

## Appendix A: Army Self-Assessment of the United States Military Academy



## COORDINATION SHEET

**SUBJECT:** Notification of Assessment (NOA) of the Military Service Academies Academic Program Year 2023-2024

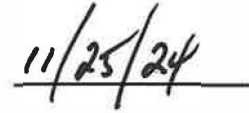
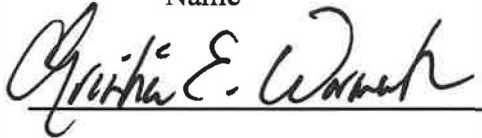
**SYSTEM CONTROL NUMBER:** CATMS-230724-CWND

Agency

Name

Date

Secretary of the Army



Christine E. Wormuth

I approve the submission of the following documents as the Army data to support the DoD Annual Report on Sexual Harassment and Violence at the Military Service Academies for the academic program year (APY) 2023-2024 (23-24):

- Enclosure 1: Program Data Call APY23-24
- Enclosure 2: Sexual Assault Compliance Tool APY23-24
- Enclosure 3: Sexual Harassment Compliance Tool APY23-24
- Enclosure 4: Sexual Harassment Reporting Data
- Enclosure 5: APY23-24 Cost Estimate



# United States Military Academy Academic Year 2023-2024 Programmatic Data Call

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## Executive Summary

During the 2023-2024 Academic Program Year (APY), the United States Military Academy (USMA) remained committed to delivering exceptional Sexual Harassment and Assault Response and Prevention (SHARP) services to victims and survivors of sexual harassment and assault. The United States Military Academy's comprehensive support network includes advocacy, medical, and legal services, ensuring a coordinated leadership response across all levels. Key resources include a dedicated leadership team, 24/7 Advocate availability, forensic medical examination capabilities, a full-time Special Trial Counsel (STC), a full-time Special Victim Counsel (SVC), the Office of the Special Trial Counsel, specialized Criminal Investigation Command (CID) agents, Cadet counseling, extensive behavioral health services, chaplains, and Military Family Life Consultants (MFLC).

In APY 2023-2024, USMA continued its intentional efforts to expand and improve prevention programming to encompass the prevention of all harmful behaviors. The "ACT" program consists of Cadets leading in: Addressing Harmful Behaviors, Creating Healthy Climates, and Teaching Holistic Health (ACT). ACT is a Cadet prevention program that conducts peer-prevention efforts throughout the year. Addressing the complexities of sexual assault, response, and prevention requires empathy and commitment. USMA's SHARP education and training is based on the Army Values. To understand and address harmful behaviors effectively, we must implement protective measures through consistent communication, clear policies, and behavior that embodies our values. By combining these elements, we create a comprehensive strategy to prevent sexual misconduct, support victims, and foster a culture of dignity and respect within the Military Academy.

# Introduction

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The United States Military Academy (USMA) made considerable progress, including significant policy and program improvements during the Academic Program Year (APY) 2023-2024. Strategic level summaries of challenges confronted, and progress made are organized within four categories:

- Policies and Practices
- Climate
- MSA Tools and Abilities
- Program Oversight

## Policies and Practices

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DoD SAPRO Inquiry: Are Sexual Assault Prevention and Response (SAPR) and sexual harassment prevention and response policies and practices at the MSAs consistent with current DoD policy and best practice?

### **1.1 Actions to Address: Incorporate the latest Sexual Assault Prevention and Response (SAPR) policies to align with SAPR-related training efforts, encourage reporting, and improve victim support.**

