state that a DEOMI approved EO representative at the base level can approve locally developed trainings). In addition, during their first (senior) and third class (sophomore) years, cadets receive Human Relations Training (HRT) as part of their commissioning education (CE) program. These modules are known as CE 200 and CE 400.

In addition to the three training opportunities discussed above, during APY 2015/16, on 24 August 2015 CW dedicated a portion of their training day to resiliency discussions on sexual harassment. AOCs led these discussions, and then squadrons broke into small group discussions to bring additional perspective and further reinforce the subject matter. The emphasis was on integrating the information sooner in the cadet career, rather than later when the consequences can have a greater, negative impact when on active duty and leading Airmen.

As the installation EO office, 10th ABW/EO does not develop locally produced sexual harassment related training plans. The EO office utilizes the Air Force approved Sexual Harassment and Education (SHAE) lesson plan for permanent party personnel on USAFA. SHAE training is a one-hour block of instruction utilized when the request is made to conduct sexual harassment training. Currently, USAFA/CW HRT&E staff are not assigned to 10th ABW/EO. There is currently one EO practitioner who is DEOMI trained assigned to the Cadet Wing staff. Any locally developed training plans for cadets would be originated and coordinated from the HRT&E office through the installation EO Director for approval by the Installation commander. This is in accordance with AFI 36-2706 para 1.19.13 and 1.20.9. as well as DoD Directive 1350.5 para 6.2.14 that the Secretary of the Military Departments’ responsibility is to: “Ensure that all military personnel, including command selectees and flag and general officers, receive adequate training in EO, human relations, and prevention of sexual harassment on a recurring basis, and at all levels of PME. Service-wide training programs, when not conducted by DEOMI personnel, shall be submitted to DEOMI for prompt review and comment.” Any locally developed sexual harassment lesson plans being taught at USAFA are not “service-wide training programs” and should not be submitted to DEOMI for approval. USAFA follows AFI 36-2706 for locally developed lesson plan approval as stated above.

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

The effectiveness of sexual assault awareness and prevention training is assessed utilizing multiple methodologies including class evaluations, questionnaires, and surveys. Initial efforts focused on anecdotal reactions to trainings and personal experiences of cadets with sexual violence. This academic year’s assessment has expanded to include learning outcomes

assessment and application of information for behavior change. These surveys are conducted at the conclusion of trainings by either paper or online surveys. Facilitators are also asked to provide feedback regarding the training sessions. The USAFA SAPR analyst uses both qualitative and quantitative data to modify curriculum as needed. This iterative process has just begun to reach the level of depth needed. USAFA anticipates implementing evidence based interventions and a more robust program analysis in APY 2016/17.

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

APY 2015/16 saw one of the largest efforts towards SAAPM at USAFA and more importantly, the increased effort was primarily a result of cadet-initiated efforts across the mission elements, to include CW, DF and AD.

Over the previous two academic years, DF has become increasingly more involved in SAAPM. This year cadets, under the direction of the Vice Commandant of Cadets and the Director of the Commandant's Issues Team from CW, created a broad array of cadet-led academic-related SAAPM activities. DF was involved in supporting, mentoring, and advertising these initiatives. Faculty from DF collaborated with cadet leadership to show *The Hunting Ground* and *The Invisible War* and participated in a panel following the films. (Note: Last year, with funding from the Dean, USAFA SAPR purchased unlimited viewing rights to *The Hunting Ground*, and was made available USAFA-wide, and at least one other Mission Element, the Prep School, has utilized for students). Faculty also mentored cadets participating in the Cadet TED talks (talks on subjects related to sexual assault and prevention, created and presented by cadets with faculty oversight).

In addition, there was a broad support and awareness campaign across DF that included creating and displaying 48 SAPR posters and flyers; posting large teal ribbons throughout DF; and wearing smaller teal ribbons. DF faculty were also encouraged to engage in brief classroom discussions on topics related to SA prevention. In particular, faculty were encouraged to address healthy relationships. A slide-deck with data and talking points, video clips, and scenarios were made available on a webpage for faculty to use in these discussions.

DF also participated in SAAPM in various other ways. The Behavioral Sciences and Leadership Department (DFBL) provided office space within the academic building (Fairchild Hall) for a SARC VA during the month of April 2016 and continuing throughout the summer to provide additional accessibility and visibility for SAPR. In addition, in support of National Denim Day (denimdayinfo.org/about/), the Dean gave permission for all DF civilian faculty and staff to wear denim (jeans) on 27 April 2016 and discuss the background on Denim Day with student (for this initiative USAFA obtained buttons and posters from the El Paso County SA/DV support agency (TESSA) for this event. The Department of English sponsored a Social Impact Theater performance by the cadet theater group "Blue Bards," which involved performances and follow-on interactive discussion involving various, realistic relationship situations. To encourage participation in these activities the Dean sent weekly emails and flyers updating SAAPM activities (time, location, and event POCs) to all DF faculty and staff (about 900 individuals) and key points of contact in the other mission elements (CW, ABW,

AD, and the SARC office). Finally, although not officially connected to SAAPM, there were a number of mandatory Gender Forum talks (for cadets) also scheduled during April. Many of these talks were on themes related to SAAPM objectives (such as healthy relationships and the chemistry of sex). Some DF faculty were speakers at these forums.

Within AD, as previously discussed in LOE 1.4, during SAAPM the SAAC sponsored a “strike out sexual assault” baseball game in which ICs and fans in attendance were invited to take the “It’s On Us” Pledge and they also created a video that showed both ICs and Wing leadership taking a role in “breaking the cycle” of sexual violence.

Within CW, several cadets volunteered to lead and organize events and hundreds of cadets participated in the events. Cadets organized a Poetry Slam event in which cadets presented original material ranging from a somewhat light-hearted approach to serious and emotional, heartfelt performances. The cadets also organized a 5K “Chromatic Run” in order to raise awareness and show support. SAAPM culminated at the end of the month with a concert and motivational speech by the group “Recycled Percussion”. This event was intended to bring the wing together and highlight that mutual respect is a cornerstone value that paves the way to reducing sexual harassment, assault, and many other societal challenges.

In addition to the initiatives by CW, AD and DF, USAFA/JA partnered with SAPR, AD and CW to put on a sexual assault mock trial titled "Got Consent?" Permanent party and cadets, including the entire USAFA Men's Water Polo team were in attendance. Following the mock trial, attorneys from JA led a discussion concerning the role of alcohol and sexual assaults with the attendees and also led Q&A session, in which attendees could ask questions about the military justice process and laws pertaining to sexual assault.

Consistent with USAFA’s theme of addressing sexual harassment and sexual violence through a multidisciplinary approach, SAAPM transcended all aspects of USAFA and cadet-life.

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

The DoD and AF have established policies on sexual harassment and sexual assault that also govern USAFA. These include the Uniform Code of Military Justice (UCMJ) and various regulations and instructions. In addition, the CSP provides additional guidance specific to cadets concerning the zero tolerance policy for sexual assault and sexual harassment.

In addition to these regulations, in August 2015, USAFA/JA authored and published a comprehensive SAPR Guide, which consolidated the DoD, AF, and USAFA policies referenced above. The Guide also provides USAFA-specific implementations of those policies. For example, applying the mandatory reporting rules to the unique positions and relationships at USAFA. The Guide was distributed to all Mission Element leaders at USAFA and is accessible to all USAFA personnel via the Helping Agencies desktop icon. In March 2016, USAFA drafted a concise SH&V policy for the Superintendent's signature. The draft policy was coordinated among mission elements; however, prior to being forwarded to the Superintendent, USAFA/CV (with the recommendation of SARC & JA) decided that it would be best to incorporate the SH&V policy and SAPR Guide into a more formal and official

USAFA Instruction. As a result, the update to the SAPR Guide (which will incorporate the Interim Changes to AFI 90-6001 as well as incorporating additional sections to include Metrics and Training) and the execution of the SH&V Policy was delayed. These documents are in draft form and implementation is planned for the end of APY 2016/17.

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

The CW acknowledges the need for more locally produced and DEOMI-approved sexual harassment awareness and prevention related training programs. Currently within CW, there is a vacancy for an EO E-7 who would be qualified to develop curriculum. Once that position is filled, the CW will start developing approved training tailored specifically for USAFA cadets. Once this new training is produced, it would then be approved by the 10 ABW EO Director or directly by DEOMI. Two evidence-based prevention programs: Green Dot and CHiPs will be added APY 2016/17. The CHiPs program is described in executive summary and LOE 1.1.

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

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

Similar to USAFA's approach to prevention, USAFA's approach to investigation, accountability and victim-care focuses on maximizing the synergy among the multitude of helping agencies and command at USAFA. For the Investigation Endstate, this means ensuring communication among all involved in the process.

To this end, AFOSI and JA update the Superintendent and Commandant at least bi-weekly, and more often if case load dictates, as to the status of each case and where the agency is within the investigative process. The senior leadership heavily emphasizes continuous communication regarding the status and progress of each case.

AFOSI Detachment (Det) 808, is committed to conducting professional, responsive, and accurate investigations into every sexual assault allegation in order to provide timely and credible information to Air Force leaders. The Air Force has successfully established a worldwide special victim capability, primarily comprised of 24 sexual assault investigators and 13 Senior Trial Counsel - Special Victims Unit (SVU). One of the 24 full-time sexual assault investigators hired by AFOSI is stationed at USAFA, and serves as the AFOSI primary special victim capability investigator and sexual assault investigation SME. USAFA also received a second full-time sexual assault investigator in the Fall of 2016. AFOSI Det 808 continues to meet and exceed the standards for investigative timeliness and sufficiency, with the majority of sexual assault cases being resolved under the 75-day metric, while those exceeding are due to extenuating circumstances (evidence, additional allegations and victims, etc.). Constant communication between OSI, SJA, VAs and SVCs is key to this success and additional OSI instructions further codify these partnerships and information sharing processes.

In terms of training, the AFOSI Det 808 Commander, two criminal investigations agents, and the full-time sexual assault investigators are graduates of the Air Force's Sex Crimes Investigator Training Program (SCITP) at the Federal Law Enforcement Training Center (FLETC) in Glynco, Georgia. AFOSI has made numerous improvements over the past few years in agents' ability to conduct sexual assault investigations (refer to the DoD Annual SAPR Reports for additional information on AF wide changes). One improvement specific to USAFA is the establishment of an AFOSI USAFA orientation program. The program is designed to familiarize agents assigned to Det 808 with USAFA offices, their missions, and facets of cadet life relevant to AFOSI's contact with cadets and supporting USAFA's mission. In addition to the orientation program, AFOSI is working to ensure all AFOSI agents assigned to USAFA attend the SCITP. Further, Det 808 has a Joint Sexual Assault Team (JSAT) at USAFA. The JSAT consists of special sexual assault agents and a specially trained Security Forces member assigned to investigate specific Article 120 offenses under the direction of AFOSI.

In an effort to ensure collaboration throughout all levels of USAFA leadership, the AFOSI Det 808 Commander meets at least bi-weekly with the USAFA Commandant of Cadets and SJA to discuss AFOSI Det 808 investigations affecting the CW. Additionally, the AFOSI Det 808 Commander attends monthly USAFA Superintendent's CMG, which includes the SARC, victim's leadership, AFOSI, USAFA/JA, and various other representatives from victim care organizations on USAFA. Prior to each CMG, the AFOSI Det 808 Commander and USAFA/JA, meet with the USAFA Superintendent or the USAFA Vice Superintendent to discuss AFOSI Sexual Assault investigations in detail than would not be appropriate for the actual CMG. Finally, in APY 2015/16, the Superintendent requested an additional quarterly update, during which OSI and JA meet with the Superintendent, Commandant, and 10 ABW Commander to discuss any high visibility cases, most of which involve allegations of sexual assault.

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

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

As evidence of AFOSI Det 808's superb handling of investigations, the DoD Inspector General (DoD/IG) annually reviews a random sample of sexual assault cases for investigative

sufficiency. From 2013-2015, AFOSI Det 808 has had no major investigative deficiencies in 100% of the cases assessed. In comparison, a review of cases that closed in 2010 that was published on 9 July 2013, reported 89% of the AFOSI investigations reviewed had no major investigation deficiencies. This clearly demonstrates an improvement in the quality of AFOSI sexual assault investigations over the last three years – a testament to the increased focused on training, communication, and collaboration by AFOSI Det 808.

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

AFOSI recruits receive entry-level investigative training at the United States Air Force Special Investigations Academy (USAFSIA) at FLETC. USAFSIA is charged with converting AFOSI's training requirements into field capabilities. USAFSIA's reach encompasses basic agent training, credentialing, as well as advanced investigative and wartime mission training. New AFOSI special agent recruits begin training at FLETC with an 11-week course entitled the Criminal Investigator Training Program (CITP). Trainees from almost all federal investigative agencies attend this course. CITP provides basic investigative training in law, interviewing, evidence processing, search and seizure, arrest techniques, report writing, testifying, and surveillance. These skills are all applicable to conducting sexual assault investigations.

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

AFOSI established a Basic Extension Program (BEP) in March 2012 to provide newly credentialed agents with enhanced knowledge and capabilities in core mission areas early in their careers by systematically building upon basic skills provided at CITP and BSIC using fully interactive distance learning courses. BEP is formal on-the-job training that provides recently credentialed agents with supervised training during their first 15 months as a new special agent. The curriculum includes 70 hours of training directly related to sexual assault investigations. BEP covers areas related to sexual assault investigations including: interviews, interrogations, evidence, liaison, investigative writing, testifying, and operational planning. BEP has received FLETC accreditation.

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

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

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

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

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

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

Each SCITP class is comprised of 30 students (24 special agents and six attorneys). The intermixing of agents and attorneys fosters collaboration, enables students to discuss Air Force-specific policies, procedures and challenges throughout the course, and has proven critical to building special victim capability across the Air Force. AFOSI and the AF Office of

The Judge Advocate General conduct four to five iterations of SCITP annually. SCITP is accredited by FLETC. Currently, four AFOSI Det 808 personnel are SCITP-certified.

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

USAFA has implemented the SVIP Capability by ensuring early and frequent communication among AFOSI, JA, VWAP, SARC, and SVC throughout the investigative and prosecution process. Once they are informed of an unrestricted report of sexual assault, SARC immediately notifies OSI and JA. USAFA/JA's Chief of Military Justice meets weekly with OSI to advise on investigations; in fact, a judge advocate (JAG) observes nearly all on-going victim and subject interviews to provide real-time input. The Chief of Justice also meets weekly with the SJA, military justice attorneys/paralegals and Victim Witness Program Coordinator (VWAP) to ensure that the VWAP receives the latest case updates. The VWAP in turn provides weekly updates to victims (often through their SVC).

When JA is initially notified of sexual assault allegation involving a military member, counsel who has attended sexual assault investigation course (either the Air Force's Sexual Crime Investigations Training Program (SCITP) or Army CID's SVU Investigation Course (SVUIC)) will always be assigned to the case and will observe both victim and subject interviews. In addition, prior to taking disposition on sexual assault cases, the Chief of Justice consults with an SVU-senior trial counsel (STC). Often, prior to an Article 32 hearing, an SVU-STC is assigned to a case, is available throughout the process for consultation, and is ultimately detailed to lead the prosecution team should the case proceed to trial. In addition, many of the OSI agents and JAGs at USAFA have attended advance training related to sexual assault, to include the SCITP at FLETC. USAFA has also hired a civilian attorney to provide oversight of the military justice attorneys and trial counsel -- the civilian attorney has extensive experience in military justice to include prosecuting and defending sexual assault cases (as well as supervising attorneys who prosecute/defend sexual assault cases). The civilian attorney meets with all attorneys weekly for litigation training during which the civilian attorney leads litigation training and discusses progress on pending cases. Finally, in addition to services provided by USAFA/JA, all victims of sexual assault will be offered the opportunity to consult with a SVC/Special Victims Paralegal (SVP). USAFA now has both an SVC and SVP assigned to USAFA within the cadet area to meet with and advise cadet victims. Typically, when an allegation is made, SARC or OSI will have initial contact with the victim and would be the agency responsible for notifying the victim of his/her right to consult with a SVC. In addition to services from the SVC, USAFA/JA also has a VWAP who will either contact the victim directly (if no SVC) or contact the victim through his/her SVC to keep him/her apprised of developments in the case on a weekly basis.

In addition to the procedures discussed above, AFOSI Instructions have formalized additional procedures for sexual assault investigation to ensure prompt and continual coordination between SVIP members, including advising victims of the opportunity to be represented by an

SVC prior to interview, as well as individual coordination with each member and joint coordination in various forms (Central Registry Board (CRB), CMG, telephonic consults, in-person meetings, etc.). Investigating agents will inform a victim of the opportunity to be represented by a SVC prior to interviewing them and provide them with a DD form 2701 describing the services available.

With respect to sexual assault training for JA personnel, JAGs are required to complete annual training related to handling sexual assault cases; these requirements include SAPR First Responder Training for Prosecutors & SAPR First Responder Training for Legal Assistance Attorneys. In addition, all JAGs receive specialized training at our initial training course and various other trainings available through the Air Force Judge Advocate General's School including: Intermediate Sexual Assault Litigation Course; Trial & Defense Advocacy Course; Advanced Trial Advocacy Course; TRIALS; SCITP or SVUIC; various webinars. As discussed LOE 2.3, when JA is notified of a sexual assault case involving a military subject, counsel who has had SVU training will always be assigned to the case and be involved in victim interviews. In addition, our military justice and trial counsel also have reach-back capability to STC with SCITP or SVU training. The role of the VWAP is further discussed in the response to LOEs 2.4 and 4.1.

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

In all sexual assault cases, before obtaining victim input as to whether they want to participate in the military justice process, at least one attorney from the legal office will meet with the victim (and their SVC, if applicable) to discuss the military justice process and address any concerns they might have with participating in the process as well as asking any clarifying questions that may assist the attorney in the legal review of the case. Prior to submitting a formal legal review to the Commandant (required in all Article 120 cases), the attorney will obtain formal input from the victim (through their SVC, if applicable). This will often include the victim's input concerning forum, willingness to participate/testify, and their desired outcome for the case. The victim's input is incorporated in the legal review and included in the package presented to the chain-of-command. In addition, prior to making a disposition decision in a sexual assault case, the Commandant offers to meet with the victim (through their SVC) to hear their input/concerns. While these discussions sometimes consist of the Commandant informing the victim that the case will not go to court-martial (for various reasons such as evidentiary issues or lack of victim participation), anecdotally the feedback we have received from victims is that simply knowing that the Commandant and attorneys considered their input and took a close and serious look at their case, gave them increased confidence in the process and military justice system.

The SVC program also plays a crucial role in improving victim's confidence in the system by providing them with a dedicated advocate to ensure that their Article 6b UCMJ, rights are enforced. SVCs also inform victims about administrative options (e.g. turnbacks, moving/suspending an Accused) and protect their privacy rights which are protected through MRE 412 (Rape-Shield" Law) and MRE 513/514 (Psychotherapist-Patient and Victim Advocate-Victim Privileges) protections. As mentioned previously, in addition to services from the SVC, USAFA/JA also has a VWAP who will either contact the victim directly (if no SVC) or

contact the victim through his/her SVC to keep him/her apprised of developments in the case on a weekly basis, which provides victims with the confidence that their case continues to be worked and processed.

In terms of improving confidence in the investigative process, AFOSI agents proactively conduct periodic briefings with cadets and leadership to ensure they understand the role AFOSI plays in investigations and reporting chains. AFOSI also continues to work closely with USAFA leaders and encourage cadets to report sexual assault, despite any collateral concerns they may have. AFOSI will be able to fully investigate the offense and JA will be able to advise commanders on action.

Recognizing that some cadets may choose not to report and/or decline to participate in the justice process out of fear that they may be punished for collateral misconduct (e.g. underage drinking), the Commandant of Cadets has the discretion to lessen and/or defer punishment for such collateral misconduct until after resolution of the sexual assault allegation case. This approach is consistent with Air Force guidance in AFI 90-6001, para. 6.4.3. which states, "Commanders ... have the authority to determine the appropriate disposition of alleged victim misconduct, to include deferring disciplinary action until after disposition of the sexual assault case (and not be penalized for such a deferral decision). When considering what corrective actions may be appropriate, commanders (or equivalent) balance the objectives of holding members accountable for their own misconduct with the intent to avoid unnecessary additional trauma to sexual assault victims and the goal of encouraging sexual assault reporting. The gravity of any collateral misconduct by the victim, and its impact on good order and discipline, should be carefully considered in deciding what, if any, corrective action is appropriate." In determining how to appropriately address collateral misconduct, the Commandant works closely with JA and a victim's SVC or Area Defense Counsel (ADC).

