



SECRETARY OF DEFENSE
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MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
CHAIRMAN OF THE JOINT CHIEFS OF STAFF
UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND
READINESS
CHIEFS OF THE MILITARY SERVICES
CHIEF OF THE NATIONAL GUARD BUREAU
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE

SUBJECT: Sexual Assault Prevention and Response

In December 2013, the President directed the Department of Defense to prepare a comprehensive report detailing major improvements since August 2013 in the prevention of and response to sexual assault in the military, including reforms to the military justice system. Over the past year, we have worked diligently to convey the Department's proactive and comprehensive approach to address sexual assault in the military in the 2014 "Department of Defense Report to the President of the United States on Sexual Assault Prevention and Response."

Over the past 3 years, we have taken aggressive action to substantially improve our sexual assault prevention and response program. Results from an externally administered Department-wide survey indicate a decrease in the prevalence of sexual assault in Fiscal Year 2014 compared to Fiscal Year 2012. Furthermore, the significant increase in military victims choosing to report this crime over the last 3 years greatly expands our ability to provide support and services to those victims and hold offenders appropriately accountable.

While results and initiatives described in this report demonstrate signs of progress in the fight against sexual assault in our military, there is much more work to do. Our future progress depends on a sustained and responsive approach to all issues that affect our Service men and women, particularly sexual assault. We will continue to strive to improve our sexual assault prevention and response programs and build upon the progress we have made in recent years. Therefore, I am directing immediate implementation of the following measures:

- **Installation Prevention Study:** To advance our knowledge and understanding of successful intervention policies, the Secretaries of the Military Departments, the Chiefs of the Military Services, and the Under Secretary of Defense for Personnel and Readiness will conduct a multi-year initiative to customize prevention efforts at select military installations. This effort will identify installation and community risk factors for sexual assault and develop associated actions leadership can take to mitigate sexual violence. The Under Secretary of Defense for Personnel and Readiness will provide a concept of operations for the initiative to the Secretary of Defense no later than January 30, 2015.

- **Enhance First Line Supervisor Skills and Knowledge:** To further advance a climate of dignity and respect, and prevent the potential for retaliation associated with reporting, the Chiefs of the Military Services and the National Guard Bureau will augment all supervisor training to address the role of the supervisor in unit sexual assault prevention and response programs. This training will apply to all junior officers, junior enlisted supervisors, and civilian employees that supervise military members. Curriculum will emphasize the importance of engaging with subordinates on sexual assault prevention and response, recognizing the signs of possible acts of retaliation, and provide the opportunity to practice leadership skills to promote a healthy command climate. A curriculum development plan for this training will be provided to the Under Secretary of Defense for Personnel and Readiness by January 30, 2015.
- **Engage Command to Prevent Retaliation:** To enhance victim safety and recovery, the Chiefs of the Military Services and the National Guard Bureau will develop new procedures for installation commanders who serve as the Sexual Assault Prevention and Response Case Management Group Chair. These procedures will require installation commanders to regularly assess, and refer for appropriate corrective action, all reports from a victim, witness, or first responder of retaliation, ostracism, maltreatment, or reprisal in conjunction with a report of sexual assault. These procedures will be provided to the Under Secretary of Defense for Personnel and Readiness by January 30, 2015.
- **Provide Feedback to the Force:** To encourage greater victim reporting and demonstrate Department and Service progress, the Secretaries of the Military Departments will provide the findings in the Report to all Service members in an interactive manner. Please report your execution plan to the Under Secretary of Defense for Personnel and Readiness by January 30, 2015.

While our Report to the President demonstrates progress, as we all know, our work is not complete. We must remain persistent and relentless in our efforts to eradicate sexual assault from the military. Your strong personal leadership has been and will continue to be essential. These initiatives and plans, in addition to our ongoing efforts, provide a roadmap for this Department to enable military readiness, establish an enduring culture of dignity and respect, and eliminate this violent crime from our military.

Thank you.

cc:
 Under Secretaries of Defense
 Commanders of the Combatant Commands
 Inspector General of the Department
 of Defense
 Assistant Secretaries of Defense
 Directors of the Defense Agencies
 Directors of the DoD Field Activities