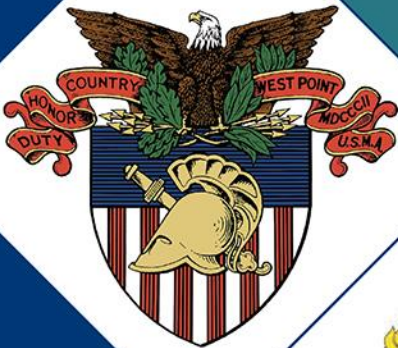


Annual Report on Sexual Harassment and Violence at the Military Service Academies

Academic Program Year 2019 – 2020





Department of Defense Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2019-2020

The estimated cost of this report or study for the Department of Defense is approximately \$343,000 in Academic Program Year 2019-2020. This includes \$154,000 in expenses and \$189,000 in DoD labor.

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Reporting Requirement

- Congress requires the Department to assess the Academies on issues such as effectiveness of sexual harassment and sexual violence policies, training, and procedures. This year, it accomplished this by examining each Academy's programmatic self-assessments, sexual assault and harassment reporting data, compliance inspections executed by the Military Departments, and the Department's evaluation of academy prevention efforts gleaned from academy prevention self-assessments.

What We Learned

- The coronavirus pandemic prevented the assessment of sexual assault prevalence, which is collected via in-person survey.
- Overall, the number of sexual assault reports decreased compared to the previous Academic Program Year, with most of the decrease in reporting coming from the United States Military Academy. The reason for this decrease is unclear, as the Department did not administer a scientific prevalence survey this year.

Continued on the following page

Executive Summary

This year's report provides an update on the Military Service Academies' efforts to combat sexual assault and sexual harassment. The report also includes data on sexual assault and sexual harassment reporting and the status of efforts to prevent and respond to these matters during Academic Program Year 2019-2020.

Challenges During the Coronavirus Pandemic

The coronavirus pandemic affected normal operations at the Military Service Academies. Academy leaders suspended in-person classes in mid-March 2020 for the remainder of the semester and initiated online distance learning. Superintendents canceled or considerably altered most academy activities, which included holding graduations virtually and postponing commissioning ceremonies.

Activities canceled by the Department included administering the Department's in-person anonymous scientific Service Academy Gender Relations Survey. The survey estimates the prevalence of sexual assault and sexual harassment amongst cadets and midshipmen and assesses aspects of academy climate. The Department administers this survey in-person to ensure anonymity and comparable results with prior years' estimates. Due to the early dismissal of cadets and midshipmen, the survey could not be accomplished in Academic Program Year 2019-2020. As a result, this report does not include survey estimates of sexual assault and sexual harassment prevalence. A memo from the Under Secretary of Defense for Personnel and Readiness to members of Congress, dated September 17, 2020, further details the rationale behind this decision (Appendix F).

The Department annually assesses the Military Service Academies' programs that address sexual harassment and sexual assault through oversight activities and data collection. Assessments for Academic Program Years that begin in odd-numbered years, as in this year's report, include Academy programmatic and prevention self-assessments and sexual assault and sexual harassment reporting data.

- Compliance assessments of each Academy's Sexual Assault Prevention and Response office revealed high levels of compliance, with actions being taken to correct areas out of compliance.
- The Academies initiated implementation of the Department's findings from the 2019 baseline prevention assessment.
- The Academies continued to develop peer-led programs to encourage reporting and help-seeking behaviors.

The complete report is available online at <https://www.sapr.mil>

In the Academic Program Year 2018-2019 report, the Department developed and provided a list of directives to be accomplished in Academic Program Year 2019-2020. The Academies concurred with the directives and began implementation in Academic Program Year 2019-2020. The Academies' progress on those directives is assessed in this report. Specifically, each Academy agreed to continue developing peer-led programs that discourage inappropriate student conduct and encourage reporting behavior, as well as completing a manpower analysis in reference to the Academies' prevention efforts, amongst others. Analysis of the Academies' programmatic self-assessments (i.e., assessments of student culture, reporting policies, and victim assistance activities) detail specific actions to fulfill these directives. Specifics on each directive and actions taken in response are addressed in this report.

Focus Areas for This Assessment

This report provides the Department's assessment of the Academies' current sexual assault and sexual harassment prevention and response efforts from June 1, 2019, through May 31, 2020. As such, the report focuses primarily on the Academies' strengths and challenges in the following areas:

- Efforts to Reduce and Stop Sexual Assault
- Sexual Harassment Reporting and Student Culture
- Sexual Assault Reporting
- Victim Assistance and Other Resources

Efforts to Reduce and Stop Sexual Assault

The Prevention Plan of Action, published in April 2019, continues to guide Department efforts to reduce and stop sexual assault, both in the force writ large and at the Academies. In Academic Program Year 2018-2019, the Department completed a baseline assessment of prevention efforts and found the Academies were in an early phase of prevention capability. In Academic Program Year 2019-2020, the Academies began developing their comprehensive approach to sexual assault prevention, examined current manpower for prevention-related activities, provided initial onboarding training to both staff and peer leaders, and established an integrating body for prevention efforts. This year's assessment found the Military Service Academies' prevention capabilities demonstrated some progress, collectively putting them in an "early to intermediate" phase of development. The Academies have also initiated evaluation efforts and leadership support for prevention continues to broaden across all leadership levels. Advances in prevention will need to continue and become institutionalized in order to realize and sustain positive changes.

Sexual Harassment Reporting and Student Culture

The number of sexual harassment complaints decreased at all three Academies in 2019-2020 compared with previous Academic Program Years. However, the reason for the decrease

is unclear, as the Department did not administer a scientific prevalence survey this year. The Department received 12 complaints of sexual harassment from a cadet or midshipman, a decrease from 17 complaints received the year prior. To promote healthy student culture on campus, all Academies employ groups of peer influencers capable of discouraging counterproductive behaviors and attitudes. This year, the Academies updated their peer helping programs by enhancing training for volunteer cadets and midshipmen. The Academies also agreed to pilot climate assessment initiatives to improve cadet and midshipman peer leader engagement to address misconduct. All three Academies reported taking steps on this initiative, but none fully implemented the initiatives.

Sexual Assault Reporting

The number of sexual assault reports made by and against cadets and midshipmen decreased in the last year, with the greatest reduction in reporting occurring at the United States Military Academy. However, as the Department did not administer a scientific prevalence survey this year, the reason for the decrease is unclear. This year, the Department received 129 reports of sexual assault involving a cadet or midshipman as a victim¹ and/or alleged perpetrator², a decrease from 149 reports received the year prior. Specifically, reports decreased by 20 at the United States Military Academy, increased by 3 at the United States Naval Academy, and decreased by 3 at the United States Air Force Academy. When refining these numbers to assess only reports involving cadets and midshipmen as victims, a similar decrease was observed (122 cadet/midshipman victim reports last year; 88 victim reports this year).

Victim Assistance and Other Resources

When a sexual assault is reported, policy requires that sexual assault responders offer victims trauma-informed, gender-responsive recovery services and reporting options. The Academies reported continuity of services for those with open sexual assault cases and offered comprehensive, remote response resources for cadets and midshipmen to leverage while residing off-campus. In Academic Program Year 2019-2020, cadets and midshipmen made 45 entries in the CATCH a Serial Offender Program, which the Academies publicized on campus throughout the year. The Academies also improved their peer helping groups by specifically gearing their training towards better supporting peers who report having experienced sexual assault or sexual harassment and connecting them with reporting options and resources.

Way Forward

The Academies continue to make meaningful progress in developing and executing programs focused on preventing sexual assault and sexual harassment on their campuses. Each Academy reports taking steps to improve student culture, encourage greater sexual

¹ Use of the term “victim(s)” as used throughout this report does not convey any legal conclusion that an allegation, incident or event has been substantiated and does not convey any presumption of the guilt or innocence of the alleged offender(s)/perpetrator(s)/subject(s).

² Use of the term “perpetrator(s) or “offender(s) or “subject(s)” throughout this report is not intended to convey any presumption of the guilt or innocence of the alleged offender(s)/perpetrator(s)/subjects until the allegation is investigated and adjudicated.

assault and sexual harassment reporting, and support Service members who report sexual assault or sexual harassment.

Despite this progress, cadets and midshipmen remain at risk for sexual assault and sexual harassment. The Department and the Academies are working to institutionalize program evaluation methods to promote maximum efficacy of prevention efforts, peer-led programs, and victim assistance initiatives.

