



# Terminal Learning Objectives

## Sexual Assault Response

The Department of Defense (DoD) Sexual Assault Prevention and Response Office (SAPRO) enacts policies and creates programs to strengthen the resiliency of sexual assault survivors and instill confidence and trust in the reporting process. DoD’s approach ensures that Service members receive the protections to which they are entitled, and support through an integrated victim services network of care. The **Terminal Learning Objectives (TLOs)** are designed to provide Service members the awareness, skillset, and knowledge they need to ensure the response for victims of sexual assault meets that standard. The following TLOs will guide Service members throughout their career progression to provide them with the most relevant, impactful training at each stage.

Policy Reference	Behavioral Indicators/ Desired Outcomes	Terminal Learning Objective	Career Progression
3.3a(1)	Define the term “sexual assault,” as defined in DoDD 6495.01, how it differs from sexual harassment, as defined in DoDI 1020.03, and the meaning of “consent” as defined in DoDD 6495.01	Participants will identify: <ul style="list-style-type: none"> <li>▪ The main elements of the DoD sexual assault definition: intentional contact; use of force; threat, intimidation; abuse of authority; lack of victim consent</li> <li>▪ Inappropriate behaviors across the continuum of harm</li> <li>▪ The difference between various types of sexual violence: intimate partner sexual assault, same sex sexual assault, and male sexual assault</li> </ul>	Initial Entry
3.3a(2)	Provide an awareness of victims’ rights and available resources for victims on and off base, including anonymous support available through DoD Safe Helpline, and how different reporting options influence available resources for a victim and the enforcement of their rights	Participants will identify: <ul style="list-style-type: none"> <li>▪ The meaning of “consent” as defined in DoDD 6495.01</li> <li>▪ How to access the DoD Safe Helpline, installation resources, and local resources for sexual assault victims</li> <li>▪ The difference between restricted and unrestricted reporting and mandatory reporting</li> <li>▪ The SARC as the main point of contact for assistance with sexual assault reporting, recovery, and victim rights information</li> </ul>	Initial Entry
3.3b(1)	Explain the military justice procedures that impact victims to include the codification and enhancement of victims’ rights in the military	Participants will learn that eligible victims have rights in the military justice system and that they are entitled to a Special Victims Counsel/Victims Legal Counsel to help understand and exercise those rights appropriately	Accession



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3.3b(2)	Explanation of mandatory reporters, including discussion of Military OneSource and their mandatory reporting requirements	Participants will recognize that members of the chain of command and military law enforcement and Military OneSource are mandatory reporters of sexual assault allegations, and that SARCs, VAs, and healthcare providers can confidentially provide assistance with sexual assault reporting	Accessions
3.3c	Pre-deployment education and training will provide individuals and units with information regarding potentially different support systems and specific details on the available resources in their deployed environment and commanders will ensure deploying personnel are informed of available Sexual Assault Response Coordinators (SARC)/ SAPR Victim Advocates (VA), Special Victims' Counsel (SVC)/Victims' Legal Counsel (VLC), and other sexual assault responders who are available during the deployment (e.g., law enforcement personnel, healthcare personnel, chaplains), location-specific resources available during deployment, local laws and customs, if any, that might negatively impact obtaining assistance with a sexual assault from foreign national resources, as well as how to access anonymous DoD Safe Helpline services which are available 24/7, world-wide	Deployers will: <ul style="list-style-type: none"> <li>■ Identify the SARCs, SVCs, VAs, healthcare providers, chaplains, and other victim support services available at their deployed location and how to access these individuals while deployed</li> <li>■ Be aware of any local customs or laws preventing access to such services from foreign national providers.</li> <li>■ Know specialized procedures, if any, for contacting DoD Safe Helpline while deployed</li> </ul>	Pre-Deployment
3.3d	Post-deployment education and training will provide individuals and units returning from deployment with current SAPR services and available resources at their home station and will occur within 30 days of returning from deployment. Commanders must ensure that personnel are informed of response services available at the post-deployment location. Individuals returning from deployment will be encouraged to report any sexual assaults or retaliation that occurred in the deployed environment, so that victims can access the needed care and recover fully	Deployers will be able to: <ul style="list-style-type: none"> <li>■ Describe the options available to report a sexual assault that happened while deployed</li> <li>■ Understand that the Victim Witness Assistance Program at their post deployment location may be a potential resource of information about reporting a sexual assault</li> <li>■ Know who can assist them in taking a report of sexual assault</li> </ul>	Post-Deployment