In direct support of USMA Strategic Line of Effort (LOE) 1, developing leaders of character who live and lead honorably and demonstrate excellence and LOE 4, continuously transform toward preeminence is evident as USMA continues to educate, expand, and improve prevention of harmful behaviors in curriculum programming, as well as recurring character development. The course curriculum was structured from quantitative studies of human behavior and data investigative research to create exceptional leadership development. Efforts focused on peer-prevention efforts throughout the year. USMA also conducts intervention training; this three-hour, in-person training comprises two hours of vignettes in which Cadets can intervene within a role-played, real-life scenario of harmful behaviors followed by guided reflection. The reflection period is guided and initiated by Cadets identifying and addressing these harmful behaviors. LOE 2. emphasizes promoting a professional climate. We revised our SHARP policies, guidelines, and standard operating procedures. These updates apply to all personnel assigned or attached to the West Point Military Installation and USMA, including tenant units. The revisions incorporate guidance from DoDI 6495.02, Volume 3; DoDI 6495.02, Volume 2; the Deputy Secretary of Defense Memorandum on "Updates to Department of Defense Policy and Procedures for the Sexual Assault Prevention and Response Program and Adult Sexual Assault Investigations"; and the Army's "Safe to Report" policies.

All SHARP personnel have been unified under a single command, directly supporting the recommendations of the Independent Review Commission and the Secretary of Defense. Along with the integration of updates from the policies above, the SHARP SOP has been revised to incorporate instructions for USMA's Case Management Group (CMG) – the Sexual Assault Review Board – and the Quarterly CMG (QCMG) and the Quarterly Sexual Assault Response Team. These instructions specify that the Co-chair of the CMG is responsible for ensuring that DD Form 2910-5 is used to document CMG meeting activities, while the Co-chair of the QCMG must ensure that DD Form 2910-6 is used for QCMG meetings. Additionally, the Safety Assessment and the High-Risk Response Team (HRRT) section has been updated to

require that the victims' SARC "utilize DD Form 2910-7 to document the high-risk response team meeting notes." Implementation of control measures, to include Staff Assistance Visits (SAVs) and Organization Inspection Programs (OIPs) to ensure SHARP professionals are fully trained on Defense Sexual Assault Incident Database (DSAID), and data entries in a timely manner.

The United States Military Academy's use of the Safety Assessment Tool and Safety Assessment Worksheet has long been mandated in previous versions of the SHARP SOP. To ensure that safety assessments are conducted in line with policy, the SARC addresses any safety concerns in the Commander's Critical Information Requirements (CCIR) notification for both restricted and unrestricted reports of sexual assault, as outlined in the SHARP SOP. For unrestricted reports, completing the safety assessment is also confirmed on each victim's slide during the monthly CMG meetings.

Academy personnel are educated on policy changes through a comprehensive process. Before a policy takes effect, it undergoes review by all directorates at the Steering Committee and Policy Board levels, allowing for stakeholder input. Once a policy is newly implemented or revised, it is distributed to all personnel in accordance with its specific distribution requirements. For the updated SHARP Policy, the Brigade Tactical Officer (BTO) and all Regimental and Company Tactical Officers received a briefing from the SHARP Program Office. Furthermore, the USMA G3 office issued a TASKORD for the Newly Updated and Signed SHARP Policies, tasking all personnel to ensure the dissemination and understanding of the policy updates within their directorates and reporting to the SHARP Program Office upon completion. Additionally, updates to the SHARP SOP were thoroughly discussed within the SHARP Program Office to ensure complete understanding among all SHARP personnel.

## **1.2. Actions to Address: Revise "Return to Health" Policy.**

The USMA SHARP Program Office aligns with the DoD's "Return to Health" policy, with the USMA Superintendent issuing a supporting policy. Before any policy is enacted, it undergoes review by all directorates at the Steering Committee and Policy Board levels, allowing stakeholders to provide input. Once implemented, the policy is distributed to all personnel as per the policy's distribution guidelines.