Sexual assault and sexual harassment have no place at the Academies. We must continue to stay vigilant in our efforts to prevent and eradicate these behaviors to ensure our future military leaders' safety.



Introduction

The Department of Defense (DoD) annually assesses the Military Service Academies' (MSA) programs that address sexual assault and sexual harassment, pursuant of §532 of the John Warner National Defense Authorization Act for Fiscal Year 2007 (Public Law 109-364). This report fulfills the requirement as it reviews the effectiveness of the Academies' policies, training, and procedures regarding sexual harassment and sexual assault for cadets and midshipmen at the United States Military Academy (USMA), United States Naval Academy (USNA), and the United States Air Force Academy (USAFA). The Department receives these reports from several sources, including academy students and non-academy students (i.e., Service members, civilians/foreign nationals, adult military dependents).

Among other programmatic and prevention-related assessments, this report assesses the MSAs' compliance with DoD and Military Service sexual assault and sexual harassment policies. Compliance reports for each Academy are enclosed in Appendices A, B, and C. Detailed statistical data and respective analyses from Academic Program Year (APY) 2019-2020 (APY 19-20) are located in Appendices D and E.

Challenges Resulting from the Coronavirus Pandemic

Impact on the Military Service Academies

The coronavirus pandemic impacted normal operations at the Military Service Academies. Academy leaders suspended in-person classes in mid-March 2020 for the remainder of the semester and initiated online physical distance learning. Daily routines, class schedules, and programs halted while most cadets and midshipmen were on spring break. In consultation with the Department and medical professionals, academy leaders extended spring break until the Academies could initiate online distance learning and begin an orderly, early dismissal of students from campus. Leaders canceled or postponed most academy activities, including graduations and commissioning ceremonies.

Impact on the Service Academy Gender Relations Survey

While the DoD shifted to full-time telework wherever possible, pandemic response procedures curtailed many activities requiring travel and in-person meetings. Among these activities was the administration of the *Service Academy Gender Relations (SAGR)* survey by the Office of People Analytics (OPA). Conducted biennially, the survey estimates the prevalence of sexual assault and sexual harassment, factors that affect reporting, and other aspects of academy climate. Academy assessments that begin in odd-numbered APYs, as in this year's report, traditionally include survey results.

As in previous years, to maintain consistency of measurement, the Department had scheduled the *SAGR* at each Academy in late March and early April of 2020. However, the Department could not conduct the survey due to travel restrictions and dismissals from campus subsequent to coronavirus pandemic response measures. In-person administration of the survey is required to align trends with prior years' results, obtain high response rates, and assure cadets and midshipmen of their responses' anonymity. A memo addressed to members of Congress further detailing this Department decision dated September 17, 2020, is located in Appendix F.

Focus Areas

The APY 19-20 report provides the Department's assessment of the Academies' current sexual harassment and sexual assault prevention and response programming and systems from June 1, 2019, through May 31, 2020. The present assessment includes compliance inspections overseen by each of the Military Departments and the Department's assessment of academy prevention efforts based on the Academies' self-assessments. This report focuses primarily on the strengths and challenges of the Academies in the following areas:

- Efforts to Reduce and Stop Sexual Assault
- Sexual Harassment Reporting and Student Culture
- Sexual Assault Reporting
- Victim Assistance and Other Resources

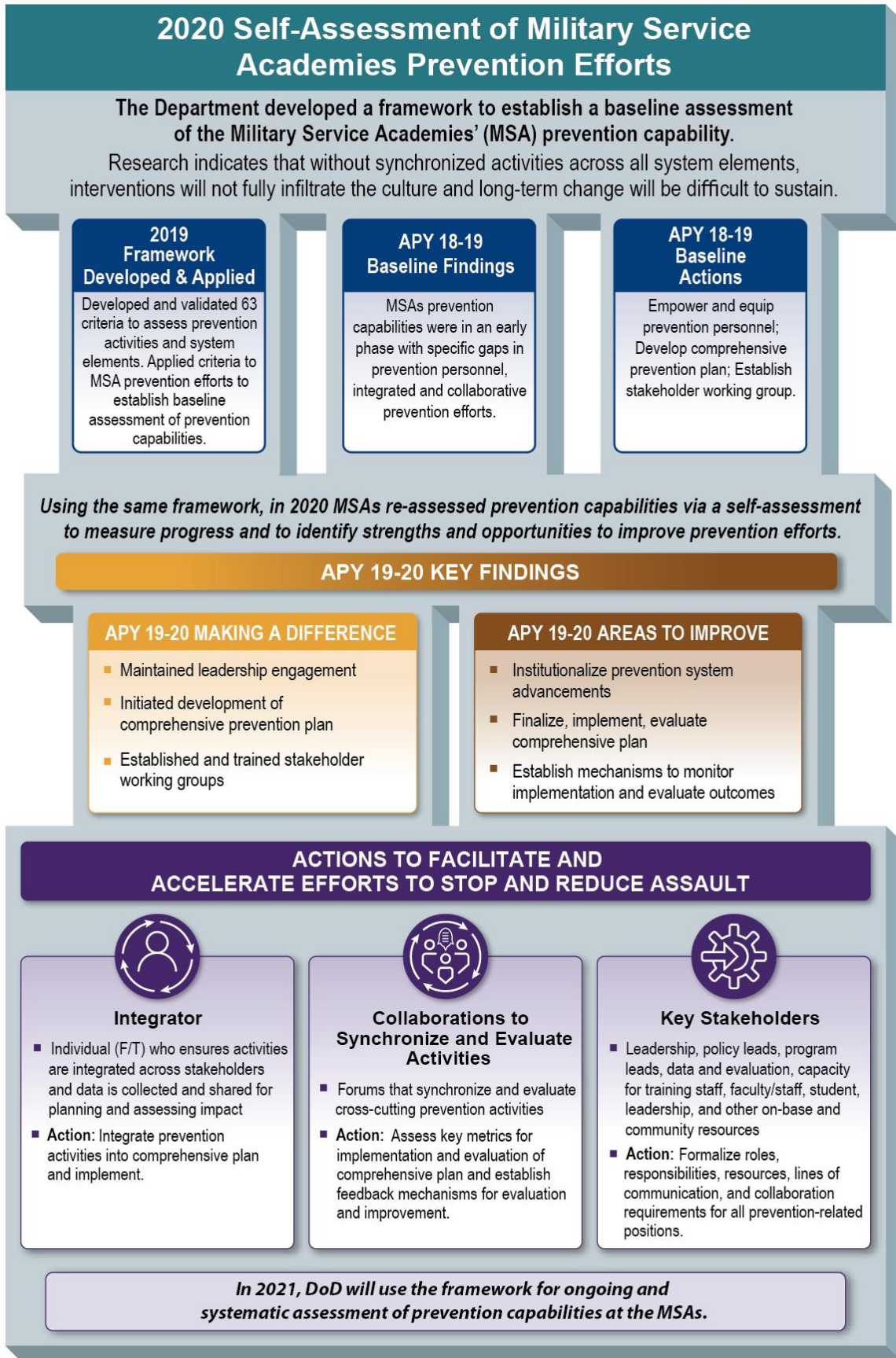
Efforts to Reduce and Stop Sexual Assault

Prevention Framework

The Department issued the Prevention Plan of Action (PPoA) in April 2019 to help drive demonstrable, measurable, and sustainable reductions in sexual assault throughout the military. The PPoA outlines the way ahead for the prevention of sexual assault within the DoD. To aid in executing the PPoA, the Department developed the Prevention Evaluation Framework, which outlines the research-based best practices for prevention and standards for performance in military communities.

In 2019, the Department conducted a baseline assessment of the Academies using the Prevention Evaluation Framework and outlined courses of action to achieve certain objectives based on the findings. In APY 19-20, the Academies initiated actions to achieve the objectives, and in summer 2020, they conducted a self-assessment, once again using the Framework to assess progress. Following a review of actions taken, the Department provided each Academy with additional guidance to continue advancing their sexual assault prevention capabilities. In this process, the key findings from the 2019 baseline and 2020 self-assessment are outlined in Figure 1. Overall, Academies are in the "early" to "intermediate" phases of prevention capability, meaning that they are continuing foundational work to implement key prevention system and process components to ensure best practices are executed, evaluated, and sustained. The Department expects the Academies to continue implementing and institutionalizing the prevention system and process components through APY 20-21.