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

A victim's AOC (or someone else in the chain-of-command, if the AOC is not available) is required to attend monthly CMG meetings. As part of the CMG, each AOC is given a checklist (prepared by SARC in coordination with JA) to ensure that all of the required items are addressed during the CMG. This also provides the AOC the means to record the case update so he/she can relay that information to the victim following the meeting. In addition, on a weekly basis, the VWAP Coordinator provides victims (often through their SVCs) an update on progress in their case. These updates are often via email, which provides the VWAP Coordinator the opportunity to include the victim's AOC to ensure that everyone has the most up-to-date information.

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

In APY 2015/16, there was one report of reprisal/retaliation. That allegation was not from a cadet, but rather was from an enlisted member. The allegation was referred to the IG and is still being investigated by DoD/IG (see LOE 3.9 for additional details).

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

OSI and JA meet at least weekly, during which the Chief of Military Justice and OSI agents discuss pending investigations. In addition, upon receiving notification of a sexual assault, OSI immediately notifies JA. In APY 2015/16, OSI began inviting a JAG to observe all sexual assault victim and subject interviews, thereby ensuring that JA has real-time information regarding the investigation and allowing JA to provide input during the interview process. In addition, OSI coordinates with JA prior to requesting any search authorization. OSI and JA also collaborate throughout the investigation/prosecution process and following any court-martial by conducting "hot washes" to discuss what was done well and what needed improvement throughout the process.

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

All AOCs and AMTs are provided training when they arrive on station including the requirement to contact the EO office with all sexual harassment allegations. When EO is contacted, EO provides a SME to assist the chain of command in addressing the allegations.

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

In order to ensure a more robust Victim-Witness Assistance Program, USAFA/JA has submitted a Program Objective Memorandum (POM) request to obtain a full-time civilian VWAP Coordinator. This will mitigate situations similar to those in the past in which due to military personnel movement/deployments, there was frequent turnover in the position, which also resulted in training gaps (since the VWAP course is only offered twice per year).

As discussed in response to previous LOEs, there is an approved plan to update and formalize the USAFA SAPR Guide, to include making the Guide more robust by including additional information re: SAPR metrics/training, incorporating a formal SH&V policy from the Superintendent, and formalizing the "Guide" as a USAFA Instruction.

Finally, USAFA SAPR provides annual sexual assault prevention training to all permanent party and cadet personnel as described in previous sections. The approved plan is to continue with current training while focusing on assessment of effectiveness of training and education. The implementation of the Botvin Life Skills training initiative and subsequent research of its effectiveness is an example of what is planned and approved for next year. The Headquarters Air Force's Green Dot program will continue and will include suicide prevention for all USAFA personnel. Assessment of the Green Dot program is being conducted at the headquarters level. USAFA will continue concentrate on assessment throughout all aspects of the SAPR program and adjust based on outcomes.

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

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

Accountability in the context of SAPRO is defined as ensuring an accused is “held appropriately accountable.” Obviously, this does not mean that every sexual assault allegation must result in a conviction/sentence in order to have achieved this objective. The difficulty in all of these cases is balancing the Constitutional rights of an accused, the statutory rights of victims, and the interests of good order and discipline. Many of our cases involve significant challenges to include evidentiary concerns and reluctant victims. In order to minimize these issues, we have focused more on increasing communication with all the relevant parties throughout the process to include AFOSI, victims/SVCs, SARC, to help identify issues early in investigations, keep victims apprised of the process, and obtain their input in disposition decisions. Generally, USAFA/JA’s process in sexual assault cases consists of the following: Chief of Military Justice (CMJ) and Trial Counsel (TC) coordinate with OSI during the investigative stage (this occurs during a weekly meeting with OSI-JA and on an ad hoc basis as needed); once the report of investigation (ROI) is published, TC reviews all evidence and drafts proof analysis. Throughout the investigation, review, and prosecution stage (if applicable), the case is also discussed with SJA and military justice team at the military justice meeting as well as during an internal Trial Teams meeting involving trial counsel, trial paralegal, VWAP, and the court reporter. Also on a weekly basis, the case is briefed by JA/OSI to the CW/CC and his senior staff. Furthermore, throughout this process the TC and VWAP will maintain communication with the victim/SVC to keep the victim apprised of developments in the case. As an added means of ensuring that all interested parties are on the same page, the CMJ also meets weekly with the SARC to provide updates and discuss the progress of cases. Before disposition of a case, TC interviews/consults with the victim in the presence of his/her SVC (if applicable) to discuss the case and obtain his/her input on the outcome of the case. Following that consultation, JA will draft a thorough legal review prepared in all Article 120 cases (beyond simply those required by NDAA/AFI 51-201). Then, prior to recommending referral of charges or any alternate disposition, USAFA/JA will contact the accused and victim’s AOCs for input before disposition. At USAFA, the initial disposition authority is the CW/CC for all Article 120 cases (even those not required by the Secretary of Defense). In some cases at USAFA, a victim either chooses not to participate in court proceedings or states that an administrative remedy would be an appropriate/acceptable disposition. In those cases, USAFA/JA and USAFA leadership will give significant weight to the wishes of the victim in determining whether to convene a court-martial. This is especially true in those cases in which there is little to no corroboration of the victim’s allegation. Any such input from the victim, is always documented. Finally, another way to ensure that JA is playing it’s part to hold offenders appropriately accountable is by taking advantage of training opportunities for its trial counsel and utilizing reach-back capabilities by involving STC with specialized training in SVU cases for consultation prior to trial and detailing them as lead counsel during any court-martial. This ensures that the Government’s interests are represented in a court-martial by competent and highly trained attorneys. During the APY 2015/16, USAFA/JA also created a new attorney position to provide continuity and oversight over trial counsel and military justice personnel. The GS-13

civilian attorney has a substantial amount of military justice experience (10 years active duty as prosecutor, defense attorney, criminal law professor). The creation of this position has enhanced the collaboration among the various agencies especially in the area of SAPR and provided expertise in the investigation/prosecution process while also providing a dedicated focus on the review/development of military justice policy at USAFA and AF.

If the Commandant determines, with the advice of JA, that the alleged offender will not face court-martial, the Commandant has the option to levy punishment or administrative action for all misconduct identified during the investigation. The misconduct could lead to the offender being involuntarily disenrolled from USAFA or, at a minimum, placed on Conduct and Aptitude Probation in the hope to rehabilitate the cadet.

In addition to the efforts discussed above, USAFA strives to address accountability from a strategic perspective as well. Beginning in 2015, USAFA/CC conducts an Awareness, Accountability, and Action meeting (commonly referred to as "A Cubed" or "Senior Status of Discipline"). Attendees at these meetings include the Mission Element (ME) leaders (Athletic Director, Commandant, 10 ABW/CC, Prep School Commander, Dean of Faculty and 306 Flying Training Group/CC) as well as JA, EO, and Civilian Personnel Office (CPO). Each ME leader is responsible for briefing one real-world scenario from the previous quarter and leading a discussion about not only the incident and action taken, but more importantly identifying root causes to assist other ME leaders in identifying trends and using the scenario as a learning tool for improving their units. Although these meetings are not limited to addressing issues of sexual assault/harassment, it is not uncommon for those topics to be addressed and discussed.

Regarding, accountability for sexual harassment, 10 ABW/EO does not have authority to hold individuals found to have committed sexual harassment accountable. Rather, 10 ABW/EO processes formal complaint clarifications IAW AFI 36-2706 and submits the final report to the commander to take action as appropriate after consultation with JA. 10 ABW/EO serves as advisors to leadership, once the clarification is complete, 10 ABW/EO is notified of the corrective action and documents within the complaint file.

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

First line supervisor training provided from HQ SAPR is used to educate supervisors about how to address retaliation. In accordance with AFI 90-6001, para 2.5.3.8.3., the SARC is required to brief at the monthly Case Management Group (CMG), which is chaired by the USAFA/CV or USAFA/CC whether a victim of sexual assault believes he/she has been subject to reprisal or retaliation. In the event that a victim alleges that he/she has been retaliated against, an investigation will be conducted by the appropriate agency (Inspector General = reprisal; OSI = violation of UCMJ; Commander = other types of retaliation). As previously discussed, following two cases involving cadet subjects and victims, as soon as it became apparent that there was possible social retaliation against victims on anonymous social media (Yik-Yak), the CW leadership and JA coordinated to address the misunderstandings that were leading to many of the inappropriate/inconsiderate comments on social media. In response to those two cases, JA has worked with PA, USAFA/CV, and

CW to ensure that proactive communication plans are in place to educate and inform audiences of case results before the rumor-mill begins.

3.3 Describe your progress in ensuring those who are affiliated with the Special Victim Investigation and Prosecution capability program (paralegals, trial counsel, special victims' counsel / victims' legal counsel, and victim-witness assistance personnel) receive specialized SAPR training for responding to allegations of sexual assault.

Per AFI 51-201, para. 13.36, all JAG SVIP personnel (to include SVCs, paralegals, and VWAP) receive SAPR training as part of their initial legal training. Refresher training is conducted annually by the AF JAG School via mandatory webcasts--these courses focus on SAPR First Responder Training for Legal Assistance Personnel and SAPR First Responder Training for Prosecutors. The training requirement is mandatory for all JAGs and paralegals involved in either the prosecution function or legal assistance and is tracked by the JAG Corps. In addition to these training requirements, USAFA/JA also seeks other training opportunities for its JAGs and paralegals, to include attendance to either the Air Force's Sexual Crime Investigations Training Program (SCITP) or Army CID's Special Victims Unit Investigation Course (SVUIC) at the AFOSI's SCITP, the Military Justice Administration Course (MJAC), Trial and Defense Advocacy Course (TDAC), Advanced Trial Advocacy Course (ATAC), TRIALS team training, Intermediate Sexual Assault Course (ISALC), as well as internal training for trial attorneys and USAFA/JA personnel. Finally, our VWAP Coordinator has attended and completed the Victim Witness Assistance Program Distance Education Course. The SVC, in addition to attending many of the trainings described above, also attended the Special Victims' Counsel Course.

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

In accordance with Article 56, UCMJ, a punitive discharge is a required punishment for anyone convicted of rape, sexual assault, or forcible sodomy. Thus, any cadet convicted of rape or sexual assault at a court-martial would necessarily be separated with a dismissal; thus negating the need for any subsequent administrative discharge. If an individual is not court-martialed, but determined to have committed any covered offenses under Article 120 (to include abusive sexual contact or aggravated sexual contact), the initiation of separation is mandatory (unless a waiver is granted by the proper authority) by AFI 36-3206, para 3.3 (officers), AFI 36-3208, para 5.55 (Airmen), and AF Cadet Wing Instruction 51-201, para 3.5.3.10 (cadets). Thus, regardless of the underlying action taken, if a cadet is determined to have committed a sexual assault, separation must be considered and processed under the appropriate guidance. Given the severity of a sexual assault and the "sense of Congress" expressed in NDAA 2014, Section 1753, the only appropriate administrative characterization for such an offense would be under other than honorable conditions (UOTHC), which would trigger an entitlement to a discharge board in order to adequately protect the accused's due process rights.

Cadets who are involuntarily disenrolled via administrative processes are placed on leave without pay and allowance and depart USAFA as soon as the Superintendent acts on their disenrollment action. When appropriate, USAFA can, and has, initiated a "Sundown" option to expedite the departure process of a cadet that would ultimately be more destructive to

themselves and others if the coordination is delayed. This means the cadet begins a modified out processing sheet that is completed in one day and he/she departs USAFA in an accelerated manner - all in an effort to lookout for the well-being of the disenrolled cadet and other cadets.

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

As discussed in response to LOE 3.4, if a cadet received non-judicial punishment (NJP) or a conviction for a sex-related offense, that individual would be required to be discharged either via UCMJ (conviction for rape/sexual assault) or considered for discharge, the GCMCA may issue a waiver for an administrative discharge in an appropriate case by AFI/USAFAI in cases that resulted in NJP or conviction for a non-penetration sex offense (e.g. aggravated or abusive sexual contact). Thus, the issue of updating the individual's Academy personnel record would be somewhat moot as the individual would be discharged/dismissed for sexual assault and that individual's personnel record (DD 214) would reflect the discharge and basis (sexual assault). However, in the extremely rare instance in which an individual received NJP or a court-martial (C-M) conviction for a sex-related offense, but was not discharged, that individual's Academy personnel record would be updated in three ways. First, the disciplinary action would be entered into the Cadet Administrative Management Information System (CAMIS) database¹¹ by personnel at CW. Second, that information would also be input into the Automated Military Justice Analysis and Management System¹² (AMJAMS) by personnel at USAFA/JA. Third, a court-martial conviction requires creation of an Unfavorable Information File (UIF) and the record of court-martial conviction would be maintained in the member's UIF. Furthermore, due to the Secretary of Defense's withhold policy and the broad Special Courts Martial Convening Authority (SPCMCA) withhold policy at USAFA, no action could be taken on a sex-related offense without it being reviewed by at least one flag officer (1-star SPCMCA (Commandant) and/or 3-star GCMCA (Superintendent)), depending on the level of sex-related offense involved.

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

The Special Victims Counsel conducts training with USAFA commanders annually and one of the topics briefed in that training is MRE 514. In addition, all new AOCs receive training on MRE 514 from the JA and the SVC prior to beginning their first year as AOCs.

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

As previously discussed, when an allegation of sexual assault is substantiated, the law and regulations require that the member be separated from the Air Force. Thus, in those cases the member would be separated and/or jailed (if the substantiated finding was the result of a military or civilian criminal proceeding) which would negate the ability for USAFA to enroll the individual in an educational program. However, there are processes in place from a training/therapeutic perspective. First, in cases that are referred to Family Advocacy (e.g. allegations involving intimate partners), the Family Advocacy Program (FAP) will convene a CRB in which the board will determine (for treatment purposes) whether an allegation is

¹¹ CAMIS is a USAFA-specific database that includes information concerning a cadet's personnel record.

¹² All military investigations and military justice actions (e.g. nonjudicial punishment, courts-martial) are required to be entered into AMJAMS, which is searchable by an alleged offender's name.

substantiated and if so, the accused will be offered treatment/education through the FAP. The standard (and evidence) used at a CRB is different from that used at an administrative hearing or court, so the fact that an allegation is substantiated at a CRB does not necessarily mean that it will be substantiated through an administrative/court process. In addition, in cases of a sexual harassment allegation that is substantiated an individual may be referred to the EO office for training. Finally, when an offense related to a report of sexual assault involves alcohol or concerns about an individual's mental health, they may be referred by the command to ADAPT or Mental Health for treatment and/or education.

In general at USAFA, when a cadet is found guilty of offenses related to sexual assault or sexual harassment, that typically results in the disenrollment of the individual who committed the offense. Although educational programs are not aimed at changing the behavior of those individuals, several tools and educational programs exist to address behaviors, attitudes, and actions that may have contributed to an event in the first place.

Cadets who are accused of an Article 120 offense are usually removed from the squadron living area and placed in dorm rooms that are part of one of two Administrative Flights. These cadets continue to attend class and participate in their normal activities, but their living quarters are dislocated from other cadets in order to minimize interaction and maintain good order and discipline. As in the active duty Air Force, a Military Protective Order (MPO) will most likely be issued between the alleged offender and victim. USAFA reinstated the use of a separate flight to house those cadets that have created an environment where additional oversight is required. Administrative Flights affords the Commandant an opportunity to reinforce the standards to those who have difficulty understanding how to contribute to an environment built on good order and discipline. Although not solely used for those who have been issued NJP punishments it does help USAFA thru the spectrum of discipline issues that are present. Additionally, it allows greater separation between victim and accused in the dormitories and the oversight from a Group AOC Commander helps with meeting the spirit and intent of the housing arrangements.

Depending on the progress and status of the legal proceedings, punishment via the Cadet Disciplinary System may be administered for violations of cadet standards when evidence is clear that an infraction occurred. Cadets may also be placed on Conduct/Aptitude probation. Probation for Conduct and/or Aptitude deficiencies allows cadets to work through their shortcomings in meeting the standards of the Air Force and helps them focus on what their goals need to be. If this program succeeds, the cadet is removed from probation and then afforded the rights and privileges of cadets who are in "good standing". If not, depending upon the circumstances, the cadet's probation may be extended or if they have not shown any improvement, they could face disenrollment and separation from the AF Academy.

As noted in LOE 1.9, when a cadet is referred to SAPS for identified issues around alcohol, the cadet participates in an assessment of their behavior/habits regarding alcohol. Any cadet referred to SAPS is provided up to three hours of one-on-one Alcohol Brief Counseling (ABC). The counseling teaches about the effects of alcohol, how to be responsible with drinking, and a leader's responsibility to set an example in making responsible choices. The recidivism rate for cadets who have received ABC was two out of 73 cadets provided ABC for 97% success

rate for APY 2015/16. When a cadet has a second referral to SAPS, or SAPS identifies a substance abuse issue, the cadet is referred to the 10th Medical Group ADAPT clinic for more evaluation and greater intervention.

In some limited cases, if a complaint is made but no clear offense is indicated, a cadet may be referred to several helping programs. These include the CW Human Relations Training and Education Office, the 10 ABW EO Office, and the 10 ABW FAP. All depend highly on the specific circumstances of the case. USAFA constantly makes referrals to EO when there is any discrimination or sexual harassment consideration as part of the case. EO works through any complaints brought forward and can identify training applicable to the case. They also advise on how to mitigate repeat complaints and provide resources in order to reduce infractions in the future. FAP provides services when the sexual assault is in the context of an intimate partner relationship FAP has provided many positive aspects to the recovery of these situations because they help clients work through difficult scenarios when the root cause of the situation is hard to determine and resolve. Ultimately, this helps both individuals through the trauma.

FAP informs victims of intimate partner violence (to include intimate partner sexual assault) that SVC services are available. Victims are informed that these services are optional and they may choose to accept or decline them. Victims are given information on how to access these services and are assisted with accessing the services if they choose.

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

To ensure that alleged offenders are provided due process, USAFA follows well-established Constitutional, statutory, and regulatory guidance. In the court-martial process, USAFA complies with all the due process rights embodied in the 5th Amendment of the Constitution, the UCMJ, and the Rules for Court-Martial, and Military Rules of Evidence. For non-judicial punishment actions, USAFA adheres to the procedural requirements in Article 15, UCMJ and AFI 51-202. For administrative actions, USAFA adheres to various AFIs that outline the due process required for each action. For example, AFI 36-3504 and USAFAI 36-3504 govern the procedures for cadet disenrollment and cadet suspensions and Commandant of Cadets Instruction 51-202 governs the procedures for Cadet Disciplinary System (CDS) actions to ensure due process for the accused.

When a potential offender has been officially notified they are under investigation, they are provided the number to the ADC and local helping agencies (Chaplain, PPC, Mental Health, etc.). Just as victims have access to a robust network of supporting agencies, so do individuals accused of a crime, including sexual assault. USAFA is fortunate in that we have two ADCs physically located within the cadet area (most AF bases only have one defense counsel). The ADC however, while physically located at USAFA, do not fall within the chain of command of USAFA leadership or the USAFA SJA. Instead, they report to the AF Legal Operations Agency (AFLOA) and are supervised by a Senior Defense Counsel and Chief Senior Defense Counsel, both located in San Antonio TX. In the event that there is a conflict or both defense counsels are unavailable, the defense paralegal (also located at USAFA) will put a cadet in touch telephonically with an ADC from another AF base, preferably one at one of the nearby AF bases (Peterson AFB or Buckley AFB).

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

As previously mentioned in LOE 2.6, in APY 2015/16, there was one report of reprisal/retaliation. That allegation was not from a cadet, but from an Airman First Class (A1C). The A1C had reported (unrestricted) a sexual assault which was allegedly committed by a military member at another base. While stationed at USAFA, the A1C engaged in a series of minor disciplinary infractions, which resulted in several Letters of Reprimand from her supervisors and ultimately non-judicial punishment from her commander. The A1C then made an expedited transfer request, which was approved by the 10 ABW commander and resulted in the A1C being transferred to another base. Subsequently, the A1C made a complaint to the IG that the disciplinary actions taken by her immediate supervision and commander were reprisal for her report of sexual assault. The allegation was referred to the IG and is still being investigated by DoD/IG.