The primary goal of the "Return to Health" policy is to formally delineate a process for supporting Cadet and Cadet Candidate's psychological and physical recovery following a sexual assault. The process enables Cadets and Cadet Candidates to better balance their continued academic, character, and physical development and requirements with access to support services and engagement in recovery. Cadets and Cadet Candidates who have experienced sexual assault can request "Return to Health" accommodations, which may include a cognitive profile as part of a comprehensive response and recovery plan. It guides Cadets, staff, and faculty on the available options and procedures. Accessing resources after a sexual assault and participating in an investigation can be time-consuming, and Cadets and Cadet Candidates sometimes prioritize their academic, military, and physical requirements over victim support services. This policy gives victims the time and space to balance their personal well-being with maintaining their Cadet/Cadet Candidate responsibilities, facilitating healing without the added pressure of falling behind or failing courses.

Additionally, the SHARP Program Office collaborates with the Center for Personal Development (CPD) Office and Behavioral Health (BH) offices to assess victim needs and available services; offering formal accommodations that enhance the health and well-being of sexual assault victims while supporting them in fulfilling their academic, military, and physical requirements

necessary for graduation and commissioning. USMA providers, including licensed counselors and therapists, apply the "Return to Health" policy when Cadets may benefit from temporary extensions due to mental or emotional challenges. The policy is intended to be short-term, with specific recommendations communicated from BH or CPD. CPD providers and leadership maintain privileged communication to ensure these short-term goals are met for the best possible outcome for the Cadet.

All incoming Cadets are first briefed on the "Return to Health" policy during the SHARP briefing they receive on their second day at USMA during Cadet Basic Training and in other in-processing sessions across the installation. Cadets are additionally briefed on the "Return to Health" Policy during company level SHARP training each year.

Staff and faculty are briefed on the "Return to Health" Policy during the section of their annual SHARP training focused on supporting cadets through SHARP situations. Staff and faculty are informed of changes and briefed at various locations across the Garrison during command updates or quarterly meetings, ensuring a community that understands the policy and is empowered to utilize the available resources. Additionally, the USMA G3 office issued a TASKORD for the Newly Updated and Signed SHARP Policies, requiring all personnel to ensure the dissemination and understanding of the policy updates within their directorates and report completion to the SHARP Program Office.

To evaluate the policy's impact on victims' health and well-being, USMA will compare the number of victims who utilize the "Return to Health" policy and are placed on a Medical Leave of Absence (MLOA) versus those who do not use the policy and are placed on an MLOA. The USMA SHARP Program Office will compare the number of known victims who utilized the "Return to Health" policy with those who did not utilize it to determine its impact on Cadet graduation rates.

### **1.3. Actions to Address: Issue Policy on the Physical Separation of Cadet and Midshipman Survivors of Sexual Assault and Alleged Perpetrators.**

To ensure that Cadet survivors and alleged perpetrators of sexual assault can complete their studies at USMA without sharing classes or being in close physical proximity during mandatory activities, USMA implemented Command Policy Letter #13, known as the "Physical Separation" policy. This policy was thoroughly reviewed by all directorates at both the Steering Committee and Policy Board levels before being signed. Once approved, Command Policy #13 was distributed to all USMA directorates and staff. Additionally, the USMA G3 office issued a TASKORD for the newly updated and signed SHARP Policies, tasking all personnel to ensure the dissemination and understanding of the policy updates within their directorates and reporting to the SHARP Program Office upon completion.

The "Physical Separation" policy is designed to establish clear procedures and guidelines for maintaining physical distance between victims and subjects of sexual assault, allowing both parties to complete their course of study at USMA without being nearby during mandatory activities. This policy was discussed during quarterly updates to ensure that all personnel, including Commanders and other leaders, were fully informed of this policy. Additionally, the policy was integrated into the internal Sexual Assault Report Rationale Form, ensuring that all victims who choose to file an unrestricted report of sexual assault are informed of the policy and the actions that will be taken as a result.