Figure 1. Prevention Assessment of the Academies



APY 18-19 Prevention Actions and Academy Response

In response to the APY 18-19 Sexual Harassment and Assault baseline assessment of prevention capabilities, the Academies agreed to (1) establish an integrating body for their prevention activities to ensure consistent messaging and implementation of prevention activities; (2) develop a comprehensive plan for sexual assault prevention that considers key risk and protective factors across the individual, interpersonal, and organizational levels of the ecology; (3) consistently equip the prevention workforce with training on primary prevention; and (4) conduct a manpower analysis to determine ideal prevention staffing for prevention-related efforts.

To help the Academies implement these four actions, the Department funded training and technical assistance from the Centers for Disease Control and Prevention's (CDC) Violence Prevention Technical Assistance Center (VPTAC). The CDC VPTAC team provided training and technical assistance to the Academies on an as-needed/as-requested basis. USNA and USAFA used the technical assistance to train their prevention personnel and develop their comprehensive approaches to sexual assault prevention.

Progress implementing the initiatives varied across the MSAs. As in prior years, senior leadership support and engagement with prevention efforts remained key strengths and will be required to further drive effective prevention efforts. The MSAs continued developing, refining, and evaluating their comprehensive approaches to sexual assault and harassment prevention.

DoD Review of the Academies' Prevention Self-Assessments

USMA Prevention Assessment

The APY 18-19 baseline prevention assessment for USMA identified several prevention-related strengths and areas for improvement. USMA leaders were visibly engaged in prevention efforts, especially considering their support to develop a Character Integration Advisory Group (CIAG). USMA also used empirical data in decision-making processes. Despite its leadership buy-in and use of data to inform decisions, several key gaps remained in their prevention capability, thereby limiting USMA's effectiveness and sustainability in relation to their prevention efforts. For example, in APY 18-19, USMA lacked a full-time prevention workforce. Limited time, money, and manpower posed a significant risk to properly instituting prevention activities.

Following last year's baseline assessment, USMA hired a new Sexual Harassment/Assault Response and Prevention (SHARP) Prevention Specialist to address the prevention workforce gap. Additionally, the team developed a comprehensive prevention plan that focused on character development across the cadet life cycle. Future efforts on the comprehensive approach should ensure that key risk and protective factors across the individual, interpersonal, and organizational levels are being addressed and implemented with quality and evaluated. USMA continues to take steps to improve and further evaluate their prevention programming. A gap still exists in their institutional ability to evaluate key risk and protective factors and the impact of prevention activities on key risk and protective factors across the Academy.

USNA Prevention Assessment

The APY 18-19 baseline prevention assessment for USNA noted the strength of their prevention programming, namely in their Sexual Harassment and Assault Prevention Education (SHAPE) Peer Educators program. For over a decade, USNA has conducted this program with significant leadership and midshipmen buy-in. While SHAPE Peer Educators provide an adequate structure for a prevention program, the Department raised concerns about its sufficiency to prevent sexual assault, as the program has never been rigorously evaluated. The Department suggested that USNA further evaluate its SHAPE Peer Educators program to determine its effects on sexual assault. A contract for a rigorous evaluation was awarded in September 2020, with plans to initiate the evaluation in APY 20-21.

USNA continues to incorporate leadership and midshipmen at various levels in the prevention process. USNA's Superintendent personally led small group discussions with first class and fourth class midshipmen through the beginning of the Spring 2020 semester, although plans for the entire cohort were hampered by the coronavirus pandemic. Nonetheless, the Superintendent's dedication to these issues is evident, and his considerable time contribution reflects the high priority of prevention efforts. Further, the prevention team has grown in some critical areas, including Alcohol and Drug Education. This area is crucial to USNA's comprehensive plan and has shown promise as a helpful prevention component. USNA has also demonstrated its strategic pivot towards monitoring its prevention programs and developments through its Midshipmen Affairs Team (MAT). The MAT will exercise oversight of budgetary needs related to the development and implementation of sexual assault prevention programming and advocate for institutional support.

USAFA Prevention Assessment

In the APY 18-19 baseline prevention assessment, the Department found that USAFA employs several capable and well-trained prevention staff members. USAFA continued implementing Cadet Healthy Personal Skills after receiving moderate outcomes from a randomized control trial conducted in APY 18-19. Further, senior leaders are committed to evidence-based and comprehensive prevention and evaluation activities, which are necessary components of effective prevention capability. The assessment also highlighted a few gaps in USAFA's prevention capability. For example, communication and coordination across their prevention activity owners (facilitators, implementers, staff) was needed to promote better outcomes and ensure consistent messaging across prevention activities.

In response to the APY 18-19 assessment, USAFA has developed a comprehensive cadet life-cycle plan for sexual assault and harassment prevention, a framework that outlines relationships among prevention activities, and a holistic measurement strategy. The intent is to minimize changes to the life-cycle plan while developing and implementing the integrated prevention framework and holistic measurement strategy. Once the measurement strategy is in place, resulting data will be used to help USAFA leadership determine which lines of effort are or are not contributing to their desired outcomes and to what extent. The Cadet Action Team (CAT) and Cadet Action Board (CAB) will serve as the integrating bodies for deciding which lines of effort will be maintained, or even bolstered, and which might be adjusted or discontinued. The CAT and CAB will approve all changes, adjustments, and implementation of new efforts. USAFA has identified several areas for improvement over the coming APY. These include increasing collaboration within the comprehensive approach and negotiating other

mitigating factors that affect proper and productive implementation. USAFA aims to identify standard protocols, mitigate funding sources, and increase collaboration in the upcoming year.

DoD Directed Action Update: Institutionalize a Sustainable Integrating Body for Prevention Programming

Action: Institutionalize a sustainable integrating body at each Academy to facilitate collaboration, communication, and data synthesis among the prevention workforce, stakeholders, and leaders.

Goal: Establish a forcing mechanism for sharing data, planning and integrating prevention activities, and monitoring effectiveness.

DoD Assessment Summary: Each of the Academies made progress on this action. USNA and USAFA provided substantive detail in their plans. USMA's effort appears to be in an early stage of development.

- In response, USMA reported formalizing a Character Integration Advisory Group (CIAG), which played a key role in intra-institution collaboration. The CIAG oversees the integration of character development into all aspects of cadet life. The CIAG is responsible for developing, integrating, and maintaining collaborative relationships across silos.
- During the 19-20 APY, USNA established the Midshipmen Affairs Team (MAT), a sustainable integrating body that facilitates collaboration, communication, and data synthesis among the prevention workforce, stakeholders, and leaders. Initially established by the Commandant of Midshipmen, the Superintendent now oversees the MAT in order to emphasize the strategic reach and broad institutional impact of the team's efforts. A prevention working group (PWG) was established as a subgroup of the MAT. Long term objectives for the MAT and the PWG include ensuring prevention programming standardization, coordination, and efficiency; providing advice to USNA leadership; and evaluating USNA's comprehensive prevention education program.
- USAFA's approach to creating an integrating body reflects the larger Department of Air Force (DAF) approach. DAF established the Violence Prevention Integrator (VPI) workforce and assigned them to every Air Force installation, including USAFA. Violence prevention coordination occurs during the monthly Community Action Team (CAT) meetings and quarterly Community Action Board (CAB) meetings involving all installation prevention and resilience partners. The CAT and CAB meetings (which were re-established at USAFA and held regularly over the last APY) regularly review prevention and resilience activities and oversee USAFA's integrated prevention framework and holistic measurement strategy.

DoD Directed Action Update: Implement a Comprehensive Cadet/Midshipman Prevention Plan

Action: Develop, implement, and evaluate a comprehensive cadet/midshipman life-cycle prevention plan, including efforts to address contributing factors such as sexual harassment and alcohol misuse.

Goal: Establish a clear, evidence-informed, cohesive prevention plan with leadership support for execution that manages expectations for what results will be achieved and by when.

DoD's Assessment Summary: The Academies each made progress in developing a comprehensive approach to prevention and all submitted comprehensive plans or strategies to

DoD. CDC's VPTAC worked with USNA and USAFA to initiate the development of their comprehensive prevention plans. The CIAG at USMA reported working independently to develop the USMA comprehensive prevention plan. While the Academies provided evidence of starting their plans, much work remains to finalize the plans, decide which activities to continue or discontinue, and fill any existing gaps.