In order to track allegations of reprisal or retaliation, USAFA/IG maintains records of allegations of retaliation in the Automated Case Tracking System (ACTS). SAF/IG is the office responsible for release determination of any case details in ACTS and requests are processed via an Official Use Request (OUR).

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

One area in which CW will expand its efforts during APY 2016/17 will be during Inprocessing Day (I-Day) and Parents Weekend. CW HRT&E will have an increased presence at both events to help explain to parents about sexual harassment and all of the training programs and services that are offered by USAFA.

In addition, as previously discussed USAFA/JA is continuing to work with USAFA leadership to revise and update the SAPR Guide and formalize the Guide into an official instruction along with a comprehensive USAFA SH&V policy.

Finally, as discussed in LOE 1.1 and 1.9, the CHiPS program and associated research will enter its next phase during APY 2016/17.

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

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

As discussed in response to LOE 3.1, USAFA/JA has placed a substantial focus on increasing communication among interested parties, to include revamping the VWAP program, which consists of the VWAP providing weekly updates to victims, SVCs, and commanders and participating in weekly military justice meetings to ensure the VWAP has the most up-to-date information; adding an SVC/SVP to USAFA; obtaining victim input

throughout the process and respecting their decisions when it comes to choosing not to participate in the process; broadening the withhold policy to ensure that the SPCMCA has initial disposition authority over ALL Article 120 offenses; and conducting weekly meetings with OSI, SARC, FAP Victim Advocates, Mental Health, and other groups responsible for caring for victims.

The Case Management Group (CMG) meets monthly with members from the following agencies: JA, SVC, OSI, Chaplain, PPC, Mental Health, Medical, CW and SAPR. This meeting is chaired by the Superintendent or the Vice. This allows for the owning AOC to speak to the Chair and relay any concerns about the victim to the group and affords the team to find solutions to those concerns. Additionally, this meeting gives the latest updates to the AOC about the status of the investigation or litigation. The AOC then has 72 hours to provide that update to the victim. This venue allows for constant flow of communication and upward channel of information to senior leaders about the status of the cadets/Airmen.

One of the unique challenges at USAFA concerning victim care is the close proximity of cadets within the cadet area (USAFA has only two dormitories, one classroom building, and a single dining facility). Thus, one concern expressed by victims following a report is the potential for seeing the alleged subject within the cadet area. In attempting to minimize such incidental contact between the two, USAFA must also ensure that the accused's due process rights are protected. Given the breadth of cadet activities over the course of a semester, the process of minimizing contact between a victim and accused requires coordination and communication across a host of agencies and mission elements.

For example, SAPR works closely with the registrar in DF and the victim/accused's chain of command to adjust class schedules to ensure a victim can minimize accidentally running into the accused throughout the day and has helped mitigate the inadvertent violation of an MPO. This also garners greater distance for the victim on a campus that is small and has limited common areas, such as the dining facility, the gym, and dormitories.

In addition, CW considers dorm and/or room reassignments to ensure separation between the victim and accused where housing is concerned. Since USAFA has only two dormitories, we try to assign them to squadrons in opposite buildings. Additionally, we have re-instated a dedicated Administration Flight for those cadets who have exhibited concerning behavior revolving around good order and discipline. Not all Article 120 cases result in the accused moving into Administrative Flight, it is determined on a case-by-case basis and only if certain legal thresholds are deemed appropriate. Furthermore, victims can voluntarily choose to change dorms, rooms, or class schedules, as necessary.

Another option for an accused or victim is the Administrative Turnback program. This voluntary program exists for all cadets to elect to return home for a period of time (e.g. semester, academic year) for personal or medical reasons. In past cases, some victims have chosen this option after recognizing that perhaps balancing the difficult rigors of USAFA is too difficult given their recent trauma. In addition, some accused have also elected this option in lieu of an involuntary suspension or recognizing that they need to dedicate additional time to focus on an upcoming court-martial/civilian criminal court. Again, this is a completely

voluntary program and decision to request a turnback is one that is made after lengthy discussions with the chain-of-command, legal counsel, and support agencies.

From a proactive prevention standpoint, along with the entire CW, victims, and accused receive annual resiliency training. During APY 2015/16, every cadet squadron spent time during a CW Training Day having resiliency discussions. Commanders lead discussions during lunch with the squadrons, and then cadet elements broke into smaller group discussions (of about 12 cadets each). Topics included sexual harassment and reinforced the various helping agencies available to cadets if they choose to use them. The intent was to reinforce the fact that it is acceptable for those who find themselves struggling with anything that may challenge their success at USAFA, or the AF as a whole, to use the agencies that are designed to provide more tools and education to help work through the issue at hand.

Finally, from a broader institutional perspective, the USAFA CAIB and IDS, were originally developed, per AFI, in response to staggering increases in suicide rates AF-wide. However, USAFA's CAIB/IDS power and utility has been tremendously expanded to now encompass cross-functional cooperation to a variety of culture and climate arenas, via senior leaders and installation helping agencies, through our newly designed CAIB/IDS construct. Though not directly charged to address victims and their needs, the collaborative approach to USAFA wide topics, strengths, initiatives, and improvements is beneficial to the roles of the SAPR program. Our USAFA CAIB/IDS emphasis focuses on positive actions and programs that strengthen force readiness through a sense of community and assists cadets, permanent party, DoD civilians, their families, and our installation community to thrive and successfully manage the daily demands of military life. The effectiveness of these committees is built on the platform of requiring grassroots input on the issues affecting our total force Airmen.

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

AFI 90-6001, Chapter 2 specifies criteria for those in victim-sensitive positions (e.g. SARC, victim advocates, etc.) in order to minimize the possibility that individuals with a history of inappropriate behavior would be placed in those positions. However, should JA and/or leadership be informed that an individual in a victim-sensitive position engaged in inappropriate behavior, an inquiry/investigation would immediately be initiated. The scope and lead agency for such an inquiry would depend on the nature of the inappropriate behavior and could range from an informal commander's inquiry, to a Command-Directed Investigation (CDI), to a criminal investigation by Security Forces or OSI. Depending on the specific circumstances of the allegation, the individual accused of inappropriate behavior would likely be removed from their victim-sensitive position pending the results of the inquiry/investigation. Upon the conclusion of the inquiry/investigation, the chain-of-command, after consultation with JA would determine the most appropriate action, if any, to take against the individual. The possible outcomes could range from no-action, to removal from the victim-sensitive position, referral to EO for training, administrative action, nonjudicial punishment, or court-martial. In APY 2015/16, USAFA did not have any instances of inappropriate behavior, which required the use of these processes.

Among permanent party, in victim-sensitive positions, there exists a high level of transparency and accountability within specific programs (EO, SARC, PPC, Mental

Health/Medical Group) as well as active accountability through a checks and balances system of interagency discussion on cases within the CMG, and case-by-case when a victim is working with more than one agency.

USAFA, also recognizes that “victim-sensitive” positions goes beyond simply SAPR personnel and permanent party, but also cadet mentors and leaders. The PEER program, described in LOE 1.5, is considered the first line ‘sensor’ to cadet squadron leadership if inappropriate behavior toward a victim is or has already occurred. While USAFA is proactive on teaching victim-sensitive responses, there remains the challenge of cadets who are still in the process of maturing. Due to lack of maturity, and reliance on beliefs, which do not match USAFA’s, there have been instances (notably on anonymous social media such a Yik-Yak) of individuals not being sensitive to victims. The cadets who are PEERs keep an active social media presence and counter immature, insensitive posts. When the individual lacking maturity and exhibiting insensitivity to others is known, there is a balance between consequences (established by USAFA leadership) and behavior modification (tailored services to the individual, which can include EO, PPC, or other interventions).

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

For APY 2015/16 the USAFA SAPR program had a lead SARC/program manager, a SAPR analyst, one SARC, a deputy SARC and three victim advocates. A fourth victim advocate was hired and present for duty on 30 May 2016. Though the SARC’s D-SAACP certification had lapsed for several months, the SARC was recertified in February 2016. During the period of lapse, the team covered the functions of the SAPR program that require certification. The collective level of D-SAACP certification has increased this year with one VA increasing to a level IV, and another increased to level II.

New SAPR personnel do not interact with victims until they are D-SAACP certified. To meet this end they are trained and certified as soon as possible. For example, the newly hired victim advocate attended the local 40-hour VA training and submitted certification papers in August 2016, and attended the AF SARC course in September 2016. Uncertified SAPR personnel work in training, outreach, and SAPR program administration until certified.

4.4 Describe your Academy’s efforts to encourage SARCs and SAPR VAs to renew their certification at a higher level in order to increase the quality of victim assistance providers.

SARCs and VAs are encouraged and required to maintain their D-SAACP certification and at the time of renewal to pursue a higher level. As mentioned in LOE 4.3, two of the three VAs at USAFA during APY 2015/16, increased their level of certification.

Institutionally, USAFA recognizes that to ensure program viability, certification at the highest level is critical. USAFA SAPR dedicates time and money to ensure continuing education. When subject matter experts come to USAFA to brief cadets/permanent party, small-group sessions are also offered to SAPR personnel to include VVAs and extended to first responders. For example, when Anne Munch visited USAFA to meet with cadets, she also agreed to facilitate smaller sessions with SAPR personnel and senior leaders. In addition, local conferences, such as the regional Rocky Mountain Campus Safety Summit, are

attended by SAPR staff to not only obtain continuing education units but to maintain current knowledge and skills. Air Force SAPR requires mandatory refresher training to ensure DoD up-to-date information is shared. On-line continuing education offered by DoD SAPR and the Army SHARP program are also utilized by SAPR staff to obtain credits for recertification.

4.5 Describe efforts to ensure that the 24/7 DoD Safe Helpline has accurate contact information for on-base SAPR resources (i.e., chaplains, SARCs, military police, and medical personnel).

In order to ensure that the 24/7 DoD Safe Helpline has accurate information for USAFA resources, DoD Safe Helpline periodically sends USAFA SARC requests for updates or confirmation of the numbers they have on file. In addition, DoD Safe Helpline periodically tests the phone numbers to ensure they are still up-to-date. To our knowledge, there has not been a situation recently in which a test occurred and DoD Safe Helpline was unable to reach a USAFA agency.

In addition, in order to ensure a strong continued relationship between USAFA and personnel from DoD Safe Helpline, in May 2016, USAFA SARC invited a representative from DoD Safe Helpline to visit USAFA and meet with first-responders for an overview of DoD Safe Helpline as well as dialogue. This allowed USAFA personnel a better understanding of the DoD Safe Helpline, but also the DoD Safe Helpline representative a greater understanding of USAFA, including USAFA's website that contains up-to-date information for all helping agencies. The briefing was widely attended by JA personnel, SAPR personnel (including VVAs), and medical/mental health providers.

4.6 Describe efforts to publicize and educate Academy personnel to include cadets/midshipmen on SAPR and POSH policies and resources (i.e., DoD Safe Helpline staff and confidential communication, retaliation prevention and response efforts).

During APY 2015/16, the Cadet IDS created a HELP icon button as a one-stop resource for all helping agencies on USAFA. The resource allows for active duty, civilian, retired, Prep School Candidates, and cadets, to seek out the appropriate agency on the base. It offers an extended reference about information for SAPR and includes the DoD Safe Helpline. Since USAFA has two different email servers (.mil and .edu), it is imperative that all computers have the icon regardless server. The icon also allows for easy upgrades and additions to the resource information needed for the members of installation.

In addition, as mentioned in LOE 4.5, in order to strengthen USAFA's relationship with DoD Safe Helpline and better educate VAs and other individuals involved in victim care, USAFA hosted staff from DoD Safe Helpline to provide training on the DoD Safe Helpline functions and resources so that they can better educate cadets and USAFA personnel on the process.

As previously discussed in LOEs 1.1, 1.2, 1.6, 1.8 and 1.13, in conjunction with annual SAPR training provided by USAFA's SAPR office to all cadet classes, CW also provides sexual harassment and SAPR training to cadets, which helps to reinforce SAPR policies and resources.

The implications of this real-time approach for support agency access has positive implications with increased capacity to address early personal issues and concerns, enabling

USAFA to focus on suicides, sexual assault, workplace concerns, and respect and dignity related incidents, while increasing the sense of community and promoting AF resilience.

4.7 Provide an assessment of your Academy's policies and procedures allowing temporary administrative reassignment or transfer of a cadet or midshipman who is accused of committing sexual assault or related offense, balancing interests of victim and accused. If approved, include the average wait time (days) to move the subject.

USAFA has several means of reassigning accused cadets depending on the specific circumstances of the case and needs of the accused, victim, and good order and discipline at USAFA. One option is to simply transfer the accused cadet to another squadron. In that situation, the preference would typically be to assign the accused to a squadron that is not housed in the same dormitory as the victim (see LOE 4.1). In addition, the victim could request a reassignment to a different squadron. This would be rare, but there have been some instances in which a victim was interested in getting a fresh start in a different squadron.

A second option is to relocate the accused cadet to the "Administrative Flight" pursuant to the procedures in AFCWI 36-501. This option is reserved for situations in which the facts of the case suggest that the accused is in need of closer supervision or in which the accused's continued presence within a regular squadron would not be consistent with maintaining good order and discipline.

As discussed in LOE 4.1, another option is Administrative Turnback, which is a strictly voluntary program that allows *any* cadet to leave the Academy for up to a year, with a potential extension if requested. This allows time to work through any concerns or issues without having to stay in the cadet area with all the associated challenges. This also allows separation from the demands of USAFA and affords them a break from the military and physical requirements placed on them and their academic requirements at the same time. Again, this is a voluntary program, and staff cannot force a cadet to take this option if they do not want to. In recent cases, accused cadets have used this program when presented with the possibility of an involuntary suspension (see below) or to focus on preparing for an upcoming trial. In a situation in which an accused elects to participate in this program, any pending investigation or military justice process will continue and the accused is responsible for returning to attend any hearings/proceedings.

The final option is to suspend the accused and request that the Director, Air Force Review Boards Agency (AFRBA) place the accused on involuntary excess leave (IEL)¹³ in accordance with USAFAI 36-3504. This option is rooted in 10 U.S.C. § 702(b) which acknowledges the authority of the Superintendent to suspend and allows the Secretary (or delegate) to place a suspended cadet on IEL for good cause. Given the severity of a suspension/IEL, the accused cadet is provided with due process rights, which include an opportunity to respond and appeal the decision. This authority was formally codified during APY 2015/16 in coordination with the Secretary of the Air Force. As such, the Superintendent has yet to suspend any cadet; in one recent case, however, when the cadet was informed

¹³ Involuntary excess leave is an unpaid leave status in which a military member is on leave and thus not required to perform his/her daily duties, but is still subject to military control and the UCMJ. The member continues to receive medical care and other military benefits (e.g. commissary/BX privileges), but does not receive pay.

that suspension action would be initiated, that cadet voluntarily requested a turnback and returned home pending his court-martial.

In each case, JA is consulted to ensure that the chain-of-command properly balances the interests of the alleged victim, the accused, and good order and discipline among the CW.

4.8 Provide an assessment of the implementation of your expedited victim transfer request policy. Include measures taken to ensure victims are informed in a timely manner of their right to request an expedited transfer, and challenges to the implementation of the policy.

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

The expedited transfer (ET) process is a process that enables military members who are victims of sexual assault to request a reassignment to a new base. This option allows victims to obtain a fresh start away from the physical location of where their trauma may have occurred as well as removing them from an accused or other individuals who may have been involved or have knowledge of the sexual assault. For non-cadet military members, this is a very feasible option because there are often a host of other bases to which a victim can be transferred and continue to perform similar duties. Unfortunately, at MSAs this option is not feasible for cadets under current laws and regulations.

As previously discussed with DoD SAPRO in prior SH&V evaluations, the expedited transfer process is not available for cadet victims at the MSAs given that each service has only one service academy. In lieu of an expedited transfer, however, USAFA has other available options that reach similar desired outcomes (e.g. physical separation from the accused).

First, a victim may request that the accused be suspended/relocated. Thus, rather than placing the onus on a victim to relocate, as discussed in LOE 4.7, USAFA also has the means to move a subject to another squadron (to include administrative flight) or to suspend and request that the subject be placed on involuntary excess leave, during which the subject will be physically removed from USAFA without pay.

Second, a victim can request to move to another cadet squadron - although they will remain at USAFA, this will allow them to move away from an accused and/or other individuals who may have been involved in or have knowledge of the assault. As previously discussed, movement to a new squadron can often include movement to a new dormitory. Additionally, a victim can request to do a voluntary turnback in which they leave USAFA for a specified period of time (see LOEs 4.1, 4.7). The drawback of this option is that it will set a cadet back in their cadet development; however, it provides a mechanism by which a victim can focus on medical/emotional recovery without the stresses of Academy life.

In addition, as discussed in LOE 4.1, USAFA personnel works with victims, their SVCs, and the various mission elements and helping agencies to minimize the potential for interaction with the accused (e.g. changing class schedules).

Because of the options discussed above that are available to victims, USAFA has not received a formal request from an AF cadet victim for an ET. However, in anticipation that such a request could be made in the future and based on an ET request from a United States Military Academy (USMA) cadet, a working group was assembled in January 2015 to discuss the possibility of UASFA receiving the USMA cadet. Although the ET was ultimately denied at USMA, getting the individual experts around the table to discuss their respective areas and to discuss any potential showstoppers was pivotal and it reinforced that such an ET would not be possible without changes to existing DoD regulations and statutes. Without such changes, such a transfer could have the unintended effect of actually doing more harm to a victim by separating the individual from their services' support agencies, as well as creating potential issues with course requirements and transfer of credits.

In short, USAFA has not implemented an ET program for cadets, but has explored many other options to achieve the same desired outcomes for victims. We welcome additional discussion with our sister services, DoD and Congress to discuss further options for making the ET program a realistic option for cadets and midshipmen.

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

The USAFA SAPR Guide provides a step-by-step guide for Commanders concerning the notification procedures as well as precautions they should consider. Attached to that Guide are templates for the SAIRO (Sexual Assault Incident Response Oversight) report, which the SARC works with Commanders, OSI and JA to fill out to ensure proper command notifications are made. The SAIRO is required for all unrestricted reports and independent investigations of sexual assault. This report is written by the victim's commander (unless the victim is a civilian, and then the report is written by the accused's commander), and is due to HQ AF SAPR office within eight days of the report. The USAFA SAPR program follows the guidance of DoD and AF regulations for all sexual assault reporting to include appropriate command notification. In addition to the SAIRO, SAPR will notify the Vice Superintendent of all initial restricted and unrestricted reports within 24 hours. The Vice Superintendent in turn notifies the Superintendent. Information regarding restricted reports is very limited per AFI 90-6001 and does not include PII or details about the report. For unrestricted reports, PII may be included.

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

USAFA SAPR maintains, via the 10th Medical Group, a MOA with MH-UCH to provide SAFE exams and Sexual Assault Nurse Examiner (SANE) services. This MOA is currently in revision and in the final staffing process. MH-UCH Central campus is approximately a 15-minute drive from USAFA. The Forensic Nurse Examiner (FNE) Program at MH-UCH provides medical forensic examination and treatment to patients impacted by violence such as sexual assault, intimate partner violence, elder abuse, strangulation, child abuse and

human trafficking. The MH-UCH FNE Program is a fully staffed program that runs 24 hours a day, 7 days a week. The FNE team at MH-UCH is a frontrunner in the state of Colorado and is nationally recognized as an outstanding team of experts in healthcare resulting from interpersonal violence. Orientation and training is conducted annually between the FNEs/SANE program and USAFA SAPR office; this APY the MH-UCH FNE program director attended training at USAFA. The attendees at this training included USAFA SAPR first responders from the 10 MDG Women's Health Clinic, OSI SAPR SA, SFS, PPC, Mental Health, and SAPR staff. The reporting process, definition of mandatory reporters at USAFA, chain of command and maintaining privacy were all included. A recent example of maintaining privacy as well as the restricted reporting option for victims was used in a "hot wash" during this training. USAFA Memorandum of Agreement (MOAs) and Memorandum of Understanding (MOUs) are considered intact and current until a new MOA or MOU is issued.