#### **1.4 Sexual Harassment: Continue to emphasize the harm to mission and personnel that stems from sexual harassment (including online harassment).**

USMA leadership has established Lines of Effort (LOE) to define and emphasize individual behavior, actions, and leadership: LOE 1 focuses on developing leaders of character who live honorably, lead honorably, and demonstrate excellence, while LOE 2 promotes a professional climate. In alignment with these objectives, the USMA staff-initiated character development training, a year-long process incorporating key capacity-building elements. This approach allowed community partners to support prevention activities by educating leaders on primary prevention principles and demonstrating how risk and protective factors are interconnected. Intervention training allowed participants to apply their intervention skills in various scenarios. The curriculum culminates with participants creating an action plan for preventing sexual harassment and other harmful behaviors, identifying actionable steps to reduce risk factors associated with sexual violence, and promoting protective factors within the community.

During these sessions, teams are reminded that retaliation is unacceptable and should be reported if it occurs. Prevention efforts emphasize treating everyone with dignity and respect and reinforces the message that retaliation of any kind will not be tolerated. The training provides a platform for open dialogue on topics ranging from sexual harassment to suicide prevention, helping to build trust within the command through these discussions. All personnel are equipped with the knowledge to identify risk factors that contribute to sexual violence and to recognize protective factors that help prevent it. Participants should leave the training with increased confidence in intervening when they observe inappropriate behavior, as well as the skills and courage to promote a safer and healthier community.

Active involvement of Cadets in preventing harmful behaviors among their peers is a crucial element of prevention, shifting the focus from reactive to proactive measures. To this end, USMA developed Intervention Training for the Corps of Cadets. Intervention Training is a three-hour, immersive experience designed to provide Cadets with the education and practical experience needed to develop the skills necessary to intervene in potentially harmful situations. The training exposes Cadets to scenarios involving various harmful behaviors, such as sexual assault, sexual harassment, self-harm, alcohol abuse, and racist/sexist language, and requires them to role-play these situations. Cadets confront real-world scenarios by engaging in role play rather than merely discussing them. The training also addresses the military legal system's definitions of consent and how they align with the Uniform Code of Military Justice, which is covered in both the academic curriculum and during training sessions.

The Service Academy Gender<sup>1</sup> Relations Survey (SAGR) conducted in April 2024 revealed a participation rate of approximately 80%, a decrease from the unprecedented 92% participation in 2022. However, the content and analysis of this survey will be available to USMA leadership once the published version is released in 2025, and any relevant data or analysis will remain under review for at least four years. Prevention is a key focus for USMA, and it is highlighted in two of our strategic efforts within the USMA Strategy. As an accredited institution, USMA is expected to assess its institutional goals continuously, particularly the prevention of sexual harassment and sexual assault, by collecting, analyzing, and acting on relevant data. The

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<sup>1</sup> Since 2006, the Service Academy Gender Relations survey used the term "gender" to describe men and women. These groups have been defined using survey items and/or administrative data categories for "male" and "female" and therefore references to gender should be understood to mean "sex". Future surveys will be renamed to comply with the Executive Order 14168 "Defending Women from Gender Ideology Extremism and Restoring Biological Truth.

Army requires evidence-based outcomes to be measured and monitored, necessitating multi-year trend analysis and comparisons. Acquiring and analyzing data is critical for evaluating the effectiveness of prevention methods, identifying areas for improvement, and discontinuing ineffective strategies. This continuous improvement aims to give commanders the information they need to make informed decisions.

If a Cadet is struggling, the Return to Health policy may be utilized to provide support (noting that this policy is not limited to trauma-related events). USMA has also ensured that its Sexual Harassment Investigations Course for Investigating Officers (IO) includes the scientific study of victimization, encompassing the relationships between victims and offenders, interactions with the criminal justice system, and connections with social institutions like the media, businesses, and social movements. Understanding victimology, retaliatory behavior, and other victim/subject dynamics is critical for correcting cohesive behaviors and fostering a climate of trust.