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3.3e(1)	Define the term “sexual assault” as defined in DoDD 6495.01, how it differs from “sexual harassment” as defined in DoDI 1020.03, and the meaning of “consent” as defined in DoDD 6495.01	Participants will identify the main elements of the DOD sexual assault definition: intentional contact; use of force, threat, or intimidation; abuse of authority; lack of victim consent	Annual Refresher
3.3e(2)	Explain available reporting options (Restricted and Unrestricted), who can receive Restricted and Unrestricted reports, and mandatory reporting requirements. Explain Catch a Serial Offender Program (CATCH)	Participants will be able to summarize the resources, benefits and limitations associated with each reporting option	Annual Refresher
3.3e(3)	Provide an awareness of victims’ rights and confidential legal resources available to answer questions, as well as available resources for victims on and off base, how different reporting options influence a victim’s ability to exercise his or her rights, and the ability of a victim to make a report or seek support outside the chain of command	Participants will: <ul style="list-style-type: none"> <li>■ Recall that the Special Victims’ Counsel or Victims’ Legal Counsel (SVC/VLC) can provide representation for eligible victims in the military justice process</li> <li>■ Know that an Unrestricted Report is required to exercise most victim rights</li> </ul>	Annual Refresher
3.3e(4)	Understand the availability of anonymous support and information available through the DoD Safe Helpline	Participants will know how to contact the Safe Helpline	Annual Refresher
3.3e(5)	Explain privileged communications and how disclosures impact reporting	Participants will understand the difference in roles of support personnel: <ul style="list-style-type: none"> <li>■ Recognize that members of the chain of command and military law enforcement are mandatory reporters of sexual assault allegations, and that SARCs, VAs, and healthcare providers can confidentially provide assistance with both sexual assault reporting options</li> <li>■ Recognize that chaplains and Special Victims Counsel/Victims Legal Counsel have legally privileged communications and can also assist with sexual assault, but cannot take a report</li> </ul>	Annual Refresher

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3.3e(6)	Identify command personnel roles and responsibilities and how they support victims. Provide information about a victim's ability to make a report and seek support outside the chain of command	Participants will recognize the roles and responsibilities of command personnel and will be informed that victims have the option to report a sexual assault to someone other than the unit commander or chain of command	Annual Refresher
3.3e(7)	Define and explain what constitutes retaliation related to sexual assault reporting, and identify available resources for how to report retaliation in accordance with Service regulations	Participants will recognize the four main types of retaliatory behavior related to a report of sexual assault (reprisal, ostracism, maltreatment, and restriction) and know available options to report an allegation of retaliation, even if they have not experienced a sexual assault	Annual Refresher
3.3e(8)	Describe basic medical treatment and forensic examination options available to victims	Participants will describe available medical treatment, to include forensic exams and mental health, available to victims of sexual assault. Participants will identify medical professionals able to provide medical treatment including forensic examinations	Annual Refresher
3.4a(1)	Understanding that sexual assaults are complex and the appropriate investigation and disposition options available, as well as the role of the commander in each stage of the military justice process	<p>After instruction, participants will:</p> <ul style="list-style-type: none"> <li>■ Recall the impact traumatic stress (avoidance of cues, intrusive thoughts, and hyperarousal) on memory and behaviors</li> <li>■ Recall alcohol's impact on memory and behavior</li> <li>■ Identify common evidence gathering steps in the investigative process</li> <li>■ Describe the commander's role in each stage of the military justice process</li> <li>■ List the disciplinary actions available to commanders in holding offenders appropriately accountable</li> </ul>	Pre-Command



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3.4a(2)	Providing awareness on how trauma affects individuals differently, what is trauma-informed care, and how unit conditions can promote or detract from victim recovery	Participants will: <ul style="list-style-type: none"> <li>■ Describe negative consequences of sexual assault on victims, including impact on emotional and psychological well-being (e.g., anxiety, poor sleep, hyperarousal, substance use/misuse)</li> <li>■ Recognize sexual assault's impact on work performance (e.g., poor concentration, avoidance of cues/triggers, hypervigilance, irritability)</li> <li>■ Recall how the initial response to a victim can impact recovery and reintegration</li> <li>■ Understand how unsupportive supervisors and co-workers can impede victim recovery and reintegration</li> </ul>	Pre-Command
3.4a(3)	Providing awareness of commanders' and senior enlisted Service members' role in sexual assault response and assuring that victims are afforded their rights and protections, with a focus on when both victim and accused are in the same unit. Explain the procedures of approving an Expedited Transfer request from a victim	Participants will: <ul style="list-style-type: none"> <li>■ Recall responsibilities commanders have for safety and support to both the victim and the accused</li> <li>■ Recognize the steps for approving Expedited Transfer requests from victims</li> </ul>	Pre-Command
3.4a(4)	Explaining a Commander's obligation to address a report of retaliation regarding a report of sexual assault, and the existence of the Department's retaliation reporting form, DD Form 2910-2, "Retaliation Reporting Statement for Unrestricted Sexual Assault Cases"	Participants will: <ul style="list-style-type: none"> <li>■ Recognize the four different kinds of retaliation and the organizations tasked with addressing each kind</li> <li>■ Recall that SARCs can help sexual assault victims understand how to report retaliation associated with a sexual assault allegation</li> </ul>	Pre-Command
3.4a(5)	Understanding the various roles of first responders, and how commanders, command teams, and senior enlisted advisors can support activities to enhance a unit's response to sexual assault, and the role of commanders in assuring that victims are informed of and have an opportunity to obtain assistance	Participants will: <ul style="list-style-type: none"> <li>■ Each organization and its role in the DoD response system</li> <li>■ Command and command team responsibilities to respond appropriately to the victim and accused (if in the same unit)</li> <li>■ Appropriate communication with unit personnel when a sexual assault allegation becomes known</li> </ul>	Pre-Command