The FNE team is skilled at evidence collection/preservation/chain of custody and understands the military reporting process because they work with military OSI and the Colorado Police Department. USAFA also has a SAFE provider within the Medical Group. The agreements themselves have no expiration date, but are updated when the parties institute needed changes/updates. These agreements must be approved and/or signed by JA, OSI, SARC, SG, 10 ABW, Superintendent of USAFA, and MH-UCH and TESSA as applicable.

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

The SAPR program works in collaboration with multiple stakeholders on barriers to reporting sexual assault must be addressed collectively to the greatest extent possible across USAFA. To assist, data from multiple formal assessments to include the Illinois Rape Myth Scale (provided to approximately 2000 cadets), the DMDC survey and focus group results, and the MAOCS were analyzed to identify USAFA-specific barriers. Anecdotal data from the 900 intercollegiate athletes that received SAPR and AD "meet and greet" and healthy relationship training was also utilized to glean potential barriers. cBIT critiques and feedback were also assessed. This collective data identified several major trends in terms of barriers specific to USAFA, as well as more generalized barriers that exist at most DoD installations. The results from the data regarding barriers were used in multiple ways to address cadets. Prevention education and training class curriculum were revised to include cadet perceptions, in a sense to provide a "social norm" for cadets. As well, training was revised to be data-informed and evidence-based. Course revisions included cBIT for cadets between first and second academic year, SAPR BCT and the SAPR portion of the Helping Agencies briefing. At the end of the APY a thorough review of the AD meet-and-greet and healthy relationship training was conducted to refocus and refine next year's program. Outreach efforts were also included in the "barrier reduction"; SAAPM events included brown-bag discussions, *The Hunting Ground* viewings with specific discussions afterward, and cadet-led events to include poetry slams and cadet Blue Bard skit presentations mentioned earlier.

The awareness campaign run by DF during SAAPM (described in section 1.15) includes 48 posters of various sizes displayed throughout the academic building. These have different messages, two of which relate to SA reporting: "Facing the stigma of reporting an assault is a major reason why victims don't come forward. Criticism and judgement from their peers is a main reason for this. Show your support for victims by wearing a teal ribbon, displaying a

ribbon on your door, and voicing your objection to disrespect in any form.” “What can you say to someone who is a victim of harassment or assault to show your support? ‘I’m sorry for what you’re going through.’ Let me know if I can help.’ Please don’t blame yourself for this.”

As noted in LOE 1.5, the PEER program has cadets trained to be information, support, and referral capabilities for other cadets. PEERs are not mandated reporters for sexual assault and thus are trusted confidants who aid a victim in understanding the resources available to them (information); provide reassurance of privacy and how seeking help is a sign of strength and moving to survivor status (support); assist and/or accompany the victim to the chosen initial helping agency if and when the victim decides to seek help (referral).

Another new program for cadets this year is the Gender Forums, which was previously discussed in LOE 1.1. From approximately 2004 until 2014, USAFA’s CW ran a Women’s Forum program, which focused on the challenges of being a minority gender, working through issues and concerns that only are faced by the female population, and networking with other women leaders to provide a mentoring opportunity. In 2015, this program was extended to include all cadets in all classes, both male and female. As mentioned in LOE 1.1, discussions included a variety of topics, to include gender roles, gender biases, effects on leadership and team dynamics, etc. At the heart of the Gender Forum discussion is the idea of mutual respect and its importance to a high performing team. Establishing a solid foundation of mutual at the squadron level helps to reduce the stigma and overcome barriers associated with reporting sexual assault.

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

Our Mental Health Flight garners and conducts the Alcohol Drug Abuse Prevention and Treatment program (ADAPT; alcohol and drug abuse prevention and counseling)). The flight also promotes the Drug and Alcohol program awareness month doing various activities/communications. In addition, they conduct outreach efforts by providing staff/counselors for briefings requested for units with more frequent reports of Driving Under the Influence (DUI) or Driving While Intoxicated (DWI). The PPC has similar counseling and outreach programs. For collaboration, the SAPR Staff and FAP meet weekly with JA to discuss cases of domestic violence/sexual assault in order to aid in the guidance of proper fit resources for the victims. Although FAP now has its own dedicated VA, in many instances SAPR VAs may be assigned to FAP cases to optimize resources and ensure continuity of care. For example, if a cadet initially reports a sexual assault to SARC and is assigned a SARC VA, but the case is later transferred to FAP, the cadet may choose to keep his/her SAPR VA rather than have a FAP VA assigned. To update skills and knowledge on sexual assault, FAP providers/staff attended training paid for by the SAPR office. To encourage further collaboration, the leadership in mental health meets with PPC weekly. This includes the ADAPT, FAP, Adolescent Medicine (Cadet Medicine) and Behavioral Health Outpatient Providers (BHOP). A Mental Health case manager was added to the team to coordinate care and services provided by other outside local agencies/medical facilities in addition to on base helping agencies.

Across USAFA, there is a variety of agencies, offices, and programs that strengthen local service providers' participation in an integrated victims' services network of care. These agencies include the Case Management Group, the Military Family Life Counselors, the Mental Health Flight at the 10th Medical Group, and the FAP.

Within the Cadet Wing, PEERs are represented at the Cadet IDS meetings and actively participate in discussions on integration of helping agencies as a means to promote resiliency. In addition, the representatives ensure the IDS members are aware of concerns to cadets which need the attention of the IDS.

As noted in LOE 1.9, SAPS is active in prevention, assessment, and treatment. SAPS are represented in the Cadet IDS and work collaboratively with PEERs on prevention efforts such as the alcohol awareness program, which occurs just prior to spring break.

USAFA requested and received two CW MFLCs who are embedded assets within the CW since August 2014. Their primary focus is to support the challenges of military life, build greater resiliency, and affect healthy relationship choices surrounding a cadet's work-life balance. These MFLCs assist with short-term (non-documented, confidential, face-to-face, and phone) counseling support for a range of issues including: relationships, crisis intervention, stress management, grief, occupational and other individual and family issues.

Collaboration with other service providers, both internal and external, is essential to provide integrated victim services. Colorado Springs community programs to include MH-UCH, TESSA, and "Finding Our Voices", as well as local colleges and universities, are included in this network. TESSA provides both group and individual counseling for survivors of sexual assault. We also utilize TESSA for assistance with obtaining civilian restraining orders for our cadets and airmen when necessary. "Finding Our Voices" provides group counseling, therapeutic art workshops, and healing retreats available for cadets and airmen. The PPC provides alcohol-related services for cadets by referral. Measures of effectiveness include use of local trend data/actual USAFA reports to obtain prevalence data on known reports of sexual assault that were alcohol or substance abuse-related. The CSP (discussed in LOE 1.9) has stringent policies regarding alcohol use and abuse by cadets; this information is tracked by the CW and presented at cadet misbehavior review meetings.

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

As noted under item 1.10 and 1.15, DF faculty, in collaboration with SAPR staff, created a website to disseminate information and materials for faculty to use in classroom discussions during SAAPM. This includes information about the VVA program, faculty VVA contact information, SAAPM initiatives and contact information, a link to a video created by cadet athletes speaking out against SA, and slides with sexual assault prevention information (such as prevalence rates of SA, myths and misperceptions about SA, and DoD policy).

During this APY, promoting prevention of both sexual harassment and sexual assault throughout USAFA has been enhanced by increased interaction and involvement with mission partners to include DF, AD, CW, and the Preparatory School. This has been

accomplished by enhancing electronic media presence, increased visibility in Academic and Athletic programs (through the newly established AD Culture and Climate position), integration with the CW through the Vice Commandant for Culture and Climate (CWP), and increasing cadet led activities and involvement. SAPR prevention programs including AD meet and greet/healthy relationship training are advertised and promoted via the AD's Culture and Climate POC. The establishment of the Culture and Climate position in AD (filled by an O-6 reservist on active-duty orders) has greatly enhanced communication with and promotion of SAPR prevention and outreach programs for the Athletic Department via frequently occurring meetings and communication. CWP's Vice Commandant for Culture and Climate and Deputy meet every other week with the SARC to discuss SAPR issues surrounding prevention training and education as well as outreach events such as SAAPM. The USAFA SAPR website was updated this past APY to include an entirely new and attractive appearance plus the addition of information from JA (SAPR guide) and a new FAQs section that answers commonly asked questions. The Safe Helpline link and resource info is prominent on this updated site. The Safe Helpline is additionally a part of the USAFA Helping Agencies resource icon, a one-click feature that immediately puts the user in touch with USAFA safety support network. In May of this APY, the Washington DC Safe Helpline staff presented multiple briefings at USAFA to include those for faculty, AD staff, first responders, cadet PEERs, VVAs, SAPR staff, and JA.

In addition, as discussed in LOE 1.10, this academic year, DFBL has been actively engaged with a team of cadets to disseminate SAPR messaging via social media platforms.

DF has also sponsored or supported SA-related faculty meetings and brown bags (see, in particular, the discussion of DF efforts under LOEs 1.1, 1.2, and 1.5).

USAFA built and deployed a Helping Agency Desktop icon for all USAFA.edu and .mil computers in the spring of 2015. This new feature is housed on the USAFA members access (refer to LOEs 4.3 and 4.6 for more details).

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

In accordance with AFI 51-504, legal assistance services are available for all active duty military members, including cadets. If a cadet seeks legal services related to a report of sexual assault, then they are immediately put in touch with the SVC office at USAFA. In APY 2014/15, USAFA first received its own dedicated SVC. In APY 2015/16, USAFA also received a dedicated SVP to assist the SVC with client intake and administrative duties. In accordance with AFI 90-6001, when an individual makes a restricted or unrestricted report to the SARC, the SARC informs them of the opportunity to be represented by an SVC and facilitates contact with the SVC. If the individual's first contact is with OSI instead of SAPR, OSI will notify the individual of the opportunity to be represented by an SVC before being interviewed. In nearly every investigation involving an unrestricted report of sexual assault in APY 2015/16, the victim consulted with a SVC prior to making any statements to investigators. In addition, in several cases, after initially making a restricted report, victims consulted with a SVC before making the decision to convert their report to an unrestricted report. Once the attorney-client relationship is established between the victim and SVC,

generally, that relationship continues until it is terminated by the client regardless of whether the case results in a court-martial or not.

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

Encouraging victim reporting is a priority of the USAFA SAPR program, and particularly encouraging reports by male victims is an integral part of the program's focus, given recent literature and data suggesting that male sexual assaults are underreported.

Consistent with USAFA's focus on collaboration across mission elements/helping agencies, we use a multidisciplinary approach to encourage males to seek help and report sexual assaults. First, USAFA SAPR includes information regarding male victimology in briefings to all audiences, to include senior leader presentations, AOC/AMT training, key personnel briefings, CMG meetings, or SAAPM activities. In addition, USAFA SAPR includes training scenarios focused on a male victim is a part of the cBIT, and this focus is included in other prevention education training teaching points to include BCT2 and the AD healthy relationships trainings previously discussed.

USAFA SAPR recognizes that some male victims may feel more comfortable talking to another male about a sexual assault. As a result, USAFA strives to create a gender-diverse SAPR team to include VVAs. Currently USAFA has three female full time Victim Advocates (VA), and two DoD SARCs, one civilian female and one male AF officer (O-3). The 10th ABW has one full time male civilian VA and several male VVAs. Thus, all victims have an option to seek a VA of their gender choice through the process. Similarly, within the Colorado Springs area, both male and female SVCs are available should a victim express a preference for an attorney of a particular gender.

Furthermore, USAFA has ensured that SAPR messaging and services recognize the unique needs of male victims. In addition to ensuring the availability of male victim advocates, SAPR provides specific training for advocates and first responders to ensure understanding needs/challenges unique to male victims. The revised USAFA SAPR website includes information and direct links to additional support for male victims that include male-specific advocacy programs for civilians, and programs available at other universities and colleges. MH-UCH Forensic team serves all genders and ages for SAFE exams, including male and transgender care. In the last year, USAFA has increased staff at the SAPR office. Follow up care can be obtained with the adolescent medicine physician in cadet medicine or their primary care provider. The VAs and the SARCs coordinate care with the respective provider versed in sexual assault. USAFA has two assigned medical and one mental health provider SME on sexual assault.

In addition to SAPR initiatives, the PPC works collaboratively with SARC, as well as the dedicated SAPR team (10 MDG/Cadet Medical staff), in addressing the support services of male victims. Twice in APY 2015/16, male victims approached the PPC raising allegations of sexual assault. In both cases, the SARC responded immediately to requests for collaboration and support of the male victims in understanding the DD Form 2910, Victim Reporting Preference Statement, process and treatment options. 10 MDG provided medical evaluation

and proactive medical treatment. In a third case, the SARC was aware of a male sexual assault victim allegation and connected the cadet with the PPC.

PPC, SARR and 10 MDG reviewed existing protocols and training about considerations and treatment of male victims and found three appropriate instances related to male victim response.

When a male victim presents to the FAP, all FAP services, including treatment and victim advocacy, are offered. FAP serves and treats both male and female victims equally.

Finally, in recognition of recent guidance from DoD, which highlighted the connection between hazing/bullying and male sexual assault, USAFA/JA has worked with CW to update definitions of bullying/hazing in the CSP to be consistent with those definitions issued by the Undersecretary of Defense. In addition, CW and JA have worked with AD so that they can educate ICs and coaches about the realities and dangers of certain locker room practices that ICs may have engaged in during high school. Although many ICs may have previously viewed certain activities as acceptable traditions, at USAFA it is crucial that they understand that any of these practices may constitute hazing/bullying or even sexual assault.

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

As described in LOE 4.15, multiple collaborative efforts have been expended to improve USAFA personnel understanding of male victimization. To improve understanding, identification of the existence of and definition of male sexual assault is critical. To that end, key personnel and leadership briefings have included information regarding the fact that many male sexual assaults are not identified as such because of a perception in particular about female perpetrators with male victims; it is frequently defined as sex versus a sexual assault. The inclusion of male victim discussion-based scenarios with cadets in small groups has been key. This has been accomplished with targeted groups such as IC athletes and bystander training. The "red line" training module on male victimization and empathy was presented to the football coaching staff and all 150 IC football players in the Fall of 2015.

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

Pursuant to the Secretary of Defense Withhold Memo and CW/CC Withhold Memo, in situations in which a victim has made an unrestricted report, the CW/CC (an O-7) withholds the authority for disposition of the offense and any offenses/collateral misconduct related to or arising from the sexual assault. Thus, if a victim reports a sexual assault and has engaged in collateral misconduct, according to the CW/CC Withhold Memo, the CW/CC would have to be the initial disposition authority for any action taken against the victim. As a result, by policy, at USAFA, a General officer (the Commandant) is either making the adverse-action decision or at the very least consciously deciding to allow a subordinate commander to take the action and then subsequently reviewing the action.

For situations in which a victim has previously made an unrestricted report of sexual assault, AF regulation requires that the individual be given an opportunity to appeal their separation to the GCMCA. In ALL disenrollment notifications to cadets, the following language is included:

"If you have made an unrestricted report of sexual assault within the last 12 months and believe this recommendation for suspension was initiated in retaliation for making that report, you have the right to request review of this recommendation by the commander exercising GCMCA. If you request this review, the commander exercising GCMCA or higher authority will review the circumstances of, and grounds for, the recommendation for suspension and decide whether you will be suspended from the Air Force Academy." In addition, at USAFA, the Superintendent (a 3-star General and GCMCA), takes action on all disenrollments and would therefore review any separation of a cadet victim.

In all cases involving adverse actions against a victim of sexual assault, the SJA is actively engaged in reviewing the action and advising the Commandant and/or Superintendent.

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

The plan of action for APY 16/17 is robust and collaborative. Building on last APY, SAPR and EO will continue working in tandem to prevent sexual harassment and assault to include outreach/awareness events and training across USAFA. Other collaborative initiatives will include mission elements such as the Character and Leadership Development program, AD, DF, CW and the Preparatory School.

Recognizing that sexual assault is not compatible with AF core values, SAPR will work with the Center for Character and Leadership Development (CCLD) to include sexual assault prevention teaching messages and scenarios within the existing curriculum. To further enhance victim response and care, SAPR is currently working with a civilian agency to co-facilitate a 2-day "healing retreat" for victims, to be conducted in our local area.

This past year, SAPR and JA conducted in-squadron discussions within cadet squads that had a cadet victim involved in either an Article 32, Court-Martial, or an off-base trial. These were the first attempts to engage cadets affected by litigation in order to provide, to the greatest extent possible, accurate information, to answer questions, and facilitate discussion. JA additionally conducted a mock court-martial during SAAPM to educate cadets on the process and procedures. Due to the success of the mock trial presentation, it will be repeated again in the next APY to include both pre- and post-trial interventions. The end goal is to reduce rumors, gossip, and to lessen victim blaming that can occur due to inaccurate information or miscommunication.

Evidence and data-based training is critical, use of feedback from the MAOCs, DMDC, and the Illinois RMS will be used to further improve prevention education training and outreach events. A new combination life-skills and healthy relationship training began in August 2016. This course is created by the Botvin Program and tailored to first year USAFA cadets. This first implementation is a beta test, all first year cadets were given a pre-test during CBT in 2016. The training was given to 200 randomly selected cadets in their first year, in three training blocks. If data is supportive, this program will be implemented for all first year cadets the following APY. The Athletic Department and SAPR collaboration to present healthy relationship training to IC athletes will continue with revisions based on data from this APY. New SAPR training for cadets in their third and fourth years is in development, with themes of

understanding 1) how climate is impacted by sexual harassment and assault and 2) understanding victimology as a leader.

Regarding outreach and awareness event planning, SAPR is adopting the “Not Just April” slogan for prevention programming philosophy. The intent is to spread targeted outreach events throughout the program year monthly versus within a single month. Promotion of the Safe Helpline program will be an integral part of all outreach/awareness efforts as well as commander’s calls, first responder, cadet and permanent party SAPR training. Safe Helpline water bottles will be distributed during these events. Links and information about the Safe Helpline will be added to targeted groups to include the USAFA State Parent’s Clubs newsletters and web sites, cadet Sponsor Families, cadet PEERs and leadership, as well as others. Early community outreach and coordination with local programs and universities will be expanded to include regularly scheduled planning meetings to coordinate events and share resources and ideas. Community-wide “Take Back the Night” and “Denim Day” events are planned to occur simultaneously, others may be included. (Described previously).

To engage leadership at all levels, SAPR will collaborate with OSI and JA to implement in-service trainings (IST) for AOCs/AMTs and CCs/First Sergeants over a variety of topics such as 1) basic victimology (understanding behavior), 2) understanding perpetrators, 3) SAIRO report “how to”, 4) mandatory reporting and independent reports, 5) MPOs, and 6) gossip and rumor control regarding sexual assaults and other related topics. Senior leadership training is in review and will include similar topics specific to roles. Finally, we are working with leadership to oversee SAPR policy and guidance at USAFA, to include finalizing USAFA SAPR instruction.

2

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

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

This academic year, USAFA hired a full time SAPR analyst to achieve the assessment endstate. This process began with a review of current SAPR training, education and services. This included working with all mission elements to identify shared efforts, overlap of information, and room for collaboration. For example, Behavioral Sciences 110 has a lesson for all first year cadets about sexual violence and trauma. The analyst worked with the course director to ensure accuracy, updated readings, and confirmed consistency of messaging and referral services. Similarly, all training conducted by SAPR or as part of sexual assault awareness and prevention was reviewed to include the healthy relationships training with IC athletes, the healthy relationships training by an outside source for the Preparatory School, and sexual assault awareness month events.

The SAPR analyst also conducted a review of existing assessments, surveys, studies and evaluations that would help inform an appraisal of the SAPR program. Some mandated assessments include: DMDC SAGR surveys and focus groups, MAOCS, DSAID data, and mandated inspections. Looking internally to USAFA, other assessments were reviewed for

use in assessing SAPR efforts. The Illinois Rape Myths Acceptance Study and the Respect for Persons Study, both conducted by faculty members in the DF in Behavioral Sciences, are examples of locally conducted measurements that will populate the assessment of the SAPR program. In addition, locally developed evaluations of SAPR specific training and education were developed and used to collect responsive and meaningful data specific to USAFA. Additionally, several survivors volunteered to share their experiences and suggestions for the program.