## **1.5 Incorporate Military Preparatory Schools in Sexual Assault and Harassment prevention and response training and program implementation.**

DoD SAPRO Inquiry: To what extent does the MSA environment reflect a healthy, culturally responsive climate that supports reporting, freedom from retaliation, and support for victims? Are there strategies in place to provide coping skills and other support to Cadet/midshipmen victims who choose not to report their sexual assault incident?

The United States Military Academy Preparatory School coordinates and mirrors most training that is accomplished on West Point; including the intervention training which is specifically designed with a focus for the exclusive environment. In addition, leaders conducted “Deep Dive” sessions with Cadet Candidates, which focused on targeted development of key life skills, such as healthy relationships and communication, mental health, suicide prevention, and utilizing community support resources while encouraging their use among peers.

### **2.1. Actions to Address: Expand Sexual Assault Response Coordinator (SARC) and Victim Advocate (VA) expertise to work with all members of the military community.**

Over the past 12 months, there has been a strong focus on enhancing SHARP training for Sexual Assault Response Coordinators (SARCs) and Victim Advocates. Following the guidance from the Headquarters Department of the Army (DA), all SHARP professionals are required to attend newly developed, position-specific training. This training is essential for obtaining the Department of Defense-Sexual Assault Advocate Certification Program (D-SAACP) credential, a requirement mandated by both the DoD and the Army. The DA also offers monthly online training on the Strategic Management System, which aids in the data collection and management of sexual assault cases. At USMA, Standard Operating Procedures (SOPs) have been developed for each command section, and SARCs and Victim Advocates undergo cross-training. This approach broadens their expertise and ensures that SHARP professionals possess a comprehensive understanding of the responsibilities within the USMA area, leading to more effective and knowledgeable advocates.

# MSA Tools and Abilities

DoD SAPRO Inquiry: Do the MSAs have the tools and abilities required to effectively fulfill the requirements in DoD policy? Is SAPRO and or OCREOP technical assistance needed?

## **3.1. Actions to Address: Communicate the Importance of Military Justice Reform.**

During the academic year 2023-2024, the USMA Chief Military Justice conducted briefings for the entire Corps of Cadets, organized by class year, to explain the recent reforms and significant changes to the Military Justice System. Additionally, the USCC Brigade Judge Advocate (BJA) provided briefings to all TAC teams regarding the Military Justice Reforms and the creation of the Office of Special Trial Counsel. The Corps of Cadets receives ongoing education about updates to the military justice system. Furthermore, the OSJA is developing a video to inform the Corps further about these military justice reforms.

## **3.2. Defense Sexual Assault Incident Database (DSAID).**

The SHARP SOP mandates that all SHARP personnel at USMA document SAPR-Related Inquiries (SRIs) in DSAID or, if they lack direct access, ensure the information is relayed to a SHARP professional with access within 48 hours. At USMA, DSAID serves as a critical tool for documenting victim care and advocacy for individuals reporting sexual assault, those who do not report, and those alleging retaliation related to a sexual assault report. This documentation facilitates ongoing trend analysis, which supports USMA's prevention initiatives. The SHARP SOP mandates that all SHARP personnel at USMA document SAPR-Related Inquiries (SRIs) in DSAID or, if they lack direct access, ensure the information is relayed to a SHARP professional to update DSAID to track prevalence.

## **3.3. Training.**

The USMA SHARP office is committed to improving the culture by ensuring expert SHARP responders are available 24/7. This transformation requires a multifaceted approach that includes education, advocacy, and policy reform. Key initiatives involve promoting consent education, challenging harmful stereotypes, holding perpetrators accountable, supporting survivors, and implementing laws and policies that prioritize prevention and justice. Achieving these goals demands collaboration from individuals, communities, institutions, and government entities to create an environment of respect and safety for all.

USMA follows the Comprehensive SHARP Prevention Plan, which outlines multiple platforms for delivering training to Cadets, faculty, and staff, managed by the SHARP Program Office. By actively engaging in these efforts, leadership fosters a safer and more respectful environment, countering sexual harassment and building trust within the organization.