- USMA reported that they focused efforts on a comprehensive character development program underway during DoD's baseline assessment. USMA submitted an updated comprehensive strategy that outlined the theoretical basis, analysis of data, and prevention activities that serve as the basis of their comprehensive plan. The strategy serves as a strong foundation for a comprehensive plan. USMA indicates they intend to build out a comprehensive plan from the strategy. DoD assesses that the next steps to developing the plan include outlining how specific prevention activities are delivered so that they are mutually supportive and instituting mechanisms to monitor implementation and effectiveness.
- At USNA, the MAT prevention subgroup led efforts to develop their comprehensive prevention education strategy across the full spectrum of destructive behaviors. Focus areas included sexual assault, sexual harassment, drug and alcohol misuse, suicide, intimate partner violence, and discrimination. The MAT collected data on all existing programs and activities, reviewed activities against the social-ecological model, identified risk and protective factors applicable to each area, and created individual program logic models that would later feed into a comprehensive logic model for all of USNA prevention efforts. USNA reported its comprehensive prevention plan would start implementation in APY 20-21. DoD reviewed USNA's logic model and found it would serve as a solid foundation for prevention programming moving forward. Continued work is needed to ensure prevention messages are cohesive and mutually reinforcing across activities and implemented with quality and continuously evaluated. As noted above, USNA and DoD are collaborating on an evaluation of the SHAPE Peer Educators program, which will support continued progress.
- In the past year, USAFA outlined its life-cycle prevention plan. USAFA has multiple prevention activities already underway and intends to minimize changes to the life-cycle plan while evaluating the individual and collective effects of current actions. Outcomes of ongoing efforts will be used to help USAFA leadership determine which lines of effort are achieving intended results. Armed with that data, the USAFA CAB will recommend to leaders which lines of effort will be maintained or bolstered and which might be adjusted or discontinued. CAT agencies will pursue all changes, adjustments, and implementation of new efforts with CAB approval. This process of measurement and adjustment is expected to continue annually, starting in APY 21-22. DoD reviewed a copy of the plan and found it included multiple, evidence-based, and evaluated activities. The next steps to strengthen the plan include ensuring each activity is mutually reinforcing, not duplicative, and continuously evaluated.

DoD Directed Action Update: Train and Develop Individuals Performing Prevention Roles

Action: Conduct initial training and ongoing professional development for individuals performing prevention roles.

Goal: Break down silos and facilitate working across offices with training to establish a common understanding of prevention, identify research about what works, and review cross-cutting approaches that can address multiple problem behaviors.

DoD Assessment Summary: All Academies made at least some progress on this initiative, reporting efforts to ensure staff contributing to prevention initiatives have a common base of knowledge with which to work. DoD noted the most comprehensive training efforts occurred at USNA and USAFA.

- USMA reported that in APY 19-20, the social-ecological model of prevention was socialized with incoming staff and faculty, key leadership, and cadet leadership as an evidence-based model in which prevention efforts will be nested moving forward. SHARP staff also continued to provide onboarding training to new academy staff that incorporated the data gathered through EverFi about cadet educational knowledge gaps. DoD's assessment is that more consistent and fulsome prevention training at USMA would benefit staff and leaders. DoD will make resources available to USMA through VPTAC to support this effort.
- This past APY, USNA partnered with the CDC's VPTAC team to deliver baseline onboarding training for the MAT PWG. This included a four-part workshop to level set basic prevention concepts amongst staff members of varying experience. Members of the PWG are also engaged in ongoing professional development through various professional organizations, such as the Maryland Collaborative (aimed at reducing college drinking and related problems), Student Affairs Administrators in Higher Education (NASPA), Maryland Coalition Against Sexual Assault (MCASA), and the National Organization for Victim Assistance (NOVA). In order to support new prevention staff, USNA will work with VPTAC to develop a standardized baseline training curriculum to ensure all PWG members have a common language and understanding of foundational prevention concepts.
- This past APY, USAFA partnered with the CDC's VPTAC team to deliver prevention training to USAFA's prevention team. The four-part workshop included one follow-up session to level set knowledge and experience of personnel with varying experience. USAFA also provided ongoing training opportunities for professional development through the Center for Character and Leadership Development (CCLD), the annual National Character and Leadership Symposium (NCLS), and through USAFA's Pathways to Prevention Summit. Individual members of USAFA's team are also engaged in ongoing professional development. Based on these actions, DoD assesses that USAFA met this requirement to a substantial extent and that sustaining and tracking training will ensure staff are consistently prepared for their prevention roles.

DoD Directed Action Update: Conduct a Prevention System Manpower Analysis

Action: Employ the Department's feedback last year in order to inform a manpower analysis to determine appropriate academy staffing, resourcing, and alignment of the full spectrum of prevention efforts.

Goal: Ensure the MSAs have a clear understanding of the academy manpower required to support the full spectrum of prevention efforts to address sexual assault, including risk factors such as sexual harassment and alcohol misuse.

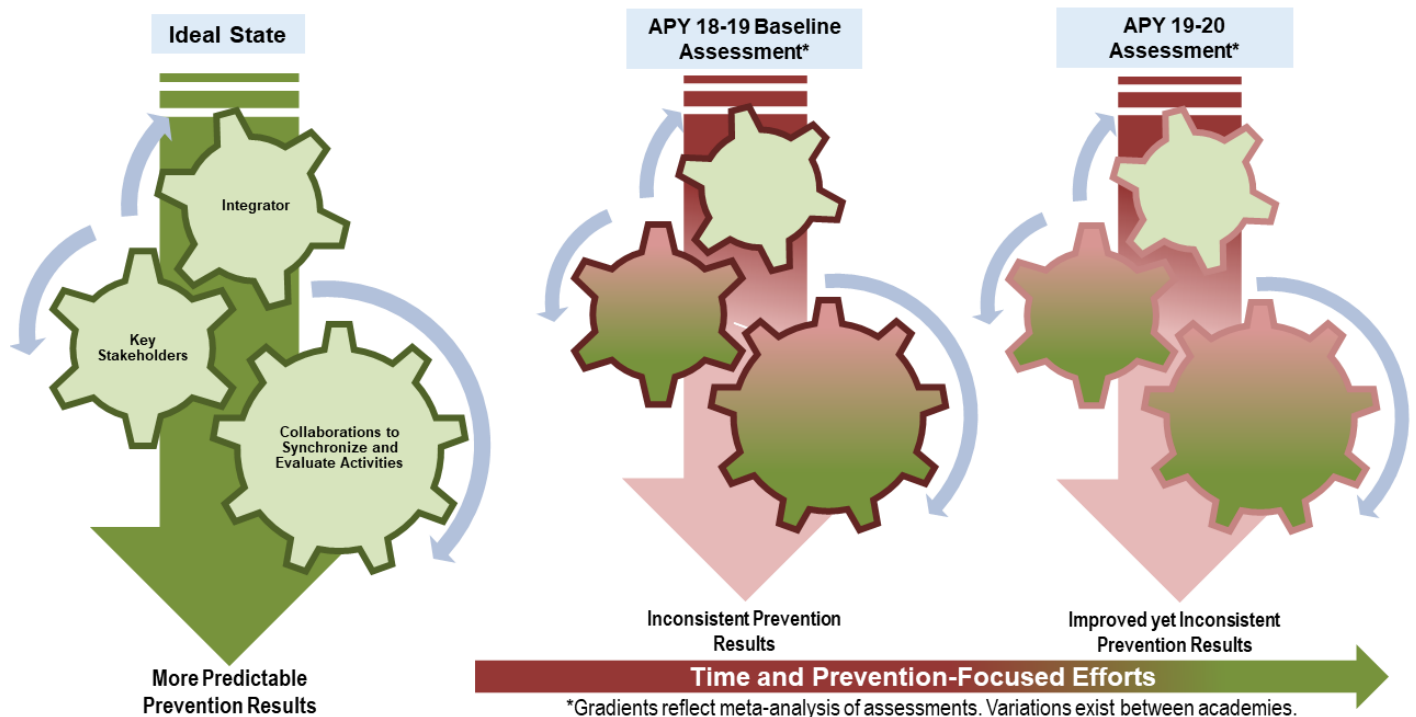
DoD Assessment Summary: No Academy completed a formal manpower analysis. However, each Academy reported potentially helpful changes in prevention staffing.