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3.4a(6)	Explaining mandatory reporters for sexual assault, including: Commanders, members of the chain of command (includes supervisors, supervisory chain, First Sergeants), instructors, and law enforcement, including military police and security forces (both on and off duty)	Participants will identify who are mandatory reporters that must notify either law enforcement or the command when they receive information regarding a sexual assault	Pre-Command
3.4a(7)	Understanding the essential elements of quality victim response and care, and the roles and responsibilities of victim service providers	Participants will recall how to support personnel recovering from trauma, and the roles and responsibilities victim service providers	Pre-Command
3.4a(8)	Understanding the impact of command culture and climate on the unit's response to the disclosure of a sexual assault reported within the unit, and the commander's role in establishing and maintaining a healthy command climate	Participants will: <ul style="list-style-type: none"> <li>■ Identify command and command team responsibilities to establish and promote a safe and respectful workplace climate</li> <li>■ Understand role of first-line enlisted supervisors and junior officers in detecting misconduct, correcting misbehavior, and promoting respect</li> </ul>	Pre-Command
3.4a(9)	Understanding how to explain to their unit what the appropriate, professional response by peers to a victim and an accused is when a sexual assault is reported in a unit. Discuss potential situations involving resentment and perceived ostracism of the victim and the accused	Participants will: <ul style="list-style-type: none"> <li>■ Apply effective practices for discussing what an appropriate, professional response from personnel in their unit upon knowledge of a reported sexual assault within the unit</li> <li>■ Explain how unit members must refrain from behavior that is likely to be perceived as retaliatory</li> </ul>	Pre-Command
3.4a(10)	Discussing how to encourage reporting of sexual assaults among all Service members so that victims can access needed care, engage in recovery, and contribute to the mission of their unit	Participants will describe how to encourage greater reporting of sexual assault	Pre-Command

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3.4b	<p>Professional Military Education (PME) will provide progressively advanced levels of learning that prepare individuals to fulfill their responsibilities in DoD's SAPR program. PME on sexual assault response will occur during developmental courses at every level throughout the military and civilian career, tailored to their responsibilities and leadership requirements, appropriate to the member's or civilian's grade and commensurate with their level of responsibility as determined by the Services and NGB</p>	<p>Participants will:</p> <ul style="list-style-type: none"> <li>■ Know how sexual assault impacts men and women differently</li> <li>■ Identify means of assistance available to victims</li> <li>■ Know how to support someone coping with an experience of sexual assault</li> </ul>	<p>Basic Enlisted Professional Military Education (Completed by E5)</p>
3.4b	<p>Professional Military Education (PME) will provide progressively advanced levels of learning that prepare individuals to fulfill their responsibilities in DoD's SAPR program. PME on sexual assault response will occur during developmental courses at every level throughout the military and civilian career, tailored to their responsibilities and leadership requirements, appropriate to the member's or civilian's grade and commensurate with their level of responsibility as determined by the Services and NGB</p>	<p>Participants will:</p> <ul style="list-style-type: none"> <li>■ Describe negative consequences of sexual assault on victims, including impact on emotional and psychological well-being (e.g., anxiety, poor sleep, hyperarousal, substance use/misuse)</li> <li>■ Explain sexual assault's impact on work performance (e.g., poor concentration, avoidance of cues/triggers, hypervigilance, irritability)</li> <li>■ Explain how the initial response to a victim can impact recovery and reintegration</li> <li>■ Comprehend how supervisor and co-worker behavior can both impede and promote victim recovery and reintegration</li> </ul>	<p>Career Enlisted Professional Military Education (E6-E7)</p>
3.4b	<p>Professional Military Education (PME) will provide progressively advanced levels of learning that prepare individuals to fulfill their responsibilities in DoD's SAPR program. PME on sexual assault response will occur during developmental courses at every level throughout the military and civilian career, tailored to their responsibilities and leadership requirements, appropriate to the member's or civilian's grade and commensurate with their level of responsibility as determined by the Services and NGB</p>	<p>Participants will:</p> <ul style="list-style-type: none"> <li>■ Describe the command's role in each stage of the military justice process</li> <li>■ List the disciplinary actions available to commanders in holding offenders appropriately accountable</li> <li>■ Detail command and command team responsibilities to respond appropriately to the victim and accused (if in the same unit), as well as what to say to unit personnel when a sexual assault allegation becomes known</li> <li>■ Know how to motivate subordinates to avoid behaviors perceived to be retaliatory</li> </ul>	<p>Senior Enlisted Professional Military Education (E8-E9)</p>