Cadets receive virtual training through the Vector Solutions platform, which includes built-in surveys to assess the effectiveness of the training. The SHARP Program Office, in collaboration with USMA data analysts, analyzes the raw data files from these surveys. This data provides valuable insights into the baseline knowledge and attitudes of the Corps of Cadets, particularly the incoming class, and allows for benchmarking against peer institutions. The training has shown positive results, with 38% of Cadets agreeing that they play a role in preventing sexual assault, and 89% expressing awareness of support resources related to sexual assault and relationship violence.

Following Spring Break 2024, all Cadets had the opportunity to participate in the SAGR Survey. The 2024 survey saw an 80% participation rate, a slight decline from the unprecedented 92% participation in 2022. While participation rates are available, the content and analysis of the survey will not be accessible to USMA leadership until 2025, with full data analysis often delayed by four years. Nevertheless, prevention remains a key focus at USMA, as highlighted in the USMA Strategy. As an accredited institution, USMA is expected to continuously assess its institutional goals related to the prevention of sexual harassment and sexual assault by collecting, analyzing, and acting on relevant data. The Army is required to measure and monitor evidence-based outcomes, conducting multi-year trend analyses to determine what is working, what needs improvement, and what should be discontinued. This process of continuous improvement is essential for enabling commanders to take informed action.

In addition to virtual training, USMA conducts Intervention Training annually. This three-hour, in-person session includes two hours of vignettes where Cadets practice intervention in role-played scenarios involving harmful behaviors, followed by one hour of guided reflection. Cadets are grouped by class within their companies, with each group comprising no more than 25 individuals. Trained Cadet facilitators lead the vignette portion, while trained staff or faculty members lead the guided reflection, ensuring the discussion is relevant to the scenarios observed. The vignettes, written by Cadets, incorporate real-life experiences to resonate with participants. To measure the effectiveness of the training, Cadets complete pre- and post-surveys, with results analyzed by G5 to identify strengths and areas for improvement for the following year's training.

Cadets attending Cadet Basic Training (CBT) (6-week summer training detail for incoming Cadets) and Cadet Field Training (CFT) (a 3-week summer training detail for rising second class Cadets) participate in the Squad 30 program. This program represents another critical opportunity for character, and leader development. Cadet Squad Leaders facilitate 30-minute daily discussions with members of their squad. In Squad-30 CBT, the discussions aim to tie challenging military exercises' emotional experiences and reactions to value character traits (e.g., understanding anxiety as part of developing personal courage). In Squad-30 CFT, discussions are focused on giving and receiving peer feedback. Results of the 2023 assessment indicate that the program is effective in instilling team cohesion, team trust, and the value of character in individual and team success.

USMA Annual Deep Dives began in 2020 and have recently focused on targeted development of crucial life skills, such as healthy relationships and communication, mental health, suicide prevention, and utilizing community support resources for past traumas, such as sexual assault, while also encouraging their use among peers. Deep Dives are led by subject matter experts at USMA who deliver targeted content to each class of the Corps of Cadets. Small-group discussions are then held by Cadet Company TAC Officers within one week after the Deep Dive to facilitate candid dialogue and create linkages between these topics and the desired qualities of effective leaders of character. Annual assessments are conducted to improve the quality of the activity for each iteration.

The recent SHARP Policy update introduced a provision to accomplish two goals. Increase the knowledge and skills within the communities' informal resources (i.e., faculty and staff) and better capture the number of victims seeking support from non-SHARP personnel. This provision requires all permanent party individuals at West Point who are not designated as confidential or mandatory reporters to report any knowledge or awareness of a sexual assault, whether it is a direct disclosure from a victim or even a rumor, to the SHARP Program Office. In the event of direct disclosure, only the victim's sex and class year are shared with the SHARP Office. This requirement creates an opportunity for SHARP personnel to discuss and review the conversation,

reiterate key points, and give the community member more information to relay back to a victim. Empowering and educating on informal resources has been shown to positively impact a victim's choice to seek a formal resource in their community. The SHARP Program Office is responsible for documenting the allegation as an SRI in DSAID.