A review of existing models for assessing sexual assault prevention, awareness and response programs was conducted. Most models include metrics that the DoD already exceeds. A review of the Gender Relations Institutional Platform (GRIP) framework developed by the Cadet Wing at USAFA was conducted as well. Finally, the DoD Metrics and Non-Metrics on Sexual Assault was used as a framework for the new USAFA SAPR analysis.

The Culture of Respect Evaluation (CORE) was then developed based on the above information and best known practices of program evaluation. The CORE assesses four specific measures of the SAPR program: awareness, prevention, response and the culture and climate at USAFA. The first part of the CORE specifically aligns to the metrics and non-metrics used by DoD and the second part of the CORE uses those and other measures to specifically assess the SAPR program. Results from individual's measures and the CORE as a whole will then be used to make program changes as needed. The skeleton of the CORE is based on theories of assessment and a logic model that have been developed and are being populated and an anticipated complete report will be finalized in APY 2015/16.

The CW has taken significant steps to achieve meaningful measurement and feedback systems. Historically, there was no climate assessments associated with any particular CW programs. In the summer of 2014, a climate assessment was added to 1) BCT and 2) Expeditionary, Survival and Evasion Training (ESET) (summer training for cadets between first and second academic years). The original model for the assessment was the assessment used for Air Force Basic Military Training ("boot camp" for enlisted Air Force). Based on the findings from the 2013 assessment, the climate sections were modified and focus on maltreatment/maltraining. In 2014, the assessment was expanded to include an opportunity for the cadet cadre to provide feedback as well. Results are provided to cadets and are used for cadet and permanent party leadership training.

Cadets between their first and second academic years also take Commissioning Education during the summer. The instructor feedback form was expanded to include diversity, inclusion, and harassment items. Results are used programmatically, and if specific feedback suggested an issue with an instructor, that instructor received feedback and counseling if CW leadership determines it is warranted.

Cadets between their second and third academic year participate on Operations Air Force (Ops AF). Participants travel to various AF bases around the world and are exposed to different Air Force Careers. The assessment of Ops AF provides the participants with an opportunity to provide feedback about how they were treated and if they encountered

unwanted experiences. The results are used by program managers to shape the program. As of the development of this section, no negative unwanted gender related behaviors were reported in the Ops AF feedback.

See section 5.7 for a description of MSA DEOCS.

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

The IG inspects the USAFA SAPR program annually. The last inspection occurred 13 Oct 2015. Results were briefed to leadership and the items system, along with the MICT checklist, was used to make corrections and improvements to the program.

Additionally, the Air Force Audit Agency inspected the USAFA SAPR program from April 2016 to June 2016. The report is currently being completed and will be shared with USAFA and AF SAPR. The inspection allowed for a review of SAPR requirements according to DoD and Air Force Instruction by SAPR and other programs.

In April 2016, DoD SAPR provided USAFA’s 6th on-site visit to review open items from the last in-person inspection, conducted in May 2015. DOD SAPR identified eight remaining action items that are addressed later in this report and made 12 new suggestions. Although many of the items are in progress or completed, the DoD requested a standard of documentation be used to validate progress.

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

This year was the first year that the MAOCS was conducted for the cadets. This commander’s tool developed by DEOMI and administered by 10 ABW EO electronically collects information about each squadron and squadron leadership. Cadets anonymously share perceptions of organizational effectiveness, equal opportunity, equal employment opportunity, fair treatment and sexual assault prevention and response. The results related to sexual assault prevention and response were analyzed and evaluated using both the qualitative and quantitative data. Results were presented to senior leadership and helped informed changes to future training for both cadets and cadet leaders. As discussed in response to LOE 1.6, for example, the curriculum one for of the junior class’s SAPR was based largely on the results from the MAOCS. The lessons learned from the MAOCs will also be used for a social media marketing campaign in the fall of APY 2016/17 (discussed in LOE 1.10). This inaugural survey will continue to act as a baseline data source to measure longitudinal changes in culture and climate annually.

DEOCS for permanent party members has been crucial to USAFA’s understanding of the climate of the broader USAFA population. The Commandant as well as all ME heads have ensured this anonymous survey is provided to the permanent party in order to get a better idea of the culture and climate among permanent party.

The 10th ABW/EO office provides this survey for the entire installation and it allows a broad overview of where there are areas of concern and areas of improvement if commanders have recognized those areas identified by the participants of the survey that needed attention.

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

In order to ensure the most timely/accurate information is entered into DSAID, on a semi-annual basis, JA and SARC meet and go through each case to ensure that the information input into DSAID is accurate, to include the type of offense, offender status, etc. With regard to restricted reports, the SARC will provide JA with a general description of the facts so that JA can advise on the most appropriate type of offense to enter in DSAID. In addition, in order to ensure SARC, JA, and OSI are on the same page with regard to disposition information, when a case concludes, the civilian military justice attorney will completed the "DSAID Subject Case Disposition" form and then send it to SARC and OSI. SARC will then forward the form to AF/CVS who use the information to enter the information in DSAID. AFOSI provides case numbers to SARC for DSAID entry. At the CVS level, DSAID then pulls data directly from AFOSI information systems.

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

SAPR conducted surveys after each large group presenter this year. Refer to 2.9 for more detail (Catharsis Productions presented "The Hook Up" to first academic year cadets, Mike Domitrz presented "Can I Kiss You" to second academic year cadets, SAPR analyst presented to third academic year cadets, and Anne Munch presented to seniors). After each presentation, a survey went out to all attendees asking for feedback about the presentation, knowledge learned, and behavioral motivation. Similar surveys were conducted for SAPR trainings and Gender Forums. Data was collected and is still being analyzed; results will influence the training plan and the CORE.

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

In APY 2015/16 there were two formal sexual harassment complaints concerning cadets that were reported to EO. Both sexual harassment complaints were regarding the same offender and both allegations were investigated and substantiated by the commander. Remedial training was provided to the offender by 10 ABW/EO and the commander took appropriate disciplinary action against the offender.

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

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

USAFA's CW Analyst was the primary POC for coordination and collaboration with DEOMI to develop the MSA DEOCS. Previously, USAFA did not participate in cadet only DEOCs surveys because arguably, EO felt the information was not a good correlation to the rest of

the population. Hence the effort to develop a survey that would be more appropriate for the cadet population and be an apple-to-apples comparison vs. an apple-to-oranges comparison. This last APY, USAFA was the first MSA to implement the MSA DEOCS and the other MSAs followed shortly thereafter. USAFA conducted the MSA DEOCS in October 2015 during a Dedicated Survey Allocated Time (DSAT) that ensured only approved and appropriate surveys were required of the cadets' most valuable time. USAFA again used the Fall DSAT window 17-21 Oct 2016, to implement the second MSA DEOCS to help identify trends in areas that need attention throughout the chain of command.

The 10 ABW/EO implemented the survey administration in accordance with AF operating procedures. During implementation there were lessons learned both locally and outside of USAFA that will prove useful for a more fluid execution and follow-up this year.

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

After the MSA DEOCS was implemented, DEOMI provided USAFAs 40 Cadet Squadrons with individual results. These individual reports were rolled up into four separate group reports and then ultimately one overarching report for the Commandant of Cadets to identify trends. Since this was the initial implementation for the MSA DEOCS, trend data was limited and it is anticipated that trend data and analysis will be available as more surveys are conducted over time.

Once DEOMI provided the AOCs their respective reports, the AOCs/AMTs briefed the results to their own cadets to highlight the importance of the results and to reinforce the fact that permanent party leaders are listening to cadets and to identify further areas of concern within their squadron. Additionally, the Commandant briefed the entire CW in January 2016 when the cadets returned from Winter Break. Specifically, discussing the MAOCS results and highlighting concerning areas. The Commandant used the forum to re-emphasize the importance of fostering a culture and climate of respect at USAFA.

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

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

The DMDC SAGR Focus Group report indicated that the quality of interactions at USAFA has improved. Specifically, there was a decreased tolerance among students for sexual harassment and inappropriate behaviors. USAFA cadets have a sense of responsibility for each other and ownership of issues and they believe USAFA takes issues of sexual assault seriously as is evidenced by the strong emphasis and high priority it receives. As a result, cadets report they feel safer from sexual assault than they believe their civilian peers feel.

Cadets who were part of the focus group pointed out that anonymous social media (i.e. Yik-Yak) can lead to offensive or inappropriate comments but they also noted that in many instances, cadets will self-police each other on social media by either expressing disagreement with the inappropriate/offensive comment by “down voting” such comments. The practice of “down voting” is common to social media platforms such as Yik-Yak and involves viewers clicking a thumbs-down icon. If a sufficient number of viewers click the icon, the original post will be deleted.

The 2015 SAGR Focus Group results informed USAFA about culture and climate and perceptions by cadets (particularly victims) about leadership and the SAPR program. Results of the Focus Group were used to brief and highlight to leadership the observations of permanent party and cadets. The importance of leaders building trust to increase the likelihood for victims coming forward for help was one area highlighted in as a result of the survey results. These results also provided data, which SAPR personnel used to target messaging and training. For example, cadets, particularly females, indicated that one barrier to reporting a sexual assault was that they would not be believed by peers or leadership. However, the SAGR data also indicated that 97% of those surveyed stated that if someone told them they were sexually assaulted, they would believe that person. Thus, in this situation, SAPR personnel were able to share the 97% statistic to help included information to counter the misperception by female cadets that they would not be believed if they made a report. Other data from SAGR indicated that victim-blaming behaviors were not uncommon, which allowed us to target messaging and training to counter those behaviors and beliefs.

The Focus Group Report highlighted the need to share information with cadets and permanent party and be more proactive about dismissing rumors and correcting misinformation. To this end, as previously discussed in LOE 1.6, in response to a particularly high visibility sexual assault case prosecuted in Boulder, Colorado, which involved a cadet victim and cadet offender, the Commandant of Cadets required cadets to attend an All Call to dismiss rumors and share appropriate and accurate information. Prior to the All Call, JA personnel conducted an information session with the offender’s squadron AOC to clarify other case information as appropriate facilitate the sharing of accurate information.

Although USAFA does not have influence over unwanted sexual contact among students prior to entering the Academy, all cadets and cadet candidates receive information and are encouraged to report any incidents of sexual assault that have occurred before entering military service or USAFA. The PEER program was highlighted in the Focus Group Report as being a credible source for help for cadets. SAPR, PPC, and mental health at USAFA receive reports or offer services to those who have been sexually assaulted before entering USAFA.

The Focus Group Report highlighted the need to address sexist behaviors and increase the emphasis on preventing sexual harassment. SAPR developed the Basic Cadet Training 2 (BCT2), which incorporates both EO and SAPR training. This foundational course clarifies the distinctions between sexual harassment and sexual assault with interactive scenario-based activities. This is continued in their second academic year with cBIT and the discussion and

activities centered on the continuum of harm, which addresses sexist behaviors, inappropriate, gendered comments along with sexual harassment and sexual assault. This APY SAPR also engaged with CW to develop training for the men and women's Gender Forums (discussed in LOE 1.1). Formerly, Gender Forums were conducted solely for women but this year it was expanded to include men, which allowed for a more robust discussion of gender, equality, sexism, and developing a culture of respect. At the end of the APY, the Prep School offered sessions for their cadet candidates addressing some of these same issues. Discussions were started to plan for a more structured program at the Preparatory School for the next academic program year.

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

The four-year SAPR training plan for Cadets is written in the Cadet Military Education and Training Plan (CMETP) developed and approved through CWTCW. This conforms to strategic level instructions and policies as well as standardizes learning objectives, institutional competencies, and assessments. This institutionalizes SAPR training for USAFA. The CMETP is updated regularly as needed. SAPR changes were added at the end of the APY.

Additionally, in APY 2015/16 the USAFA/JA developed the Sexual Assault Response Guide. The guide will be further developed into the USAFA SAPR Strategic Plan to align with DoD and AF SAPR strategic plans. The draft of this plan includes sections for SAPR training and assessment, chapters 13 and 14 respectively. This way ahead has been vetted and approved with USAFA leadership.

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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.

In progress. USAFA/CV has directed a cross-functional team to develop recommended organizational changes to meet the intent of this recommendation.

6.1.2 Strengthen sexual harassment prevention and response efforts.

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

This year, CW saw a great deal of success with the new “harmonized” EO/SAPR training for BCT. The combined training provided a seamless transition in the discussion from sexual

harassment to sexual assault. USAFA will continue to leverage this training approach in other venues such as the Gender Forums, Respect and Responsibility, and in commander-led squadron discussions.

CW will also continue the effort to locally develop new sexual harassment training that is specifically tailored to USAFA cadets and their experiences. Any new training that is developed will be approved either by the 10 ABW EO Director or by DEOMI. EO has an office inside CW to assist in processing complaints filed by cadets. The office is not manned full time; however, EO personnel are readily available by appointment.

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

As mentioned in 6.1.2 CW saw successes with the new collaborative EO/SAPR training for BCT. The combined training provided a seamless transition in the discussion from sexual harassment to sexual assault. USAFA will continue to leverage this training approach in other venues such as the Gender Forums, Respect and Responsibility, and in commander-led squadron discussions. CW will also continue the effort to develop new local sexual harassment training that is specifically tailored to USAFA cadets and their experiences. Any new training that is developed will be approved either by the 10 ABW/EO Director or DEOMI. The Superintendent has put an incredible amount of emphasis on how USAFA will respond and support cadets that come forward to report an assault. The support programs throughout USAFA seem to be gaining momentum and applying more creative ways to improve the current processes.

During April 2016, many of the cadet lead programs for SAAPM were inspired by cadets who shared their stories. When cadets feel confident bringing their stories forward, other cadets hear them. When cadets feel supported by the permanent party, leadership, instructors, helping agencies, etc., they will help others who may be suffering in silence. USAFA leaders can provide the right environment, resources and opportunities, but when the cadet peers come forward, and share their experiences, or show others how they can get through the situation and they can be a sounding board for others or a foundation when extra help is needed, there is greater reinforcement to stand up against this crime. USAFA sees greater, immediate gains through the peer factors as well as continuing to enhance and work through the processes that are currently in place. It can be as simple as more bridge building between all the agencies impacted by this issue, to continued transparency of how USAFA handles each case on their own merits. For example, sharing information openly about how each unrestricted case is investigated, litigated, and handled through the entire process can greatly impact the confidence other victims have in coming forward. Significant effort is made to treat each cadet with respect and dignity throughout the process, from report to resolution, whether victim or accused.

When substandard performance is identified by any agency that works this issue, it is addressed and corrected in a timely manner. When this behavior is known, leaders from around the installation engage to return to the spirit and intent of the guidance set out from the Superintendent and/or the Commandant.

Additionally, this last SAAPM incorporated the Social Impact Theater where cadet lead presentations from poetry, with interactive audience skits helped promote the efforts and trust

of many programs at USAFA. This program continuously performs at venues where cadets can be positively exposed to the support side of the SAPR programs and how they or someone they know has benefited from the efforts. This peer to peer education and exposure helps reinforce the lessons taught through the various classes without the same difficulty in reaching the audience and gets the intended message across to resonate with the cadets. The Social Impact Theater really breaks through the stigma with which other programs have struggled. Their involvement has reached many victims whose voices were otherwise lost in the crowd and has encouraged others to report their incidents and take advantage of the services offered to victims of this crime.

As previously mentioned in LOE 1.1 and 1.9, AD partnered with SAPRO and MLFC to offer healthy relationship training to all 27 IC teams.

The FAP continues to educate and train personnel working with cadets on the definition of intimate partner violence and sexual assault, the dynamics of abuse, the reporting procedures, and the services available for victims through FAP. All group commanders, incoming AOC's, and AMT's are provided training.

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

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

USAFA SAPR has an assigned government vehicle readily available for the sole purpose of responding to and/or transporting victims of SA. VVAs on call are provided information and instructions for accessing the keys to the vehicle should the need arise. The SARC has reiterated that the AFI 90-6001, para. 2.7.6.5 prohibits the transport of victims in personally owned vehicles. The SARC and full time SAPR VAs are provided government issued Blackberry cell phones for communicating with victims. For VVAs who are on call, a government issued cell phone is provided for the duration of their on call responsibility. VAs have government email access via the .edu server. Direct office landline numbers and government email addresses are provided to victims as a measure of official communication. SARCs/VAs should not use personal cell phones and or email addresses when communicating with victims.

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

When allowable and appropriate USAFA educators discuss the facts of recent sexual assault cadets cases in the media during the Healthy Relationships Training.

Within the allowable confines of the legal process, the Commandant does his best to make sure cadets are aware of current case studies representing a broad range of disciplinary actions and SAPR case outcomes. He will address all classes at the beginning of each semester and discuss as much as he is allowed to. In times of high profile cases with great media attention, he will also address the cadet wing as well. His focus is always on mutual

respect and being supportive of fellow team members while being careful not to pass judgement or take sides.

The cases that have gone to trial this last APY, as in previous years; have been heavily publicized – both in local and national media as well as through informal discussions/rumors within the CW and on social media platforms. In response, USAFA’s legal team has collaborated with CW, SAPR, and PA to better educate cadets about the legal processes. Although all cadets are required to take an Intro to Law course during their sophomore year as well as receiving a military justice briefing during BCT, we recognized that the visibility of the courts-martial and civilian criminal case provided a ripe opportunity to reinforce those previously briefed concepts. As part of their initiative, JA has sent representatives to meet with individual squadrons who were particularly affected by a case as well as providing training and talking points to AOCs who then led discussions with their individual squadrons. Through this, JA has provided clarity to cadets and cadet leadership regarding the processes and implications of the military and criminal justice systems. The hope is that these timely trainings will help to increase transparency/understanding of the justice system and decrease misunderstandings. The better understanding cadets and cadet leadership have of the process, the more likely cadets will be encouraged to report incidents of sexual assault and support each other through the process.

In addition to these timely trainings, as discussed in LOE 1.15, during the 2016 SAAPM, USAFA/JA hosted a mock trial entitled “Got Consent?” which was intended to give cadets and permanent party insight into the military justice response to sexual assaults.

Finally, as discussed in LOE 1.15, Social Impact Theater is a group of cadets that is overseen by permanent party instructors. Their involvement has reached many victims whose voices were lost in the crowd and has encouraged others to report their incidents or to merely take advantage of the services offered to victims. The cadet presentations range from poetry to interactive audience skits to help promote the efforts and trust of the programs at USAFA. They continuously perform at venues where cadets can be positively exposed to the support side of the SAPR programs and how they or someone they know has benefited from the efforts. This peer-to-peer education and exposure helps reinforce the lessons taught through the various classes without the same difficulty in reaching the audience and the getting the intended message across. The Social Impact Theater breaks through the stigma with which other programs struggle.

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

As part of USAFA SAPR initial response process, the VA assigned to the unrestricted report will contact the victim’s commander to discuss pertinent information including the next CMG date where the unrestricted report will be discussed. In addition, USAFA SAPR, as instructed in AFI 96-6001, has streamlined coordination and logistics of monthly CMG meetings. At the beginning of the month, an email invitation goes out to recurring members and to commanders who are responsible for a victim in their unit with the date and time of the upcoming CMG. Subsequently, the CMG coordinator contacts commanders approximately

one week in advance of the CMG to discuss any issues or concerns in relation to the victim or the CMG.

USAFA SAPR developed a Commander's Checklist that is provided to each attending commander at the CMG, which includes AFI 90-6001 requirements such as providing case updates to the group and victim within 72 hours. Commanders have been asked to provide an email update to the SARC with the date their victim was updated. USAFA SAPR will continue to use the Commander's Checklist at monthly CMG meetings and provide initial contact during the initial response process. This has a multi-faceted effect in that Commanders will personally know the assigned VA and it fosters a collaborative environment with leadership, which in turn may help a victim's healing process.

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

The DoD SAPR metrics and "non-metrics" are incorporated into the USAFA SAPR CORE. Longitudinal data (i.e. data collected over an extended period) is available for much of the required metrics and comes from surveys, reports and JA statistics. This is Part I of the CORE. Though much of this has been collected in the past, the CORE allows one platform to be used to consolidate all data. Part II uses some of these metrics and other locally developed surveys, studies, and information to present a whole picture look at USAFA's SAPR program and give direction for needed change. For example, a DoD metric asks for numbers of reports compared to prevalence of sexual assaults. Part II of the CORE tries to determine what is being done that influences reporting and how to ultimately increase that number while examining what factors may influence decrease in overall incidence. This could include factors involving the culture and climate at USAFA, gender relations, or the training used.