- USMA reported hiring a prevention specialist in the APY 19-20, its first position focused specifically on prevention. USMA placed the staff member as a lead integrator within the CIAG. USMA also cited an intention to hire a second prevention specialist into the SHARP team. USMA notes that even with the additional support, prevention staffing levels are still insufficient to achieve maximum effectiveness of prevention activities. DoD agrees with USMA's assessment that current staffing is insufficient to execute comprehensive prevention.
- USNA examined current manpower levels and reported that the prevention team's staffing levels are currently adequate to complete the mission. While most prevention staff are collateral duty and/or rotational staff, USNA added a civilian full-time training specialist as a prevention staff member. The prevention team grew their Alcohol and Drug Education capability from one collateral duty officer to a team of four officers and senior enlisted leaders. USNA will continue to analyze staffing levels in the prevention space, including leadership for the MAT/PWG, which is critical for enduring progress. USNA reports it has adequate resources to execute the prevention mission. However, there is no process in place to monitor budgetary requirements across the different cost centers that own prevention efforts. USNA intends for the MAT to provide central prevention budget oversight in the future. Ongoing monitoring of staffing is needed to ensure gaps are identified and addressed.
- USAFA filled two key positions in APY 19-20: the Deputy Sexual Assault Prevention and Response (SAPR) Program Director and the SAPR/Violence Prevention Program Analyst. Despite a few other temporary vacancies, the SAPR and Violence Prevention team achieved full capacity for the first time in more than four years. Additionally, the vacant Equal Opportunity (EO) director position was staffed in February 2020, which assisted with alignment efforts. Finally, with regards to manpower and prevention alignment concerns, USAFA has historically employed one Community Support Coordinator (CSC) to manage all resiliency efforts through the Community Support Program for the entire installation. However, that approach has left gaps in support to USAFA HQ and the Cadet Wing. USAFA leadership intends to bolster the CAT/CAB efforts and align the Community Support and Violence Prevention programs to serve the entire installation more effectively. Based on these actions, DoD assesses that USAFA made significant progress towards adequately staffing prevention roles.

Summary of 2020 Self-Assessments

A graphical representation of the baseline, current, and ideal states of prevention capabilities at the Academies is in Figure 2. As Figure 2 illustrates, a fully functioning and capable prevention system is not yet in place at the MSAs. While the MSAs have made progress in their prevention capabilities, they still require time to implement and institutionalize systems capable of supporting data-informed prevention actions that yield measurable impact. In sum, the Department finds that the Academies have made some progress, but further work is needed. Much of the work done this year is at risk because it has not been incorporated permanently into Academy policy, programs, and processes.

Figure 2. Prior and Current Assessments and Ideal States of Prevention Activities



Green shading indicates positions are currently staffed and in place. Red/pink shading indicates positions/elements are not yet staffed and/or empowered properly. Object outlines indicate level of training/skills sets of individuals in place, with pink indicating not yet fully trained to disseminate prevention efforts.

Sexual Harassment Reporting and Student Culture

Top Line Observations

Sexual Harassment Complaints Decreased

Department policy promotes the chain of command as the primary and preferred route for identifying and correcting sexual harassment. In addition to the command response, the policy also allows complainants to resolve sexual harassment at the lowest level if desired. Service members, including cadets and midshipmen, may make informal, formal, or anonymous complaints. Complaints at the Academies remain relatively low compared to past survey estimates of the prevalence of sexual harassment.³

The number of sexual harassment complaints decreased this year compared to last year. The MSAs received a total of 12 sexual harassment complaints this year, down from the 17 complaints received in APY 18-19. In APY 19-20, the MSAs received a total of 9 informal sexual harassment complaints, down from 17 received the year prior. There were 3 formal

³ Davis, L., Klauberg, W., Namrow, N., Petusky, M., Claros, Y., Hyloton, K., Creel, A., Klahr, A. (2018). *2018 Service Academy Gender Relations Survey (SAGR): Overview Report*. DoD Office of People Analytics. <https://apps.dtic.mil/sti/pdfs/AD1066512.pdf>

complaints filed for sexual harassment in the past year, compared to no formal complaints filed the year prior.

Table 1. Sexual Harassment Reporting Data by Academy, APY 18-19 and APY 19-20

| Academy | Informal Complaints | | Formal Complaints | | Total | |
|------------------------|---------------------|-----------|-------------------|-----------|-----------|-----------|
| | APY 18-19 | APY 19-20 | APY 18-19 | APY 19-20 | APY 18-19 | APY 19-20 |
| U.S. Military Academy | 7 | 2 | 0 | 2 | 7 | 4 |
| U.S. Naval Academy | 4 | 2 | 0 | 1 | 4 | 3 |
| U.S. Air Force Academy | 6 | 5 | 0 | 0 | 6 | 5 |
| Total | 17 | 9 | 0 | 3 | 17 | 12 |

The Academies Report Compliance with Military Service and Department Policy

The Academies' reported compliance with DoD and Service sexual assault and harassment policy. Their self-assessments measured compliance across policy requirements, filing and responding to complaints, and data collecting and reporting requirements, amongst other domains. Academy-specific self-assessment reports are enclosed in Appendices A, B, and C of this report.

Efforts to Improve Student Culture Continued at the Academies

Academy programmatic self-assessments indicated that the MSAs updated and implemented academy policies to improve student culture and climate. Each of the Academies host programs that employ student influencers' and leaders' social capital to promote help-seeking and prevention-related messages.

DoD Directed Action Update: Climate Assessment Pilot

Action: Pilot climate assessments, with the intent to provide cadet and midshipmen leaders the opportunity for greater responsibility and accountability to improve the academy climate.

Goal: Provide cadet and midshipman peer leadership an opportunity to experience the Department's climate assessment process and become more accountable for identifying challenges, generating solutions, and enforcing standards for the cadet/midshipman units they lead. Cadet and midshipman peer leaders would gain experience assessing data on challenges their units face and employing tools to address climate problems.

DoD Assessment Summary: Overall, the Academies reported some progress in piloting this new approach to climate assessment. USMA's and USNA's plans for this initiative will be executed in APY 20-21. USAFA did not report a final plan to execute. The Department acknowledges the challenges of delivering on this directive throughout the coronavirus pandemic.

- USMA did not take specific action to implement the climate assessment pilot, although plans for implementation during APY 20-21 have been documented. Additionally, USMA reported other relevant actions to assess student culture. For example, USMA utilized aggregate data on select issues (e.g., alcohol, healthy relationships, consent) to inform each class as a part of routine training requirements. Second, organizational climate data were gathered

once per semester and strategically used within Cadet Basic Training to reinforce SHARP-related training.

- USNA developed a plan for a Climate Assessment Pilot through the Prevention Working Group's efforts within the Midshipmen Affairs Team (MAT). The framework for this Pilot will be based on the existing Defense Equal Opportunity Management Institute's (DEOMI) Organizational Climate Survey (DEOCS) protocol. The fall 2020 Brigade leadership team has developed this survey and will administer it to the 21st Company of Midshipmen in spring 2021. Following the initial pilot program, the PWG will assess the utility of this process in assisting midshipman leaders. USNA's reported initial efforts align well with the intent of this action.
- At USAFA, only the Defense Organizational Climate Survey (DEOCS) was piloted this APY. Efforts to deploy EverFi's pre-/post-survey to assess campus climate are underway. This effort will help provide preliminary assessments to help inform senior leadership of perspectives and any cadet-led initiatives. The Academies were given the flexibility to employ the feedback gathering method of their choosing. As a result, either the DEOCS or the EverFi assessment tools meet the intent of this action. However, the Department will assess how USAFA employs this data to prepare cadet leaders in the forthcoming APY.

Sexual Assault Reporting

Top Line Observations

The Department employs two metrics to assess progress in its sexual assault program. First, the Department regularly assesses the estimated prevalence of sexual assault in the military. Using scientific surveys of the military population, the Department can create reliable estimates of the percentage of personnel who indicate having experienced a penetrative and/or contact sexual assault in the past year. The desired state of the **prevalence** metric is to see **decreases** in the percentage of Servicemen and women, indicating a past-year experience of sexual assault. As documented in the Department's APY 18-19 Report, estimated past-year prevalence rates of unwanted sexual contact (i.e., penetrating and sexual contact crimes) at the Academies increased in 2018, compared to rates measured in 2014 and 2016.⁴ While the Department is unable to evaluate the current estimated prevalence of sexual assault because no 2020 academy prevalence survey was conducted, this historical data highlights the need to continually seek improvements that target the prevention of the crime.