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3.4b	<p>Professional Military Education (PME) will provide progressively advanced levels of learning that prepare individuals to fulfill their responsibilities in DoD's SAPR program. PME on sexual assault response will occur during developmental courses at every level throughout the military and civilian career, tailored to their responsibilities and leadership requirements, appropriate to the member's or civilian's grade and commensurate with their level of responsibility as determined by the Services and NGB</p>	<p>Participants will:</p> <ul style="list-style-type: none"> <li>■ Describe negative consequences of sexual assault on victims, including impact on emotional and psychological well-being (e.g., anxiety, poor sleep, hyperarousal, substance use/misuse)</li> <li>■ Explain sexual assault's impact on work performance (e.g., poor concentration, avoidance of cues/triggers, hypervigilance, irritability)</li> <li>■ Explain how the initial response to a victim can impact recovery and reintegration</li> <li>■ Explain how supervisor and co-worker behavior can both impede and promote victim recovery and reintegration</li> </ul>	<p>Mid-level Office Professional Military Education (O4-O5)</p>



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3.4b	<p>Professional Military Education (PME) will provide progressively advanced levels of learning that prepare individuals to fulfill their responsibilities in DoD's SAPR program. PME on sexual assault response will occur during developmental courses at every level throughout the military and civilian career, tailored to their responsibilities and leadership requirements, appropriate to the member's or civilian's grade and commensurate with their level of responsibility as determined by the Services and NGB</p>	<p>Participants will:</p> <ul style="list-style-type: none"> <li>■ Describe the command's role in each stage of the military justice process</li> <li>■ List the disciplinary actions available to commanders in holding offenders appropriately accountable</li> <li>■ Explain command and command team responsibilities to respond appropriately to the victim and accused (if in the same unit), as well as what to say to unit personnel when a sexual assault allegation becomes known</li> <li>■ Explain how to motivate subordinates to avoid behaviors perceived to be retaliatory</li> </ul>	<p>Senior Officer Professional Military Education (O5-O6)</p>
3.4c	<p>G/FO and SES personnel education and training will occur at the initial executive level program training and annually thereafter. The required subject matter for the education and training will be appropriate to the level of responsibility and commensurate with the level of command and provided by a subject matter expert. Education and training within this section may replace Annual Refresher Education and Training for G/FO and SES</p>	<p>Participants will:</p> <ul style="list-style-type: none"> <li>■ Explain the Expedited Transfer Process and the G/FO role in Transfers that have been denied at a lower level of command</li> <li>■ Explain under what circumstances and how a G/FO will review the separation package of sexual assault victim alleging that the discharge is retaliatory and/or when the discharge occurs within one year of the closure of a victim's case</li> </ul>	<p>General and Flag Officer Training</p>
3.4d	<p>Training will occur annually and include discussion regarding the prohibition of engaging in sexual activity with specially protected junior members and applicants of the armed force. The education and training will also include the impact of the power differential on the junior member's ability to consent, and will also include information on what resources and services are available for recruits who have experienced sexual assault prior to service</p>	<p>Participants will explain the policy prohibiting recruiters, recruiter's assistants, and instructors from engaging in sexual activity with a member assigned or awaiting assignment to basic training or initial active-duty training, including those enlisted under a delayed entry program; a cadet, midshipman, officer candidate, or student in any other officer qualification program; or member of the armed forces in any program identified as a training program for initial career qualification</p>	<p>Recruiters, Personnel Temporarily Assigned to Assist Recruiters, Training Instructors, and Instructors at Formal Schools</p>