The SAPR analyst developed this platform throughout most of this year by reviewing what was already being done at USAFA, collecting what data points were locally available, researching the theory and best practices of program analysis and assessment, and determining what logic model to use before forming the CORE. In addition, the analyst worked with SAPR to develop the USAFA Cadet Training Plan so that the new assessment platform could be used to evaluate a consolidated training strategy and solid curriculum to ensure valid measurements for the CORE. The first completed CORE is anticipated in the spring of APY 2016/17. A draft that is continually populated is available for review upon request. USAFA/JA tracks many of the non-metrics and metrics related to case disposition and timeliness that were discussed in the APY 2014/15 SH&V Report. This information is tracked using a spreadsheet that contains sensitive information about both victims and accused. USAFA/JA can provide a copy of the spreadsheet upon request.

United States Air Force Academy

1. Open Action Items

1.1 Require Victim Witness Assistance Program (VWAP) personnel to complete the Air Force Distance Learning Course provided by the Air Force Judge Advocate General School.

Status: Submitted to DoD SAPRO in June 2016, recommended that DoD SAPRO close this item.

The USAFA VWAP coordinator (the only VWAP personnel at USAFA) completed the VWAP training on 29 April 2016. As noted in USAFA's response to the APY 2014/15 MSA SH&V Report, the JAG Corps only offers this course two to three times per year. Further complicating matters is the fact that USAFA, unlike many other bases, does not have a dedicated VWAP Coordinator, but rather assigns the duty to a General Law paralegal as an additional duty assignment. Given turnover/deployments, USAFA has had three VWAP coordinators in the last three years. In response to this issue and the fact that USAFA ranked in the top five among AF bases in the number of unrestricted reports of sexual assault in FY 13 and FY 14, USAFA/JA has requested a civilian-hire to perform the duties of VWAP coordinator full-time beginning in FY 19.

1.2 Involve Equal Opportunity (EO) representatives in cadet disciplinary boards considering allegations of sexual harassment.

Status: Submitted in June 2016, in progress.

The CW, in coordination with 10 ABW EO Director, has initiated a modification to Section 3.9 of AFCWI 51-201 which addresses "Commander Review Boards." Specifically, the following is being added: "3.9.1.1.1. Prior to conducting the Squadron Commander Review Board (SCRB), the Cadet Squadron Commander will inform his or her AOC/AMT if cadet behavior involves possible sexual harassment and or unlawful discrimination. If the cadet behavior does not involve possible sexual harassment and/or unlawful discrimination, the AOC will generate and sign a memorandum for record stating so. The AOC/AMT will notify the Equal Opportunity (EO) office and courtesy copy the Human Relations Training & Education (HRT&E) office within 48 hours for any sexual harassment and five duty days for any unlawful discrimination that is in accordance with AFI 36-2706, "EQUAL OPPORTUNITY PROGRAM MILITARY AND CIVILIAN." Note: Unlawful discrimination is based on race, color, religion, national origin, sexual orientation, and sex (including sexual harassment). For further questions or clarification, please call the 10th ABW EO office at DSN: 333-4227."

Additionally, to ensure full cooperation and acknowledgement from cadets and AOC/AMT Staff, a Memorandum for the Record will be generated and signed by the AOC stating that no signs of possible sexual harassment/unlawful discrimination are present when appropriate for the disciplinary review.

1.3 Ensure EO office facilitates the adjudication of all cadet sexual harassment complaints.

Status: Submitted in June 2016, recommend close.

Currently, the 10 ABW EO Office handles all sexual harassment complaints. CW and 10 ABW EO are in the process of bolstering this capability. CW is getting two civilians and one military member trained as collateral complaint takers. The plan is that by 1 December 16 the CW NCO will be able to take cadet complaints and will be the primary person performing this function on behalf of the EO Office and CW. This will provide greater synergy, alleviate some of the 10 ABW workload, and provide the Commandant with greater insight as to trends and issues within the CW.

1.4 Align the EO program alongside the SAPR program under the Superintendent, and provide cadets with access to EO personnel.

Status: In progress.

USAFA/CV has directed a cross-functional team to develop recommended organizational changes to meet the intent of this recommendation. Additionally, CW personnel have been identified and are being qualified as EO collateral counselors to support cadets and 10 ABW EO personnel. This will expand timely access to EO services to both military and civilian personnel across the Cadet Area. (Refer to Open Item 1.3)

1.5 Ensure the EO and Family Advocacy Program (FAP) are involved in the Community Action Information Board/Integrated Delivery System (CAIB/IDS).

Status: Submitted in June 2016, recommend close.

The FAP is involved with the CAIB/IDS by providing annual training to all members and attending IDS meetings at least quarterly. More information regarding CAIB/IDS is contained in 4.1

1.6 Revise Memorandum of Understanding (MOU) with TESSA to include sexual assault victim support.

Status: Submitted in June 2016, in progress.

The FAP is coordinating with the SAPR office to revise the MOU with TESSA to include sexual assault victim support. The MOU is currently awaiting signature from TESSA and the 10th MDG.

1.7 Peak Performance Center (PPC) and 10th Medical Group should facilitate a warm hand-off to a SARC or SAPR VA to complete a DD Form 2910.

Status: Submitted to DoD SAPRO in June 2016, recommended that DoD SAPRO close this item.

In APY 2015/16, both the PPC and 10 MDG reviewed their policies and procedures to ensure warm hand-off to SARC or SAPR VA when a victim of SA is identified. The completion of the DD Form 2910 is recognized as a critical matter for victims and all staff in the PPC and 10 MDG has been trained on utilizing this form. PPC operating instructions and AFIs relating to warm hand-off have been updated and are part of annual training.

1.8 Implement a comprehensive set of metrics identified for the Gender Relations Integrated Platform (GRIP) or another comparable set of metrics.

Status: Submitted in June 2016, in progress.

The SAPR Analyst was hired in June 2015, and has spent the last year reviewing the GRIP and other available metrics to assess sexual assault programs. Unfortunately, there are not

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

1.9 Ensure timely and accurate data entry into Defense Sexual Assault Incident Database (DSAID).

- **Ensure all cases in DSAID have a corresponding signed DD Form 2910**
- **Ensure the SARC has the investigation case number to enter into DSAID**
- **Ensure the SARC opens a case in DSAID within 48 hours of receipt of a sexual assault report**

Status: Submitted to DoD SAPRO in June 2016, recommended that DoD SAPRO close this item.

USAFA SAPR utilizes DSAID for Restricted and Unrestricted case reporting. Upon receiving pertinent case demographics, to include a signed DD Form 2910 for official reports, SAPR personnel use the DD Form 2965 to fill in case information within 48 hours of receiving the report. USAFA/SAPR best practice for DSAID inputs has been within 24 hours of receiving official reports. Uploads of signed DD form 2910s occurs only when Unrestricted Reporting is selected by the victim and/or when independent investigations are identified to SAPR Victims are notified that the option remains available to file a DD Form 2910 Unrestricted Report at any time during their case. If a DD Form 2910 is not obtained for Independent Reports, a case will be opened within the database and prescribed, “open with limited” Category. Should the DD Form 2910 be signed with a case of Independent investigations, the “open with limited” category converts to “open”. DSAID case report numbers are documented with victim files in a secured, locked drawer where only assigned SAPR office personnel can access files. USAFA has made great strides to reduce error rates in DSAID. USAFA error rate is currently at 0% (has been as high as 44%). All SARCs, VAs, and VVA are trained in use of the DD Form 2910 and importance of accuracy.

1.10 Ensure Air Officer Commanding (AOCs) use the DEOMI Military Service Academy Organizational Climate Survey (MAOCS) as soon as it becomes available and provide the results to the next level of command.

Status: Submitted in June 2016, recommend close.

AOCs briefed their respective Cadet Squadrons of the results from the MSA DEOCS. The Commandant briefed the Cadets after Winter Break and directed all AOCs address the concerns identified from their reports. Many AOCs reached out to SMEs in the areas of EO and SAPR in order to have thoughtful, meaningful discussions with cadets to ensure communications up and down the chain of command was clear and actionable. This effort helped to ensure trust in the leadership that the cadet voices are being heard and their concerns are being taken seriously.

Since this was the first implementation of the MSA DEOCS, trending data is not available from this survey: the information was compared to previous surveys and research data points and confirmed there were few new concerns to be addressed. The main concerns surrounded the demands on the cadets' time and the feeling they were being pulled in many different directions from academics to athletics to military requirements and it was difficult to concentrate on a single point.

The Cadet Squadrons were given their respective reports. The next higher level of command was given a consolidated report. For example, each Group AOC was given all of the information for all of the squadrons under their command, which includes 10 cadet squadrons. Likewise, the Commandant was given the roll-up information and responses for all forty Cadet Squadrons. These roll-ups gave the Group AOCs and the Commandant an appropriate level of information without inadvertently exposing respondents and impact future trust in the anonymity of the survey.

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2. Secretary of Defense Initiatives

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

Status: Submitted to DoD SAPRO in June 2016, in progress.

The MAOCS was conducted for the first time with cadets at USAFA in Oct 2015. This commander's tool allows cadets to share their perceptions of organizational effectiveness, equal opportunity, equal employment opportunity, fair treatment, and sexual assault prevention and response. Among other things, the MAOCS revealed that trust is one of the major factors that may influence an individual's willingness to report a sexual assault, to include the perceptions (or misperception) of some cadets about how others would react to their reports of sexual assault. Along with results from the last SAGR Focus Group Report, this data is being used to inform leaders, develop training, and influence reporting, perceptions of victims, and climate. The need for accurate information sharing was evident and influenced practices by JA, CW, and SAPR, to include more proactive communication about sexual assault case results and discussions about the meaning of such results. This year the MAOCS will act as a baseline for future data to assess the climate and determine its effects on the reporting of sexual assault.

CW conducts a number of assessments of SAPR related training across all academic years to ensure the safety and well-being of all cadets. From the beginning of a cadet's induction, initial BCT is monitored and assessed for any indications of improper behavior/treatment. Follow-on programmed training CMETP is routinely assessed against established levels of learning to ensure that it is effective and helpful to cadets to maintain awareness of services available when needed.

2.2 Implement strategic plans for sexual assault and harassment that aligned with your Service and Department strategic plans.

Status: Submitted to DoD SAPRO in June 2016, in progress.

AF SAPR published a Strategic Plan in Sept 2015. USAFA's strategic plan was written before

that time. USAFA is drafting a new SAPR Strategic Plan that will align with both the DoD and AF Strategic Plans. The plan will include roles and responsibilities of commanders, first responders, and SAPR personnel. It will also include goals to promote greater reporting at USAFA. Part of the plan will also address SAPR training and the assessment of the CORE.

2.3 Advance and Sustain Appropriate Culture:

- **Implement solutions that address concerns of retaliation among by peers**
- **Employ purposeful and direct engagement with leaders and supervisors of teams, clubs, and other cadet organizations**
Provide cadet influencers with the skills and knowledge to strengthen their ongoing mentorship programs

Status: In Progress.

Refer to LOE 1.11. The USAFA SAPR Guide (available to all cadets/personnel via the Helping Agencies Desktop Icon) specifically outlines the definitions of Reprisal, Retaliation, Coercion, and Discrimination as well the Commander's role in ensuring that victims are protected from retaliation and reprisal. In addition, per the guidance in AFI 90-6001, para 1.4.16, SARCs/Victim Advocates, with the consent of a victim, will notify the IG and SJA if a victim feels as though they have been reprimed or retaliated against. Pursuant to the same AFI, para 2.5.3.8, upon making an Unrestricted report, SAPR personnel are required to inform the victim about the definition of retaliation and reprisal as well as the process for reporting such retaliation/reprisal. In addition, IAW AF discharge instructions, when ANY individual is notified of discharge/disenrollment, they are informed that if they believe the action is the result of reprisal/retaliation for making a report of sexual assault, they can voice those concerns to the General Courts Martial Convening Authority (which at USAFA is the Superintendent).

USAFA employs purposeful and direct engagement with leaders and supervisors of teams, clubs, and other cadet organizations (see for example, the previous discussion in LOE 1.1 and 1.9, concerning the healthy relationship training for all 27 IC teams).

Cadet influencers are provided skills and knowledge to strengthen their ongoing mentorship programs through the PEER program (refer to response in 1.5).

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3. Suggested Enhancements

3.1 Consider providing cadets with DEOMI-approved training on sexual harassment Prevention.

Status: Recommended that DoD SAPRO close this item.

As previously discussed, DEOMI approved training on sexual harassment prevention was provided in APY 2015/16 during BCT. During the summer of 2015, an inaugural event occurred where EO, SAPR, and CW Human Relations combined forces to deliver a consolidated block of training to the basic cadets. Institutional collaboration coupled with an external team of DEOMI-certified EO instructors delivered a synergized training experience that covered the entire continuum of harm. This 3-hour training block discussed the continuum of harm from healthy relationships to sexual harassment to sexual assault. The

training was scenario-based and highly interactive, and has received much better feedback than previous PowerPoint based training. Basic cadets were able to see the connection of the entire continuum, and understood how inappropriate behaviors and micro-aggressions can eventually lead to acceptance of sexual assault and related behaviors. This training was very well received and USAFA will continue to leverage this consolidated approach for the upperclassmen as well. In APY 2016/17, USAFA SAPR will also assess this lesson beyond simply asking participants whether they liked the training, but rather evaluating whether the training actually resulted in behavior changes.

3.2 Consider providing the local AFOSI detachment with an appropriate presence/office space in the cadet area.

Status: Submitted to DoD SAPRO in June 2016, recommended that DoD SAPRO close this item.

USAFA/CW provided OSI with satellite office and interview space in the Cadet Area. AFOSI continues to use this space to facilitate interviews for cadets, reducing lag time, improving operational flexibility, and accommodating cadet/staff schedules.

3.3 The Directorate for Culture, Climate, and Diversity (CCD) should consider leveraging SafeHelpline.org as a force multiplier in both prevention and response.

Status: Submitted to DoD SAPRO in June 2016, recommended that DoD SAPRO close this item.

The USAFA Directorate for Culture, Climate, and Diversity (CCD) through the IDS, developed a mechanism to advertise helping agency services to our military, cadet/cadet candidates, DoD civilians and family members/retirees. Specifically, the Community Support Coordinator developed a Helping Agencies Directory icon that is on every USAFA members' desktop. Additionally, this site provides important information, including a "Wingman Toolkit." Important Note: The Directorate for CCD went through reorganization in March 2016. Senior leadership moved the SAPR division underneath the Vice Superintendent and the diversity and inclusion division continues to report to the USAFA Superintendent.

3.4 Consider establishing a redundancy with the current 24-hour SAPR response telephones.

Status: Recommended that DoD SAPRO close this item.

USAFA SAPR has capability of 24-hour response telephonically and face to face within 60 minutes of notification. USAFA SAPR has defined hotline procedures during the duty day (Monday-Friday, 0730-1600) and after hours (Monday-Friday after 1600 to 0730, and 24-hour coverage holidays and weekends). Coverage of after-hours support is done on a weekly rotation basis. This allows for a fair balance of on-call duties, and continuity of coverage for the program response. There are alternate phones that the hotline phone can be transferred to if line is inoperable (VAs or VAAs off duty hours). The SAPR program phone line is working, and checked intermittently.

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

Status: Recommended that DoD SAPRO close this item.

Current SAPR training presents information about what a cadet or Airmen can do at any time and from anywhere help is needed. Knowledge about the DoD Safe Helpline, USAFA SAPR hotline, and other immediate response resources are shared in training and included on

computers, fliers, and promotional items. Permanent party who travel with cadets and teams receive annual SAPR training and some receive supplemental information. In addition, general SAPR training (and the Helping Agencies icon) also includes information about the resources and procedures for off-base resources such as accessing sexual assault forensic exams.

USAFA had one incident during APY 2015/16, in which a sports team was travelling and a victim began to struggle mentally/emotionally. The victim's coach reached back to USAFA for assistance with SAPR, PPC, and an advocate at the athletic department. The victim received immediate help from these various agencies and the coach was given the tools needed to provide continued support for the victim.

3.6 Consider employing USMA's sensing session model to gain feedback from cadets and midshipmen as part of the Academies' assessment efforts.

Status: In-progress.

Although USAFA senior leaders have not employed a sensing session in the same manner that USMA has, there are numerous social and official functions that the Commandant and Superintendent use to assess how the cadets are receiving the training. These functions include opportunities for the Commandant and the Superintendent to assess how cadets internalize the seriousness of sexual assault in their community and the impact sexual harassment and/or assault has during their stay at USAFA as well as how it jeopardizes effective leadership and degrades the mission. The examples in the following paragraphs are not only geared to talk about harassment and assault but any concern that is prevalent at the time. The Senior Leaders take every opportunity to find a teachable moment with the cadets.

Fireside Chats have occurred several times during each semester with the cadet leadership and the Senior Leaders. This allows the group to talk in a more comfortable, less official setting and to discuss the range of issues that revolve around leadership and the responsibilities that accompany positions of authority. It will invariably touch on harassment and/or assaults because these are cases that are getting attention as they are going through the different stages, i.e., recent news media drawing attention to a case due to an athlete being removed from a sports team, or the preliminary public announcements of an Article 32 or Court-Martial hearing or the final outcome from them.

Mission Element Dinners are conducted at the Commandants house and are set up to reach cadets in their third and fourth academic years. They are designed to bring in not only the upperclassmen from each squadron but the members of each intercollegiate sports team and various clubs that span activities and special interest groups. Also in attendance are permanent party members, instructors, and members from across the installation to help expose the cadets to a wide cross-section of members of our Air Force. Dinners help show the cadets what to expect from a social decorum aspect and encourages free discussions and a variety of perspectives amongst participants.

This last APY the Commandant and Superintendent have placed greater emphasis on AOC/AMT feedback sessions. It is here they can provide clarifying guidance to recent policy decisions, reinforce perspectives on current events, and let the AOCs and AMTs bring to light

issues and concerns that are affecting their respective squadrons. During APY 2015/16 there were more feedback opportunities, twice per semester, to give a dedicated time for all parties to channel concerns both up and down the chain of command. This has been a welcomed opportunity for those who have used these windows of time to find alternative or enhanced ways to make their time in the commander's seat, better for their cadets.

3.7 Consider ways to cost-effectively examine cadet and midshipman social media "footprints" and promote appropriate online behavior.

Status: Recommended to DoD SAPRO that this item be closed.

USAFA/PA regularly monitors various social media platforms used by cadets (e.g. Yik-Yak). In addition, when a court-martial or civilian trial involving cadets occurs, USAFA/JA reviews social media platforms to ensure that there is no misinformation or sensitive information about the pending trial being shared. If such misinformation or gossip is evident, JA works with PA and CW to ensure that the information is corrected.

USAFA/PA has also prepared and distributed a USAFA Social Media Guide that discusses "best practices" for cadet and military member's use of social media. In addition, the CSP contains guidance for cadets about their use of social media.

Finally, AD's Sports Information Director provides social media training every year for AD personnel and ICs, which includes information on the responsible use of social media.

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

Status: Recommended to DoD SAPRO that this item be closed. Code of Conduct for all 27 IC teams plus boxing and cheerleading was implemented this APY.

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4. Open Action Items from Previous Reports

4.1 Establish SARC and VA Positions at the 10th Air Base Wing (ABW).

Status: Submitted to DoD SAPRO in June 2016, recommended this item be closed.

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

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

DoD SAPRO closed this item when they reviewed the USAFA SAPR program on 26 April 2015. In their out brief and on slide five (#2) they listed this item as closed and sited the hiring of a SAPR analyst as fulfilling this requirement. The SAPR analyst hired has extensive experience in education, training and curriculum development. Additionally, she has completed work with SAPR training and curriculum for the AF and at USAFA. DoD considered this item complete.

In the past year, USAFA SAPR has reorganized under the CV and created a SAPR Program Manager (PM) at the HQ level using this previously allocated position for training. The PM and Analyst will drive training at the strategic level across USAFA ensuring adequate and appropriate training at all levels and guaranteeing collaboration across MEs. USAFA feels it is

important for the SARC and VAs to execute the trainings as part of their outreach, to increase awareness, and to make personal connections with the population. Although a specific “training” asset was not hired, USAFA has met the intent of ensuring the appropriate staffing and execution of training. Lastly, USAFA has allocated two prevention specialist positions and is currently reviewing applications.