Data from a variety of public and private sources indicate that, over the past five years, the prevalence of sexual assault has risen measurably in university/college populations and the

⁴ Although the term "unwanted sexual contact" does not appear in Articles 120, 125, or 80 of the Uniform Code of Military Justice (UCMJ), for the purposes of the *Service Academy Gender Relations Survey* and this report, it is used to refer to a range of sex-related offenses that the UCMJ prohibits. These offenses include completed or attempted oral, anal, or vaginal penetration by a body part or an object and the unwanted touching of genitalia, buttocks, breasts, or inner thighs when the individual did not or could not consent. The survey is typically conducted in April of even numbered years. Respondents to the survey are asked about their experiences of unwanted sexual contact in the 12 months that constitute the Academic Program Year (June 1 to April 30). The definition of unwanted sexual contact used is behaviorally based and not intended to designate specific UCMJ offenses or establish crime rates.

United States population in general (Campus Climate Survey on Sexual Assault and Misconduct, American Association of Universities, 2019; National Crime Victimization Survey, Bureau of Justice Statistics, Department of Justice, 2018). Despite this rise in national sexual assault prevalence, the Department holds Service members – including cadets and midshipmen – to a higher standard of behavior than their civilian counterparts. To that end, the Department of Defense has committed to identifying and implementing prevention solutions that improve military readiness and benefit the country as a whole.

Reports of Sexual Assault Decreased at All Three Academies

Reporting sexual assault is the second metric the Department employs to assess progress in its sexual assault program. The desired state of the **reporting** metric is to see **increases** in the rate of reporting of the crime when they occur. The Department seeks greater reporting of sexual assault to connect individuals with restorative care and to have the opportunity to hold offenders appropriately accountable.⁵

In APY 19-20, the MSAs received 129 total sexual assault reports involving a cadet or midshipman as a victim and/or subject, down from 149 reports received the year prior. Of these 129 reports, 88 were made by academy students who reported a sexual assault that occurred during military service. Thirty reports were made by active-duty Service members, prep school students or civilians (e.g., friends of cadets or midshipmen) who reported a sexual assault by a currently enrolled cadet or midshipman or occurred at the Academies within the last four years, and 11 reports were made by cadets and midshipmen for an incident that occurred prior to their military service (Appendix B, Statistical Data, provides additional information). There were 65 initial Restricted Reports of sexual assault in the past year, of which 13 converted to Unrestricted Reports, leaving 52 reports remaining Restricted at the end of the APY. This is a decrease of 8 conversions from last year. While data were collected throughout the APY, students experienced only three quarters of “normal” Academy operations and interaction. The fourth quarter of the APY was characterized by coronavirus response measures to decrease viral transmission and increase social distance. Nonetheless, academy sexual assault reporting resources remained available and fully staffed, despite most students' dismissal from the campuses.

⁵ Use of the terms “victim(s), “subject(s),” or “perpetrator(s),” as used throughout this report do not convey any legal conclusion that an allegation, incident or event has been substantiated and does not convey any presumption of the guilt or innocence of the alleged offender(s)/perpetrator(s).

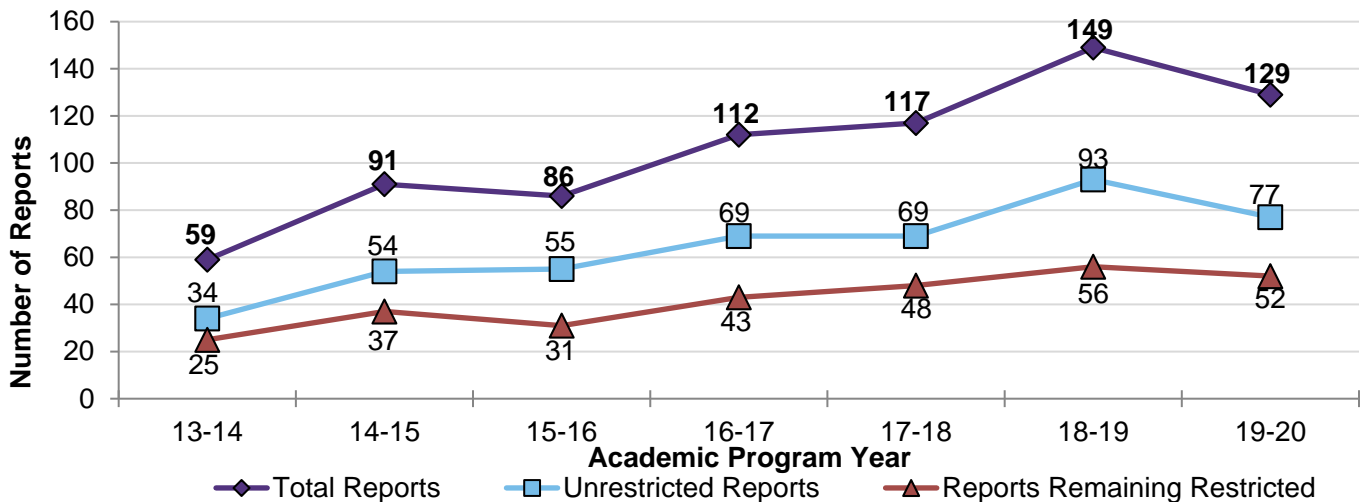


Exhibit 1. Sexual Assault Unrestricted and Restricted Reports

As Exhibit 1 shows, there were 77 Unrestricted Reports and 52 reports remaining Restricted at the end of APY 19-20. These 129 reports are a decrease from the 149 reports received in APY 18-19.

As illustrated in Exhibit 2, of the 129 reports received by the Department, 105 reports were made by and/or against actively enrolled cadets and midshipmen for incidents that occurred during military service (the 105 reports came from 88 cadets or midshipmen victims, 7 active duty victims, and 10 civilian individuals who reported being assaulted by a service member).

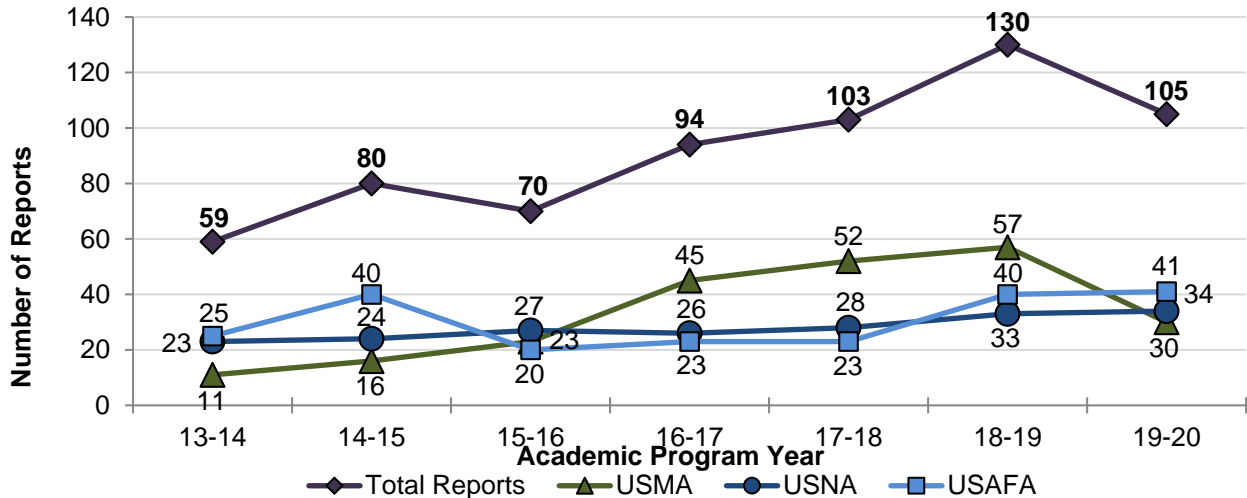


Exhibit 2. Total Reports of Sexual Assault Involving Actively Enrolled Cadets and Midshipmen at the Academies

Exhibit 2 also shows the number of sexual assault reports involving actively enrolled cadets and midshipmen by Academy. At USMA, 30 reports of sexual assault were made by and/or against actively enrolled cadets for an alleged incident that occurred during military service, representing a decrease of 27 reports since the previous APY. Of these total reports, 17 were Unrestricted, and 13 remained Restricted at the close of APY 19-20.

At USNA, 34 reports of sexual assault were made by and/or against actively enrolled midshipmen for an alleged incident occurring during military service, an increase of one since APY 18-19. Among these reports, 24 were Unrestricted, and 10 remained Restricted.