Cadets frequently travel abroad for training at various military and civilian institutions, each with its norms and resources. To prepare them, the SHARP office provides specialized training to all cadets before their semester or summer abroad. This training includes the value of foreign culture immersion for leaders, safety protocols, and location-specific resources.

In addition to these initiatives, all Cadets, staff, and faculty receive the mandatory training outlined in DoDI 6495.02, Volume 2. This includes an initial SHARP brief within 14 days of arrival, delivered by SHARP professionals, the Annual SHARP Refresher Training as per the October 2021 Training Support Package, and briefings for new commanders and leaders within 30 days on their responsibilities related to sexual assault and harassment, conducted by SHARP professionals.

### **3.4. Catch a Serial Offender (CATCH) Program.**

All incoming Cadets were briefed on the CATCH Program during the SHARP briefing they received on their second day at USMA. The CATCH Program was explained in the Annual SHARP training for Cadets and USMA personnel each year. USMA has integrated the information on posters across the installation to publicize the CATCH Program further. As per regulation, throughout APY 23-24, the CATCH Program was available to any victim of sexual assault who filed a restricted report of sexual assault. CATCH Program eligibility has since expanded to include victims who have not filed a report of sexual assault but who have made a SAPR Related Inquiry with SHARP Personnel. The expanded eligibility was briefed with the Class of 2028 during the SHARP Brief they received on their second day and will be included in the Annual SHARP training throughout APY 23-24. The SHARP SOP mandates that all SHARP personnel at USMA document SAPR-Related Inquiries (SRIs) in DSAID or, if they lack direct access, ensure the information is relayed to a SHARP professional with access within 48 hours. At USMA, DSAID serves as a critical tool for documenting victim care and advocacy for individuals reporting sexual assault, those who do not report, and those alleging retaliation related to a sexual assault report. This documentation facilitates ongoing trend analysis, which supports USMA's prevention initiatives.

## **Program Oversight**

### **4.1. Report Transmission.**

All completed MSA reports are transmitted by the Headquarters, Department of the Army to the Office of the Secretary of Defense.

### **4.2. Discuss other SAPR and sexual harassment prevention and response policies and programs not previously addressed in this data call that your MSA is implementing.**

During APY 23-24, USMA successfully implemented the ACT Program, initially conceived in APY 21-22. The program featured three dedicated prevention weeks, each addressing a specific area of harm, with events organized and led by ACT Cadets. Teal Ribbon Week, held from 12-17 September 2023, focused on prevention activities centered around eliminating

sexual assault and harassment. Creating Healthy Climates Week, from 13-18 March 2023, targeted the prevention of bullying and hazing.

The ACT Program has been running in its current form since 2022 but grew out of an enduring effort to develop Cadets as promoters of a positive climate. A notable development of the program is the first annual ACT MIAD (Military Individual Advanced Development) that occurred during the last two weeks of May. This 10-day course prepares the 124 ACT Cadets for their role and provides instruction in key life skills, such as mindset, emotion regulation for leaders, holistic health and fitness, team cohesion, and mindfulness. Analysis of data collected from the ACT MIAD is currently being assessed.

In addition to these large-scale events, ACT Cadets were required to report their prevention efforts and activities throughout the academic year, via an online reporting form. According to this self-reported data, throughout APY 23-24, ACT Cadets conducted 502 prevention activities, including "Ongoing Initiatives," "Company Events," and "Company Trainings." They also engaged in 226 one-on-one interactions with their peers in their role as ACT Cadets. To further support their efforts, all ACT Cadets and staff/faculty were provided with a Comprehensive Prevention Resource Guide, which contains information on the harmful behaviors USMA is committed to preventing and the resources available to support victims of harm.