4.3 Identify appropriate level of sexual assault response training and procedures, and provide these, on an annual basis, to officer, enlisted, and civilian club and sports team representative (to include those leading off-campus activities).

Status: Submitted in June 2016, in progress.

Currently SAPR briefs as required by AFI 36-6001 and DoDI 6495.02. When the USAFAI 36-3511, *Officer Representatives for Athletic Teams*, is updated, it will include specifics on SAPR training for AD officer representatives. Cadet Club Officers in Charge receive training twice a year as required by USAFAI 36-3521, 7.1.4. SAPR training is conducted for Cadet Sponsors three times a year and as requested by training coordinators. SAPR is requesting that this training requirement be formalized in USAFAI 36-2008, *Cadet Sponsor Program*. These and all SAPR training and education will be included in the SAPR Strategic Plan that is currently being written to inform a future SAPR USAFAI therefore institutionalizing all requirements.

In addition to the Healthy Relationship Training conducted with intercollegiate sports teams to include coaches, this year the SAPR analyst developed a lesson about the dangers of sexting that cadet ICs used to conduct at a local high school (see LOE 1.4). SAPR also conducts training for athletes who work with summer sports camp attendees as assistant coaches. The training includes information about sexual assault response, prevention, and legal standards for adults working with children.

4.4 Continue developing the draft USAFA Gender Relations Integrated Platform (GRIP) and align with the USAFA SAPR Strategic Plan.

Status: Submitted in June 2016, in progress.

The new SAPR analyst reviewed the GRIP and other available metrics to assess sexual assault programs this last year. She also researched theories of program analysis and improvement as well as logic models for assessment. The analyst recommends replacing the GRIP with the CORE as it incorporates DoD metrics and outcomes-based metrics. The CORE goes beyond assessing inputs, activities, and outputs and examines impact, which can then be used in the iterative process of program improvement.

Assessments to be used in the CORE are incorporated into the Cadet Military Education and Training Plan institutionalized through CW. The CORE assessment platform will be included in the update of the USAFA SAPR Strategic Plan, which will help to develop the new USAFAI. This will ensure that the CORE is an enduring platform for long-term assessment possibilities.

4.5 Develop outcome-based metrics to address all prevention efforts.

Status: Submitted in June 2016, in progress.

AF SAPR released their Air Force Sexual Assault Prevention Strategy in Aug 2015. The document and accompanying training specifies steps to evaluate prevention efforts at the base level. The socio-ecological model frames violence prevention efforts at USAFA. Using

this framework and the knowledge of risk and protective factors for the perpetration of sexual violence, SAPR training and education addresses prevention and the CORE will collect metrics to assess all prevention efforts at USAFA.

Additionally, AF SAPR has developed and funded positions for Specialist in Primary Prevention of Violence (SPPV). USAFA has been allocated two positions, which were listed in February 2016 and is in the process of hiring the specialized individuals who will also assess outcome-based metrics to address prevention efforts across multiple issues. The SPPV will work closely with SAPR Analyst.

Unrestricted Reports

AIR FORCE MSA APY15-16 UNRESTRICTED REPORTS OF SEXUAL ASSAULTS AT THE UNITED STATES IN THE ACADEMY		
<p>A. APY15-16 REPORTS OF SEXUAL ASSAULT (rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy, and attempts to commit these offenses) BY or AGAINST Cadets/Midshipmen/Prep School Students. Note: The data on this page is raw, uninvestigated information about allegations received during APY15-16. These Reports may not be fully investigated by the end of the APY. This data is drawn from Defense Sexual Assault Database (DSAB) based on Service affiliation of the Sexual Assault Response Coordinator (SARC) who currently manages the Victim case.</p>		APY15-16 Totals
# APY15-16 Unrestricted Reports (one Victim per report)		12
# Cadet/Midshipman/Prep School Student Victims		10
# Non-Cadet/Midshipman/Prep School Student Victims in allegations against Cadet/Midshipman/Prep School Student Subject		2
# Relevant Data Not Available		0
# Unrestricted Reports in the following categories		12
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		6
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student		2
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		4
# Unidentified Subject on Cadet/Midshipman/Prep School Student		0
# Relevant Data Not Available		0
# Unrestricted Reports of sexual assault occurring		12
# On military installation		2
# Off military installation		8
# Unidentified location		2
# Victim in Unrestricted Reports Referred for Investigation		12
# Victims in investigations initiated during APY15-16		11
# Victims with Investigations pending completion at end of 31-MAY-2016		0
# Victims with Completed Investigations at end of 31-MAY-2016		11
# Victims with Investigative Data Forthcoming		0
# Victims where investigation could not be opened by DoD or Civilian Law Enforcement		1
# Victims - Alleged perpetrator not subject to the UCMJ		0
# Victims - Crime was beyond statute of limitations		0
# Victims - Unrestricted Reports for Matters Occurring Prior to Military Service		1
# Victims - Other		0
# All Restricted Reports received in APY15-16 (one Victim per report)		20
# Converted from Restricted Report to Unrestricted Report* (report made this year and converted this year)		3
# Restricted Reports Remaining Restricted at end of APY15-16		17
B. DETAILS OF UNRESTRICTED REPORTS FOR APY15-16		
	APY15-16 Totals	APY15-16 Totals for Cadet/Midship man/Prep School Student Victim Cases
Length of time between sexual assault and Unrestricted Report	12	10
# Reports made within 3 days of sexual assault	2	1
# Reports made within 4 to 10 days after sexual assault	0	0
# Reports made within 11 to 30 days after sexual assault	1	1
# Reports made within 31 to 365 days after sexual assault	3	2
# Reports made longer than 365 days after sexual assault	6	6
# Relevant Data Not Available	0	0
Time of sexual assault	12	10
# Midnight to 6 am	4	3
# 6 am to 6 pm	3	2
# 6 pm to midnight	3	3
# Unknown	2	2
# Relevant Data Not Available	0	0
Day of sexual assault	12	10
# Sunday	1	0
# Monday	3	3
# Tuesday	1	1
# Wednesday	1	1
# Thursday	2	2
# Friday	3	2
# Saturday	1	1
# Relevant Data Not Available	0	0

APY15-16 UNRESTRICTED REPORTS (UR) OF SEXUAL ASSAULT - CADET/MIDSHIPMAN/PREP SCHOOL STUDENT STATUS BY GENDER											
C. UNRESTRICTED REPORTS OF SEXUAL ASSAULTS BY OR AGAINST CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS (VICTIM AND SUBJECT GENDER)	Male on Female	Male on Male	Female on Male	Female on Female	Unknown on Male	Unknown on Female	Multiple Mixed Gender Assault	Relevant Data Not Available	APY15-16 Totals		
	8	1	0	0	0	0	2	1	12		
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	6	0	0	0	0	0	0	0	6		
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	1	0	0	0	0	0	1	0	2		
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	1	1	0	0	0	0	1	0	3		
# Unidentified Subject on Cadet/Midshipman/Prep School Student	0	0	0	0	0	0	0	0	0		
# Relevant Data Not Available	0	0	0	0	0	0	0	1	1		
APY15-16 UNRESTRICTED REPORTS OF SEXUAL ASSAULT BY MATTER INVESTIGATED TYPE (May not reflect what crimes can be charged upon completion of investigation)											
UNRESTRICTED REPORTS MADE IN APY15-16	Penetrating Offenses					Contact Offenses					
D. UNRESTRICTED REPORTS OF SEXUAL ASSAULTS BY OR AGAINST CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS (MOST SERIOUS CRIME ALLEGED, AS CATEGORIZED BY THE MILITARY CRIMINAL INVESTIGATIVE ORGANIZATION)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	APY15-16 Totals
D1. Cadets/Midshipmen/Prep School Student and Non-Cadets/Midshipmen/Prep School Student Categories for Cases Reported in APY	0	0	7	0	0	2	0	0	0	3	12
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0	0	5	0	0	1	0	0	0	0	6
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	0	0	2	0	0	0	0	0	0	0	2
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0	0	0	0	0	1	0	0	0	2	3
# Unidentified Subject on Cadet/Midshipman/Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	1	1
D2. # TOTAL Cadets/Midshipmen/Prep School Student Victims Report in Current APY											
TOTAL Cadet/Midshipman/Prep School Student Victims in APY15-16 Reports	0	0	5	0	0	2	0	0	0	3	10
# Cadet/Midshipman/Prep School Student Victims: Female	0	0	5	0	0	2	0	0	0	2	9
# Cadet/Midshipman/Prep School Student Victims: Male	0	0	0	0	0	0	0	0	0	1	1
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
TIME OF INCIDENT BY OFFENSE TYPE FOR UNRESTRICTED REPORTS OF SEXUAL ASSAULT MADE IN APY15-16											
D3. Time of sexual assault	0	0	7	0	0	2	0	0	0	3	12
# Midnight to 6 am	0	0	4	0	0	0	0	0	0	0	4
# 6 am to 6 pm	0	0	1	0	0	1	0	0	0	1	3
# 6 pm to midnight	0	0	2	0	0	1	0	0	0	0	3
# Unknown	0	0	0	0	0	0	0	0	0	2	2
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
D4. Day of sexual assault	0	0	7	0	0	2	0	0	0	3	12
# Sunday	0	0	1	0	0	0	0	0	0	0	1
# Monday	0	0	2	0	0	1	0	0	0	0	3
# Tuesday	0	0	1	0	0	0	0	0	0	0	1
# Wednesday	0	0	0	0	0	0	0	0	0	1	1
# Thursday	0	0	1	0	0	0	0	0	0	1	2
# Friday	0	0	2	0	0	0	0	0	0	1	3
# Saturday	0	0	0	0	0	1	0	0	0	0	1
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

Unrestricted Reports (continued)

E. SUMMARY OF UNRESTRICTED REPORTS WITH INVESTIGATIONS	APY15-16 Totals
E1. Subjects in Unrestricted Reports Made to Your Service with Investigation Initiated During APY15-16 Note: This data is drawn from DSAID based on Service affiliation of the SARC who currently manages the Victim case associated with the investigation and Subject below.	
# Investigations Initiated during APY15-16	13
# Investigations Completed as of APY15-16 End (group by MCIO #)	11
# Investigations Pending Completion as of APY15-16 End (group by MCIO #)	2
# Subjects in investigations Initiated During APY15-16	18
# Service Member Subjects investigated by CID	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Service Member Subjects investigated by NCIS	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Service Member Subjects investigated by AFOSI	12
# Your Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	8
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	4
# Other Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Non-Service Member Subjects in Service Investigations Note: Non-Service Member Subjects are drawn from all CID, NCIS and AFOSI investigations involving a Victim supported by your Service.	0
# Unidentified Subjects in Service Investigations Note: Unidentified Subjects are drawn from all CID, NCIS and AFOSI investigations involving a Victim supported by your Service.	0
# Service Member Subjects investigated by Civilian or Foreign Law Enforcement Note: Service Member Subjects are drawn from Civilian or Foreign Law Enforcement investigations involving a Victim supported by your Service.	1
# Your Cadet/Midshipman/Prep School Student Subjects investigated by Civilian or Foreign Law Enforcement	1
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian or Foreign Law Enforcement	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by Civilian or Foreign Law Enforcement	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian or Foreign Law Enforcement	0
# Non-Service Member Subjects in Civilian or Foreign Law Enforcement Investigations involving a Victim supported by your Service	2
# Unidentified Subjects in Civilian or Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Subject or Investigation Relevant Data Not Available	3
E2. Service Investigations Completed during APY15-16 Note: The following data is drawn from DSAID and describes criminal investigations completed during the APY15-16. These investigations may have been initiated during the APY15-16 or any prior APY.	
# Total Investigations completed by Services during APY15-16 (Group by MCIO Case Number)	17
# Of these investigations with more than one Victim	1
# Of these investigations with more than one Subject	2
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in investigations completed during APY15-16 involving a Victim supported by your Service	22
# Service Member Subjects investigated by CID	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Service Member Subjects investigated by NCIS	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Service Member Subjects investigated by AFOSI	16
# Your Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	10
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	6
# Other Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Non-Service Member Subjects in completed Service Investigations involving a Victim supported by your Service	0
# Unidentified Subjects in completed Service Investigations involving a Victim supported by your Service	3
# Subject Relevant Data Not Available	3
# Victims in investigations completed during APY15-16, supported by your Service	18
# Service Member Victims in CID investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in CID investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in CID investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in CID investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in CID investigations	0
# Service Member Victims in NCIS investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in NCIS investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in NCIS investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	0
# Service Member Victims in AFOSI investigations	18
# Your Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	17
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in AFOSI investigations	1
# Other Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in AFOSI investigations	0
# Non-Service Member Victims in Service Investigations	0
# Victim Relevant Data Not Available	0

Unrestricted Reports (continued)

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

Victims in Investigations Completed in APY15-16	Victim Data From Investigations Completed during APY15-16										APY15-16 Totals
	Penetrating Offenses					Contact Offenses					
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art. 120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	
F1. Gender of Victims	4	1	9	0	0	4	0	0	1	2	21
# Male	0	0	1	0	0	1	0	0	0	1	3
# Female	4	1	8	0	0	3	0	0	1	1	18
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F2. Age of Victims	4	1	9	0	0	4	0	0	1	2	21
# 0-15	0	0	0	0	0	0	0	0	0	1	1
# 16-19	3	1	5	0	0	1	0	0	1	1	12
# 20-24	0	0	1	0	0	3	0	0	0	0	4
# 25-34	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0
# 50-64	0	0	0	0	0	0	0	0	0	0	0
# 65 and older	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	1	0	3	0	0	0	0	0	0	0	4
F3. Victim Type	4	1	9	0	0	4	0	0	1	2	21
# Service Member	4	1	8	0	0	4	0	0	1	2	20
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	0	0	0	0	0	0	0	0	0	0	0
# Other US Government Civilian	0	0	0	0	0	0	0	0	0	0	0
# US Civilian (including NG Title 32)	0	0	1	0	0	0	0	0	0	0	1
# Foreign National	0	0	0	0	0	0	0	0	0	0	0
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F4. Grade of Service Member Victims	4	1	8	0	0	4	0	0	1	2	20
# E1-E4	0	0	0	0	0	0	0	0	0	0	0
# E5-E9	0	0	1	0	0	0	0	0	0	0	1
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	0	0	0	0	0
# O4-O10	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	3	1	7	0	0	3	0	0	1	2	17
# Academy Prep School Student	1	0	0	0	0	1	0	0	0	0	2
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F5. Service of Service Member Victims	4	1	8	0	0	4	0	0	1	2	20
# Army	0	0	0	0	0	0	0	0	0	0	0
# Navy	0	0	0	0	0	0	0	0	0	0	0
# Marines	0	0	0	0	0	0	0	0	0	0	0
# Air Force	4	1	8	0	0	4	0	0	1	2	20
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F6. Status of Service Member Victims	4	1	8	0	0	4	0	0	1	2	20
# Active Duty	0	0	1	0	0	0	0	0	0	0	1
# Reserve (Activated)	0	0	0	0	0	0	0	0	0	0	0
# National Guard (Activated - Title 10)	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	3	1	7	0	0	3	0	0	1	2	17
# Academy Prep School Student	1	0	0	0	0	1	0	0	0	0	2
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

G. DEMOGRAPHICS ON SUBJECTS IN INVESTIGATIONS COMPLETED IN APY15-16 (Investigation Completed within the reporting period. These investigations may have been opened in current or prior Academic Years)	Subject Data From Investigations completed during APY15-16											APY15-16 Totals
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available		
G1. Gender of Subjects	4	1	12	0	0	5	0	0	1	2	25	
# Male	2	1	11	0	0	3	0	0	0	2	19	
# Female	0	0	1	0	0	1	0	0	0	0	2	
# Unknown	2	0	0	0	0	0	0	1	0	0	3	
# Relevant Data Not Available	0	0	0	0	0	1	0	0	0	0	1	
G2. Age of Subjects	4	1	12	0	0	5	0	0	1	2	25	
# 0-15	0	0	0	0	0	0	0	0	0	0	0	
# 16-19	0	0	4	0	0	0	0	0	0	1	5	
# 20-24	2	1	5	0	0	4	0	0	0	0	12	
# 25-34	0	0	2	0	0	0	0	0	0	0	2	
# 35-49	0	0	0	0	0	0	0	0	0	0	0	
# 50-64	0	0	0	0	0	0	0	0	0	0	0	
# 65 and older	0	0	0	0	0	0	0	0	0	0	0	
# Unknown	0	0	0	0	0	0	0	0	0	1	1	
# Relevant Data Not Available	2	0	1	0	0	1	0	0	1	0	5	
G3. Subject Type	4	1	12	0	0	5	0	0	1	2	25	
# Service Member	2	1	11	0	0	3	0	0	0	0	17	
# Drill Instructors/Drill Sergeants	0	0	0	0	0	0	0	0	0	0	0	
# Recruiters	0	0	0	0	0	0	0	0	0	0	0	
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	
# DoD Contractor	0	0	0	0	0	0	0	0	0	0	0	
# Other US Government Civilian	0	0	0	0	0	0	0	0	0	0	0	
# US Civilian	0	0	0	0	0	0	0	0	0	2	2	
# Foreign National	0	0	0	0	0	0	0	0	0	0	0	
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0	
# Unknown	2	0	0	0	0	0	0	1	0	0	3	
# Relevant Data Not Available	0	0	1	0	0	2	0	0	0	0	3	
G4. Grade of Service Member Subjects	2	1	11	0	0	3	0	0	0	0	17	
# E1-E4	0	0	1	0	0	0	0	0	0	0	1	
# E5-E9	0	0	1	0	0	0	0	0	0	0	1	
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0	
# O1-O3	1	1	1	0	0	1	0	0	0	0	4	
# O4-O10	0	0	0	0	0	0	0	0	0	0	0	
# Cadet/Midshipman	1	0	8	0	0	2	0	0	0	0	11	
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	
# Unknown	0	0	0	0	0	0	0	0	0	0	0	
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0	
G5. Service of Service Member Subjects	2	1	11	0	0	3	0	0	0	0	17	
# Army	0	0	0	0	0	0	0	0	0	0	0	
# Navy	0	0	0	0	0	0	0	0	0	0	0	
# Marines	0	0	0	0	0	0	0	0	0	0	0	
# Air Force	2	1	11	0	0	3	0	0	0	0	17	
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0	
# Unknown	0	0	0	0	0	0	0	0	0	0	0	
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0	
G6. Status of Service Member Subjects	2	1	11	0	0	3	0	0	0	0	17	
# Active Duty	1	1	3	0	0	0	0	0	0	0	5	
# Reserve (Activated)	0	0	0	0	0	1	0	0	0	0	1	
# National Guard (Activated - Title 10)	0	0	0	0	0	0	0	0	0	0	0	
# Cadet/Midshipman	1	0	8	0	0	2	0	0	0	0	11	
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	
# Unknown	0	0	0	0	0	0	0	0	0	0	0	
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0	

Unrestricted Reports (continued)

H. FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED APY15-16 INVESTIGATIONS	APY15-16 Totals	H1. ASSOCIATED VICTIM DATA FOR COMPLETED APY15-16 INVESTIGATIONS	APY15-16 Totals
# Subjects in Unrestricted Reports that could not be investigated by DoD or Civilian Law Enforcement Note: These Subjects are from Unrestricted Reports referred to MCIOs or other law enforcement for investigation during APY15-16, but the agency could not open an investigation based on the reasons below.	1		
# Subjects - Not subject to the UCMJ	0		
# Subjects - Crime was beyond statute of limitations	0		
# Subjects - Matter alleged occurred prior to Victim's Military Service	1		
# Subjects - Other	0		
# Subjects in investigations completed in APY15-16 Note: These are Subjects from Tab1b, Cells B29, B59, B77.	25	# Victims in investigations completed in APY15-16	21
# Cadet/Midshipman/Prep School Student Subjects in investigations opened and completed in APY15-16	8	# Cadet/Midshipman/Prep School Student Victims in investigations opened and completed in APY15-16	10
# Total Subjects with allegations unfounded by a Military Criminal Investigative Organization	0	# Total Victims associated with MCIO unfounded allegations	0
# Cadet/Midshipman/Prep School Student Subjects with allegations unfounded by MCIO	0	# Cadet/Midshipman/Prep School Student Victims involved in MCIO unfounded allegations	0
# Non-Cadet/Midshipman/Prep School Student Subjects (including civilians) with allegations unfounded by MCIO	0	# Non-Cadet/Midshipman/Prep School Student Victims involved in MCIO unfounded allegations	0
# Unidentified Subjects with allegations unfounded by MCIO	0		
# Subjects with Subject data not yet available and with allegations unfounded by MCIO	0	# Victims with Victim data not yet available and involved in MCIO unfounded allegations	0
# Total Subjects Outside DoD Prosecutive Authority	3		
# Unknown Offenders	3	# Cadet/Midshipman/Prep School Student Victims in substantiated Unknown Offender Reports	2
		# Cadet/Midshipman/Prep School Student Victims in remaining Unknown Offender Reports	1
# US Civilians or Foreign National Subjects not subject to the UCMJ	0	# Cadet/Midshipman/Prep School Student Victims in substantiated Civilian/Foreign National Subject Reports	0
		# Cadet/Midshipman/Prep School Student Victims in remaining Civilian/Foreign National Subject Reports	0
# Service Members Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman/Prep School Student Victims in substantiated reports against a Cadet/Midshipman/Prep School Student who is being Prosecuted by a Civilian or Foreign Authority	0
# Subjects who died or deserted	0	# Cadet/Midshipman/Prep School Student Victims in substantiated reports with a deceased or deserted Subject	0
		# Cadet/Midshipman/Prep School Student Victims in remaining reports with a deceased or deserted Subject	0
# Total Command Action Precluded or Declined for Sexual Assault	3		
# Service Member Subjects where Victim declined to participate in the military justice action	2	# Cadet/Midshipman/Prep School Student Victims who declined to participate in the military justice action	3
# Service Member Subjects whose investigations had insufficient evidence to prosecute	1	# Cadet/Midshipman/Prep School Student Victims in investigations having insufficient evidence to prosecute	1
# Service Member Subjects whose cases involved expired statute of limitations	0	# Cadet/Midshipman/Prep School Student Victims whose cases involved expired statute of limitations	0
# Service Member Subjects with allegations that were unfounded by Command	0	# Cadet/Midshipman/Prep School Student Victims whose allegations were unfounded by Command	0
# Service Member Subjects with Victims who died before completion of military justice action	0	# Cadet/Midshipman/Prep School Student Victims who died before completion of the military justice action	0
# Subjects disposition data not yet available	17	# Cadet/Midshipman/Prep School Student Victims involved in reports with Subject disposition data not yet available	12
# Subjects for whom Command Action was completed as of 31-MAY-2016	2		
# APY15-16 Service Member Subjects where evidence supported Command Action	2	# APY15-16 Cadet/Midshipman/Prep School Student Victims in cases where evidence supported Command Action	2
# Service Member Subjects: Courts-Martial charge preferred	0	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial referrals against Subject	0
# Service Member Subjects: Nonjudicial punishments (Article 15 UCMJ)	0	# Cadet/Midshipman/Prep School Student Victims involved with Nonjudicial punishments (Article 15) against Subject	0
# Service Member Subjects: Administrative discharges	0	# Cadet/Midshipman/Prep School Student Victims involved with Administrative discharges against Subject	0
# Service Member Subjects: Other adverse administrative actions (including Cadet Disciplinary System)	1	# Cadet/Midshipman/Prep School Student Victims involved with Other administrative actions against Subject (including Cadet Disciplinary System)	1
# Service Member Subjects: Courts-Martial charge preferred for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial referrals for non-sexual assault offenses	0
# Service Member Subjects: Non-judicial punishment for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Service Member Subjects: Administrative discharges for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with administrative discharges for non-SA offense	0
# Service Member Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)	1	# Cadet/Midshipman/Prep School Student Victims involved with Other administrative actions for non-SA offense (including Cadet Disciplinary System)	1
* Restricted Reports that convert to Unrestricted Reports are counted with the total number of Unrestricted Reports.			

Unrestricted Reports (continued)

I. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Sexual Assault Charge). This section reports the outcomes of Courts-Martial for sexual assault crimes completed during APY15-16	APY15-16 Totals
# Total Subjects with Courts-Martial Charge Preferred for a Sexual Assault Charge Pending Court Completion	4
# Subjects whose Courts-Martial action was NOT completed by the end of APY15-16	0
# Subjects whose Courts-Martial was completed by the end of APY15-16	4
# Subjects whose Courts-Martial was dismissed	1
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 punishment	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 acquittal	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial	1
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 acquittal	0
# Subjects who resigned or were discharged in lieu of Courts-Martial	2
# Officer Subjects and Cadets who were allowed to resign in lieu of Courts-Martial	2
# Enlisted Subjects who were discharged in lieu of Courts-Martial	0
# Subjects with Courts-Martial charges proceeding to trial on a sexual assault charge	1
# Subjects Acquitted of Charges	1
# Subjects Convicted of Any Charge at Trial	0
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	0
# Subjects receiving confinement	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving a punitive discharge (Dishonorable, Bad Conduct, or Dismissal)	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects to be processed for administrative discharge or separation subsequent to sexual assault conviction	0
# Subjects receiving UOTHC administrative discharge	0
# Subjects receiving General administrative discharge	0
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Convicted Subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	0
J. NONJUDICIAL PUNISHMENTS IMPOSED (Sexual Assault Charge). This section reports the outcomes of nonjudicial punishments for sexual assault crimes completed during APY15-16	APY15-16 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a Sexual Assault Charge in APY15-16	0
# Subjects whose nonjudicial punishment action was not completed by the end of APY15-16	0
# Subjects whose nonjudicial punishment action was completed by the end of APY15-16	0
# Subjects whose nonjudicial punishment was dismissed	0
# Subjects administered nonjudicial punishment	0
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	0
# Subjects receiving correctional custody	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects receiving a reprimand	0
# Subjects processed for an administrative discharge or separation subsequent to nonjudicial punishment on a sexual assault charge	0
# Subjects who received NJP followed by UOTHC administrative discharge	0
# Subjects who received NJP followed by General administrative discharge	0
# Subjects who received NJP followed by Honorable administrative discharge	0
# Subjects who received NJP followed by Uncharacterized administrative discharge	0
K. OTHER ACTIONS TAKEN. This section reports other disciplinary action taken for Subjects who were investigated for sexual assault. It combines outcomes for Subjects in these categories listed in Sections D and E above.	APY15-16 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY15-16	0
# Subjects receiving an administrative discharge or other separation for a sexual assault offense	0
# Subjects receiving UOTHC administrative discharge	0
# Subjects receiving General administrative discharge	0
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Subjects whose other adverse administrative action was not completed by the end of APY15-16	0
# Subjects receiving other adverse administrative action for a sexual assault offense	3

Unrestricted Reports (continued)

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

Restricted Reports

AIR FORCE MSA	
APY15-16 RESTRICTED REPORTS OF SEXUAL ASSAULT	
A. APY15-16 RESTRICTED REPORTS OF SEXUAL ASSAULT	APY15-16 Totals
# TOTAL Victims initially making Restricted Reports	20
# Cadet/Midshipman/Prep School Student Victims making Restricted Reports	19
# Non-Cadet/Midshipman/Prep School Student Victims making Restricted Report involving a Cadet/Midshipman/Prep School Student Subject	1
# Relevant Data Not Available	0
# Total Victims who reported and converted from Restricted Report to Unrestricted Report in the APY15-16*	3
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16	3
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16	0
# Relevant Data Not Available	0
# Total Victim reports remaining Restricted	17
# Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	16
# Non-Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	1
# Relevant Data Not Available	0
# Remaining Restricted Reports involving Cadet/Midshipman/Prep School Students in the following categories	17
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	7
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	5
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student (entitled to a RR by DoD Policy)	1
# Unidentified Subject on Cadet/Midshipman/Prep School Student	3
# Relevant Data Not Available	1
B. INCIDENT DETAILS	APY15-16 Totals
# Reported sexual assaults occurring	17
# On military installation	4
# Off military installation	4
# Unidentified location	8
# Relevant Data Not Available	1
Length of time between sexual assault and Restricted Report	17
# Reports made within 3 days of sexual assault	4
# Reports made within 4 to 10 days after sexual assault	0
# Reports made within 11 to 30 days after sexual assault	1
# Reports made within 31 to 365 days after sexual assault	4
# Reports made longer than 365 days after sexual assault	5
# Relevant Data Not Available	3
Time of sexual assault incident	17
# Midnight to 6 am	2
# 6 am to 6 pm	1
# 6 pm to midnight	9
# Unknown	5
# Relevant Data Not Available	0
Day of sexual assault incident	17
# Sunday	5
# Monday	2
# Tuesday	0
# Wednesday	1
# Thursday	0
# Friday	3
# Saturday	3
# Relevant Data Not Available	3
C. RESTRICTED REPORTING - VICTIM SERVICE AFFILIATION	APY15-16 Totals
# Cadet/Midshipman/Prep School Student Victims	16
# Army Victims	0
# Navy Victims	0
# Marines Victims	0
# Air Force Victims	16
# Coast Guard Victims	0
# Relevant Data Not Available	0

Restricted Reports (continued)

D. DEMOGRAPHICS FOR APY15-16 RESTRICTED REPORTS OF SEXUAL ASSAULT		APY15-16 Totals
Gender of Victims		17
# Male		1
# Female		16
# Relevant Data Not Available		0
Age of Victims at the Time of Incident		17
# 0-15		3
# 16-19		8
# 20-24		5
# 25-34		1
# 35-49		0
# 50-64		0
# 65 and older		0
# Relevant Data Not Available		0
Grade of Service Member Victims		17
# E1-E4		0
# E5-E9		0
# WO1-WO5		0
# O1-O3		1
# O4-O10		0
# Cadet/Midshipman		15
# Academy Prep School Student		1
# Relevant Data Not Available		0
Status of Service Member Victims		17
# Active Duty		1
# Reserve (Activated)		0
# National Guard (Activated - Title 10)		0
# Cadet/Midshipman/Prep School Student		15
# Academy Prep School Student		1
# Relevant Data Not Available		0
Victim Type		17
# Service Member		17
# DoD Civilian		
# DoD Contractor		
# Other US Government Civilian		
# Non-Service Member		0
# Foreign National		
# Foreign Military		
# Relevant Data Not Available		0
E. RESTRICTED REPORTING FOR A SEXUAL ASSAULT THAT OCCURRED PRIOR TO JOINING SERVICE		APY15-16 Totals
# Cadet/Midshipman/Prep School Student Victims making a Restricted Report for Incidents Occurring Prior to Military Service		8
# Cadet/Midshipman/Prep School Student Making A Restricted Report for an Incident that Occurred Prior to Age 18		7
# Cadet/Midshipman/Prep School Student Making a Restricted Report for an Incident that Occurred After Age 18		1
# Cadet/Midshipman/Prep School Student Choosing Not to Specify		0
# Relevant Data Not Available		0
F. RESTRICTED REPORTS CONVERSION DATA (DSAID USE ONLY)		APY15-16 Totals
Mean # of Days Taken to Change to Unrestricted		67
Standard Deviation of the Mean For Days Taken to Change to Unrestricted		47.48
Mode # of Days Taken to Change to Unrestricted		24
G. TOTAL VICTIMS WHO REPORTED IN PRIOR YEARS AND CONVERTED FROM RESTRICTED REPORT TO UNRESTRICTED REPORT IN THE APY15-16		APY15-16 Totals
Total Victims who reported in prior years and converted from Restricted Report to Unrestricted Report in the APY15-16		3
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16		3
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16		0
# Relevant Data Not Available		0
* The Restricted Reports are reports that converted to Unrestricted Reports are counted in the total number of Unrestricted Reports listed in Worksheet 1a, Section A.		

Support Services

AIR FORCE MSA APY15-16 SUPPORT SERVICES FOR VICTIMS OF SEXUAL ASSAULT	
<i>NOTE: Totals of referrals and military protective orders are for all activities during the reporting period, regardless of when the sexual assault report was made.</i>	
A. SUPPORT SERVICE REFERRALS TO CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS VICTIMS FROM UNRESTRICTED REPORTS:	APY15-16 Totals
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	12
# Medical	0
# Mental Health	2
# Legal	7
# Chaplain/Spiritual Support	1
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	1
# DoD Safe Helpline	1
# Other	0
# CIVILIAN Resources (Referred by DoD)	0
# Medical	0
# Mental Health	0
# Legal	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	0
# Victim Advocate	0
# DoD Safe Helpline	
# Other	0
# Cases where SAFEs were conducted	1
# Cases where SAFE kits or other needed supplies were not available at time of Victim's exam	0
# Military Victims making an Unrestricted Report for an incident that occurred prior to military service	3
B. APY15-16 MILITARY PROTECTIVE ORDERS (MPO) * AND EXPEDITED TRANSFERS - UNRESTRICTED REPORTS	APY15-16 TOTALS
# Military Protective Orders issued during APY15-16	0
# Reported MPO Violations in APY15-16	0
# Reported MPO Violations by Subjects	0
# Reported MPO Violations by Victims of sexual assault	0
# Reported MPO Violations by Both	0
<i>*In accordance with DoD Policy, Military Protective Orders are only issued in Unrestricted Reports. A Restricted Report cannot be made when there is a safety risk for the Victim.</i>	
# Unit/Duty expedited transfer requests by Cadet/Midshipman/Prep School Student Victims of sexual assault	0
# Unit/Duty expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims of sexual assault	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
C. SUPPORT SERVICE REFERRALS FOR MILITARY VICTIMS IN RESTRICTED REPORTS	APY15-16 TOTALS
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	20
# Medical	2
# Mental Health	7
# Legal	4
# Chaplain/Spiritual Support	3
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	1
# DoD Safe Helpline	2
# Other	1
# CIVILIAN Resources (Referred by DoD)	0
# Medical	0
# Mental Health	0
# Legal	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	0
# Victim Advocate	0
# DoD Safe Helpline	
# Other	0
# Cases where SAFEs were conducted	2
# Cases where SAFE kits or other needed supplies were not available at time of Victim's exam	0

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

A1. Formal Complaints	
# Total Formal Cadet/Midshipman Complaints	0
# Formal substantiated complaints	
# Formal unsubstantiated complaints	
# Pending formal complaints	

A2. Informal Complaints	
# Total Informal Cadet/Midshipman Complaints referred for Investigation/Inquiry	0
# Informal substantiated complaints referred for investigation/inquiry	
# Informal unsubstantiated complaints referred for investigation/inquiry	
# Pending informal complaints referred for investigation/inquiry	

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

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

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

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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	0
# Formal complaints reported to GCMCA within 72 Hours	
# Formal complaints reported to GCMCA beyond 72 Hours	

D2. # Informal Complaints (Total number from Section A2.)	
# Informal Cadet/Midshipman Complaints that Resulted in GCMCA Notification	0
# Informal complaints reported to GCMCA within 72 Hours	
# Informal complaints reported to GCMCA beyond 72 Hours	

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E. LENGTH OF TIME BETWEEN WHEN THE INCIDENT OCCURRED AND WHEN THE COMPLAINT WAS REPORTED BY COMPLAINANT.

DoD MEO policy encourages reporting of complaints within 60 days of the incident. In this section, record the following: (1) the total number of formal and informal complaints (2) the number of formal and informal complaints reported within 60 days following the incident; (3) the number of formal and informal complaints reported beyond 60 days of the incident; and (4) the number of formal and informal complaints where the time is unknown between when the incident occurred and when the complainant reported the incident.

E1. Total Complaints	
# Total of Formal and Informal Cadet/Midshipman Complaints	2

E2. Formal Complaints	
# Total Formal Cadet/Midshipman Complaints	0
# Formal complaints made less than or equal to 60 days following the incident	
# Formal complaints made more than 60 days following the incident	
# Formal complaints where the time is unknown between when the incident occurred and when the complainant reported the incident	

E3. Informal Complaints	
# Total Informal Cadet/Midshipman Complaints	2
# Informal complaints made less than or equal to 60 days following the incident	
# Informal complaints made more than 60 days following the incident	
# Informal complaints where the time is unknown between when the incident occurred and when the complainant reported the incident	

F. OCCURRENCE OF SUBSTANTIATED COMPLAINTS.

F1. Formal Substantiated Complaints	
# Total Number of Cadet/Midshipman Substantiated Complaints	0
# On Duty (i.e., during duty hours)	
# Off Duty (i.e., during time off)	
# Unknown/Unreported	

F2. Informal Substantiated Complaints	
# Total Number of Cadet/Midshipman Substantiated Complaints	2
# On Duty (i.e., during duty hours)	
# Off Duty (i.e., during time off)	
# Unknown/Unreported	

G. NATURE OF ALLEGATIONS IN SUBSTANTIATED COMPLAINTS.

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

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

G2. Identify Nature of Allegation(s) in Substantiated Cadet/Midshipman Informal Complaints	
# Substantiated incidents of crude/offensive behavior	2
# Substantiated incidents of unwanted sexual attention	
# Substantiated incidents of sexual coercion	

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

H1. Formal Substantiated Cadet/Midshipman Complaints	
# Total offenders in formal substantiated complaints	
# Total offenders pending corrective action as of the end of reporting fiscal year	
# Corrective actions administered to all offenders as of the end of reporting fiscal year	0
# Court-martial	
# Non-judicial punishments	
# Discharges in lieu of court martial	
# Discharges in lieu of disciplinary action	
# Cadet disciplinary system actions	
# Adverse or administrative actions	
# Other (include comments in the analysis section of your report)	

H2. Informal Cadet/Midshipman Complaints	
# Total offenders in informal substantiated complaints	
# Total offenders pending corrective action as of the end of reporting fiscal year	
# Corrective actions administered to all offenders as of the end of reporting fiscal year	2
# Court-martial	
# Non-judicial punishments	
# Discharges in lieu of court-martial	
# Discharges in lieu of disciplinary action	
# Cadet disciplinary systems actions	1
# Adverse or administrative actions	1
# Other (include comments in the analysis section of your report)	

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

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# W01-W05	
# O1-O3	
# O4-O6	
# O7-O10	
# Civilian employee	
# Contractor	
# Other	

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

J. OFFENDER CHARACTERISTICS IN SUBSTANTIATED INFORMAL COMPLAINTS.

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

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

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# O1-O3	
# O4-O6	
# O7-O10	
# Civilian employee	
# Contractor	
# Other	

K. COMPLAINANT CHARACTERISTICS IN SUBSTANTIATED FORMAL COMPLAINTS.

K1. Female Cadet/Midshipman Complainant(s) by Pay Grade	
# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	
K2. Male Cadet/Midshipman Complainant(s) by Pay Grade	
# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	

L. COMPLAINANT CHARACTERISTICS IN SUBSTANTIATED INFORMAL COMPLAINTS.

L1. Female Cadet/Midshipman Complainant(s) by Pay Grade	
# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	
L2. Male Cadet/Midshipman Complainant(s) by Pay Grade	
# 1st Class (Senior Academy Student)	
# 2nd Class (Junior Academy Student)	
# 3rd Class (Sophomore Academy Student)	
# 4th Class (Freshman Academy Student)	2

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

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

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

M2. Relationship of Offender(s) to the Complainant(s) in Substantiated Informal Complaints	
# Academy Cadet/Midshipman Class Mate	
# Academy Member in cadet's/midshipman's chain of command	
# Academy Member of higher rank/grade who is not in cadet/midshipman chain of command	
# Other military person(s)	
# Person in the local community	
# Civilian	
# Contractor	
# Same unit or assigned classroom	2
# Other	
# Same gender	
# Different gender	

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N. ANALYSIS

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

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

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

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

H1. Other corrective actions administered to all offenders in formal complaints during the fiscal year.

H2. Other corrective actions administered to all offenders in informal complaints during the fiscal year.

K. INDIVIDUAL COMPLAINT REPORT INFORMATION												
Complaint Identification Number	Days between incident & formal report	Forwarded to GCMCA	On- or off-duty	Offender Grade	Offender Gender	Complainant Grade	Complainant Gender	Allegation	Relationship	Unit	Disciplinary/Corrective Actions Taken	Other comments
CW-16-003		More Than 72 Hours		Cadet	Male	Cadet	Male	Unwanted Sexual Attention	Military co-worker	Same unit	Other adverse or administrative action	
CW-16-014		Less Than 72 Hours		Cadet	Male	Cadet	Male	Unwanted Sexual Attention	Military co-worker	Same unit	Other adverse or administrative action	