At USAFA, 41 reports of sexual assault were made by and/or against actively enrolled cadets for an alleged incident occurring during military service, an increase of 1 report since APY 18-19. Of these total reports, 26 were Unrestricted, and 15 remained Restricted. Detailed statistical data from APY 19-20 and their respective analyses are available in Appendices D and E.

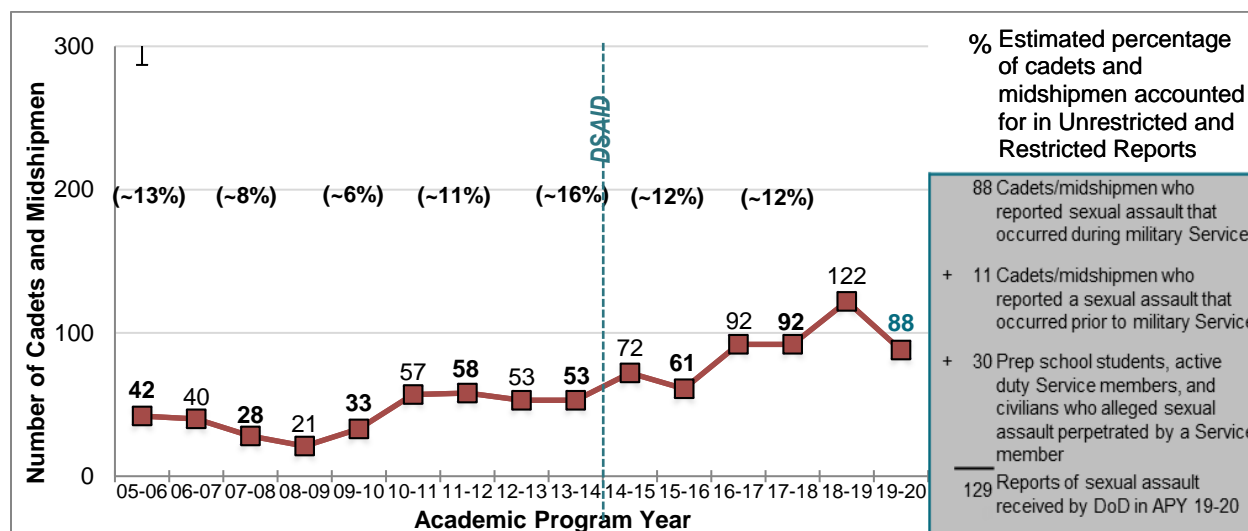


Exhibit 3. Overall Reporting Rates and Reports by Cadets and Midshipmen

DSAID became the system for data collection and reporting for the MSAs in APY 14-15, and data collected after APY 14-15 is not directly comparable to data collected prior to APY 14-15. Due to coronavirus restrictions on travel and in-person meetings, no prevalence survey was conducted this APY. As a result, the Department cannot compare the prevalence and reporting of sexual assault.

DoD Directed Action Update: Publicize the CATCH a Serial Offender Program

The Department implemented the CATCH a Serial Offender Program (CATCH) in August 2019 to provide another reporting resource for individuals who have experienced sexual assault. CATCH allows individuals making Restricted Reports the opportunity to provide information about their alleged offender or incident confidentially to military criminal investigators. Should the information provided align with another CATCH entry or other documented criminal allegation against the same alleged offender, CATCH participants can consider converting to an Unrestricted Report and participate in the military justice system. Anyone having made a Restricted Report currently or in the past is eligible to provide a CATCH entry. This APY, 45 CATCH program entries originated from the Academies.

Action: Publicize the CATCH Program to cadets and midshipmen, according to the Plan of Action and Milestones previously submitted to the Department in December 2019.

Goal: Ensure cadets and midshipmen are aware of the CATCH program, understand it is a confidential means for providing information about their assault to the Department, and know to contact a Sexual Assault Response Coordinator (SARC) for more details or to participate.

DoD Assessment Summary: All three Academies reported taking substantive action to publicize CATCH and comply with this initiative.

- USMA socialized the CATCH program as the Department had directed. All cadet victims are briefed on the CATCH Program just as they are briefed on reporting options as required. DoD-created informational guides and posters were distributed throughout USMA. CATCH was also briefed to USMA leadership, staff, and faculty during Sexual Assault Review Boards and other training events. As of June 1, 2020, fifteen passwords have been requested at USMA. Of those 15 requests, 9 victims have submitted entries into the CATCH system. Seven of those entries were made by cadets. USMA has no entries resulting in a match at the time of this report.
- In a concerted effort to publicize the CATCH program, USNA midshipmen were introduced to the program through a series of informational briefs, training sessions, email communications, poster campaigns, and small group discussions. The CATCH program is reviewed with the brigade at least twice per year during “re-form” briefs. As a result, USNA reports that several midshipmen have engaged with the program and that USNA was the first Navy command to identify a match based on the CATCH program. As of June 1, 2020, 11 passwords have been requested at USNA. Of those 11 requests, 8 victims have submitted entries into the CATCH system, and all entries have been made by a midshipman. Two victims at USNA had a CATCH entry produce a match.⁶
- USAFA made significant progress in its efforts to publicize the CATCH program. USAFA response personnel discuss the CATCH program with every cadet making a Restricted Report of sexual assault. CATCH is also promoted at the Academy in SAPR staff briefings to leadership, coaches, physical education faculty, and other staff. USAFA also placed posters in bathroom stalls throughout the USAFA cadet area to promote the program. USAFA Teal Rope cadets are also asked to promote the program within their social circles, as the cadets would with other SAPR programs. As of June 1, 2020, 19 passwords have been requested at USAFA. Of those 19 requests, 7 victims have submitted entries into the CATCH system. Five of those entries were made by cadets. USAFA had one match in the CATCH system.

The Academies Updated Relevant Policies to Facilitate Increased Reporting

The Department seeks to encourage greater reporting of sexual assault and sexual harassment incidents when they occur to connect cadets and midshipmen with support and to hold offenders appropriately accountable. Each of the Academies reported taking some level of action this APY to update reporting-related policies.

USMA issued a new policy to prevent chain-of-command retaliation (i.e., reprisal) against cadets who report sexual assault. The policy, “Command Engagement to Prevent Retaliation (CC-19-15),” specifies a number of actions personnel will take to alleviate concerns of reprisal associated with a sexual assault report. This includes employing tactical officers to ensure that any individual who makes a report is protected from retaliation. When retaliation is suspected, it is reported to the SARC, who will provide guidance on developing a protection plan for that particular individual. USMA also implemented a “Collateral Misconduct” policy to

⁶ The Department does not disclose which individual cases matched in the CATCH Program. This is to preserve the privacy of the individuals.

encourage greater reporting. Cadet feedback about sexual assault reporting often indicates that they engaged in misconduct (e.g., under-age drinking, being off-limits) at the time of a sexual assault incident and as a result, do not report the crime. To address these concerns, USMA's new policy withholds disposition authority to address potential victim misconduct to the Superintendent level. This policy allows the Superintendent to ensure that any action taken to address misconduct reflects the totality of the evidence.

USNA implemented a policy to allow for anonymous reporting of sexual harassment, although no anonymous reports were made this APY. Anonymous reports are expected to provide important insights into academy culture and the potential to correct inappropriate behavior, as supported by the evidence.

USAFA renewed and incorporated the Safe to Report policy into the Cadet Standards and Duties this year. This policy provides cadets reporting sexual assault certain amnesty from minor collateral misconduct that may surface during a subsequent sexual assault investigation. With the Safe to Report policy, USAFA will not discipline collateral misconduct violations related to a sexual assault report if they fall into the following categories: (1) alcohol use or possession, (2) consensual intimate behavior in the cadet area, (3) unprofessional relationships or fraternizing amongst cadets, or (4) cadet-area limits restrictions. In APY 19-20, 10 sexual assault reports at USAFA (out of 41 total reports) specifically cited the Safe to Report policy as a reason for reporting.

Victim Assistance and Other Resources

Top Line Observations

DoD Directed Action Update: Drive More Help Seeking Through Peer Groups

Action: Enhance preparation of academy peer helping groups to provide cadets and midshipmen with an accurate understanding of available academy services and the benefits they provide. Each of the Academies hosts student-led programs that provide peer-level action on changing student culture or peer-level support for individuals who report experiencing sexual assault.

