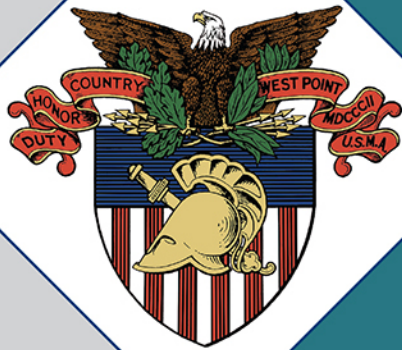


Appendix A: Army Compliance Assessment of the United States Military Academy





**DEPARTMENT OF THE ARMY
ASSISTANT SECRETARY OF THE ARMY
MANPOWER AND RESERVE AFFAIRS
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WASHINGTON DC 20310-0111**

SAMR

**MEMORANDUM FOR DIRECTOR, DEPARTMENT OF DEFENSE SEXUAL ASSAULT
PREVENTION AND RESPONSE OFFICE**

**SUBJECT: Department of Defense Annual Report on Sexual Harassment and Violence
at the United States Army West Point, Academic Program Year 2018-2019**

- 1. Reference. Memorandum, Under Secretary of Defense, Subject: Department of Defense Academic Program Year 2017-2018 Report on Sexual Harassment and Violence at the Military Service Academies.**
- 2. Purpose. This memorandum provides an update on actions and in-stride assessments of the United States Military Academy (USMA) Action Plan as directed by the Office of the Under Secretary of Defense for Personnel and Readiness June 2017 Memorandum.**
- 3. Overall. The USMA Sexual Harassment and Assault Response Prevention program received a "Satisfactory" rating for this assessment**
- 4. Policy. People are my number one priority. The prevention and elimination of sexual harassment and sexual assault are central to taking care of our people. Leadership at all levels is committed to building cohesive teams founded on the Army Values, mutual trust, and respect for the human dignity of every person. The policy of the Army, and this office, is that sexual harassment and sexual assault are unacceptable conduct and are not condoned or tolerated. Sexual harassment and sexual assault destroy teamwork, negatively affect mission success, and are incompatible with Army Values. Maintaining an environment free of sexual harassment and sexual assault are key and critical ingredients in successfully accomplishing our mission.**
- 5. Background. Section 532 of the John Warner National Defense Authorization Act for Fiscal Year 2007 (Public Law No. 109-364) requires the Department of Defense (DoD) to conduct an annual assessment of the Military Service Academies (MSA) to determine the effectiveness of policies, training, and procedures with respect to sexual harassment and sexual violence involving academy personnel.**

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USMA Messages:

- College students aged 17-24 are among the nation's most vulnerable in terms of sexual violence victimization and perpetration. Cadets are a reflection of today's society, and USMA is laser-focused on empowering them to exhibit dignity and respect.

- USMA cultural dynamics and demographics have shifted throughout the years. The diversity in population changes will impact the overall environment therefore creating storming and forming phases, which will eventually normalize.

- USMA's number one priority is to develop leaders of character who become officers in the U.S. Army and fight and win our Nation's wars. These leaders of character are asked to lead cohesive and effective units that are gender- integrated, multi-generational, ethnically diverse, and where each member is treated with dignity and respect.

- USMA has focused on several strategic efforts during the past 18 months emphasizing empathy and moral courage in alignment with USMA's goal of creating a climate of dignity and respect that values every team member's contributions to the mission.

- USMA's recently published "Developing Leaders of Character" provides a common operating picture to describe the West Point Leader Development System (WPLDS), an integrated approach to developing leaders of character. USMA focuses on developing three aspects of character by encouraging cadets to live honorably, lead honorably, and demonstrate excellence.

- In a deliberate reset of USMA's prevention strategy, data drives decisive actions to shape cadets' attitudes and beliefs. Cadets are becoming more aware of risky situations, evident by 85 percent who reported taking steps to intervene using tools learned during the character development lessons.

Assessment:

These steps are continuing to increase trust in the chain of command and response services. USMA actions include:

- Revised its reporting policy to align with DoD policy that permits third party disclosures without compromising their Restricted Reporting option

- Designed a centrally located SHARP Resource Center at West Point that is within the Cadet Area and is easily and privately accessible.

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- Relocated the Sexual Assault Response Coordinator (SARC) and Victim Advocate (VA) into the new SHARP Resource Center.

Results:

Department of the Army found USMA "in compliance with comments" with AR 600-20:

- Three significant deficiencies and one minor deficiency have been addressed and closed.
- Sexual Assault Response Coordinator (SARC) unaware of DoDI 1020.03 (Dated February 8, 2018) and anonymous reporting process.
- Sexual Harassment complaints reporting flow chart required updates for compliance with Department of Army SHARP guidance, and DoDI 1020.03.
- Interview with Victim Advocate revealed lack of understanding on when to use "Open with Limited" case option in DSAID.
- USMA Program Manager serving as co-chair at the Sexual Assault Review Board (SARB) and not the Lead SARC as required by policy (DoDI 6495.02, enclosure 9 p1-c).

Department of the Army recommendations for improvement include:

- Conduct regular refresher training with SARC and VA on DoD/Army policies, procedures and resources.
- Conduct refresher training for VA on Defense Sexual Assault Incident Database (DSAID) procedures to enter cases with limited information.
- Consider implementing a cloud-based mobile application accessible to computer, tablet or phone to report anonymous sexual harassment complaints.
- Continue to integrate prevention efforts in USMA organizational core values.
- Department of the Army has agreed to pursue an additional full-time employee (FTE), to increase USMA's prevention capability. USMA will fully utilize the Department of the Army's funded FTE and recognizes a robust prevention system requires more personnel.

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6. Conclusion. USMA is fully engaged in developing our future leaders to promote effective combat teams built on trust and unit cohesion. The goal remains to eliminate incidents of sexual violence and harassment completely. USMA is taking deliberate and research-informed steps to achieve this end-state. Academy leadership is diligently executing plans to reinvigorate prevention, improve reporting, enhance a culture of respect, and promote a disciplined force.

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