Goal: Cadet and midshipmen peer-led groups will have improved information and ability to encourage greater help-seeking from resources to assist with experiences of sexual assault, sexual harassment, stress, mental health challenges, and other troubling situations.

DoD Assessment: The development of programs that leverage peer-level advocacy support has grown at all three Academies. These programs (i.e., USMA TRUST and RESPECT, USNA GUIDEs and SHAPE Peer Educators, USAFA Teal Ropes and PEERs) connect cadets and midshipmen with considerable social resources (i.e., social influence amongst their peers) to promote cultural changes that encourage reporting and help-seeking behavior. The Academies took additional action to improve their training for these peer groups. Notably, the success of these programs is unknown as metrics to measure their progress or impact on their respective Academies do not exist at present.

- USMA continued to develop and implement its TRUST program. This interpersonally-oriented program strives to create an environment where cadets feel comfortable

addressing other cadets on sexual assault and sexual harassment topics. USMA also has a program for RESPECT cadets who work with EO and Diversity professionals. Additionally, USMA Peer Support Cadets work with, and receive specialized training, from staff at the Center for Personal Development. While USMA did not enact change to improve training for these peer groups this APY, actions are being taken for APY 20-21. Specifically, a formalized training for TRUST cadets called “Relational Character Training” actualized in Summer 2020. USMA’s efforts were not in line with the intent of this directed action to drive more help seeking through peer groups.

- USNA’s GUIDE program focuses on Guidance, Understanding, Information, Direction, and Education in the pursuit of supporting those who experience sexual assault, sexual harassment, and discrimination. USNA updated the program by providing GUIDEs with extensive training, not only for sexual assault but also for sexual harassment and equal-opportunity related discrimination. USNA also supports a similar program, SHAPE (Sexual Harassment and Assault Prevention Education) Peer Educators (PE), which similarly draws on peer support. USNA’s efforts aligned well with the intent of this action.
- USAFA’s Teal Rope Program identifies and utilizes student influencers to assist in countering narratives that deter help-seeking, reporting, and bystander intervention. Trained Teal Rope cadets function as liaisons between victimized cadets and SAPR staff, as they receive training on talking with individuals who have experienced sexual assault. Additionally, USAFA continued to execute its PEER training program. These cadets develop crisis counseling and therapeutic skills that allow them to function as unofficial first responders upon a sexual assault disclosure. PEER training covers active listening, sexual harassment and sexual assault reporting, and suicide risk assessment and reporting. USAFA did not appear to take action towards identifying growth areas in its Teal Ropes or PEER training programs. USAFA’s efforts were not in line with the intent of this action to drive more help seeking through peer groups.

Updates to Military Service Academies’ Response Programs

Academy Transfer Policy for Sexual Assault Victims

Section 555 of the National Defense Authorization Act for Fiscal Year 2020 requires the Academies to develop a policy to allow cadets and midshipmen who report a sexual assault to transfer to another Academy. Both USNA and USAFA supported and completed the first transfer of a victim of sexual assault to another MSA (also known as “MSA SAPR Transfers”). Several environmental and academic factors require extensive coordination to make the transfer successful; however, each cadet and midshipman’s progress and safety in the context of the Academy is of utmost concern. Relevantly, the DoD is assisting the MSAs with development of standardized policy for cadet and midshipman victim transfer requests. Policy developments in this area are forthcoming.

Mobile App Development and Employment

The Academies also reported employing technology to make victim assistance more accessible for cadets and midshipmen. For example, USMA deployed a mobile application developed by cadets-for-cadets under the title “West Point App,” as well as an additional application called LiveSafe. Resources on the “West Point App” include information for addressing wellness, SHARP-related resources, and 24-hour contact numbers for obtaining assistance with sexual assault and sexual harassment. The LiveSafe App offers similar

resources with the added function of location sharing with selected contacts to be used, for example, when traveling between locations on campus.

USNA currently has a “SAPR App” deployed for use by midshipmen. This app connects midshipmen with sexual assault specific resources. The SAPR App also allows users to share their location in real-time with selected friends, through an “ExpectMe” option. An alarm function sends a distress signal to those selected friends if triggered by the user while traveling between campus locations. This program was developed by midshipmen-for-midshipmen in partnership with computer science classes at USNA. The program is currently in use by USNA midshipmen.

USAFA is employing the LiveSafe app to enable sexual assault reporting and access to assistance and care. The app also provides cadets with a means of anonymous communication with personnel within the USAFA SAPR program. LiveSafe has been implemented and is currently being promoted to all USAFA cadets.

Indications of the popularity or use of these apps will be expected in APY 20-21. The Department recognizes the significant resources devoted to developing these programs; thus, understanding the impact of these apps is crucial. Specific data, such as the number of downloads and connections made between SAPR staff and cadets or midshipmen via the app, amongst other possible metrics, will be expected in APY 20-21.

Victim Support throughout the Coronavirus Pandemic

As previously noted, each of the MSAs dismissed cadets and midshipmen in early March due to the coronavirus pandemic. Nevertheless, the Academies reported continuity of care for all cadets and midshipmen regardless of geographic location. For example, USMA provided its SHARP office with a database of all cadet home zip codes. USMA SHARP cross-referenced this data with available resources in each of the identified areas, including civilian and military treatment facilities, counseling, and advocacy support. The USMA SHARP office also encouraged cadet use of the DoD Safe Helpline, the Department’s secure, confidential, and anonymous crisis support service specially designed for members of the DoD community affected by sexual assault. When cadets reported sexual assault over the phone, staff prioritized addressing the cadet’s physical safety and potential medical needs. Cadets were then routed through the appropriate offices and resources for requested support and care. At USNA, SAPR staff provided support to sexual assault victims virtually, and when necessary, in person following proper coronavirus-preventative guidelines. Mental health services provided through USNA were also conducted virtually. At USAFA, SAPR staff continued their work in a hybrid environment as they alternated between in-person and virtual rotations. Ensuring continuity of care for victims was an essential target throughout the entire APY. Although the coronavirus impacted in-person services, the USAFA reported that requested services were made available to support cadets.

In the first few months of the pandemic, the Department issued guidance and assisted the Service SAPR Programs to ensure continuity of victim assistance. For example, DoD quickly revised the DD-2910 Victim Preference Statement to be completed and signed electronically. Furthermore, Sexual Assault Forensic Examinations (SAFE) became challenging to obtain in Emergency Departments, as civilian and military medical treatment facilities changed their approach to providing emergency care. As such, the Department provided specific guidance to SARCs and Victim Advocates (VA) to work with medical personnel and

obtain modified instructions for victims wishing to obtain a SAFE. This and other guidance facilitated continued victim assistance at the Academies and throughout the DoD during the pandemic.

Review of DD Form 2910, Victim Reporting Preference Statement

Once signed by a victim and the SARC or VA, the Victim Reporting Preference Statement officially documents a victim's decision to make either a Restricted or Unrestricted Report. The Department annually audits the Victim Reporting Preference Statements received at each Academy and compares the results with the data Academy SARCs entered into the Defense Sexual Assault Incident Database. This year, the Department found records at all three Academies consistent with entries in DSAID and in compliance with documentation and form retention policy.

Way Forward

Although the coronavirus pandemic challenged or delayed the implementation of some activities, the Academies reported progress on efforts to address sexual harassment and sexual assault in APY 19-20. The Academies showed their greatest progress in expanding efforts that address the risk and protective factors for sexual assault. In APY 20-21, three main areas of growth related to prevention are expected of the Academies. This includes institutionalizing prevention roles; finalizing, implementing, and evaluating a comprehensive plan; and establishing a permanent means to monitor program implementation and evaluation.

Complaint data show that sexual harassment persists at the Academies, and historical data suggest that peer leaders should continue to bolster sexual harassment prevention efforts. Climate survey pilots that rely on cadet and midshipmen peer leader initiatives are essential to drive greater dignity, respect, and responsibility among students.

Furthermore, the Department recognizes the great success in the Academies' flexibility to pivot to virtual victim assistance services after cadets and midshipmen were dismissed from campus in March 2020. The Department is committed to supporting those who have experienced sexual assault or sexual harassment at the Academies. The Academies will continue to ensure continuity of care, including virtual support options, for cadets and midshipmen.

The Department's attention remains focused on preventing sexual assault and sexual harassment, with an unwavering commitment to quality victim assistance. The Department and the Academies will work tirelessly to ensure safety for the Academies' cadets and midshipmen. Sexual assault and sexual harassment have no place on the campuses of the Nation's Military Service Academies.