

Appendix B: Navy Self-Assessment of the United States Naval Academy





THE ASSISTANT SECRETARY OF THE NAVY
(MANPOWER AND RESERVE AFFAIRS)
1000 NAVY PENTAGON
WASHINGTON, D.C. 20350-1000

FOR: UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND READINESS

FROM: Franklin R. Parker, Assistant Secretary of the Navy, Manpower and Reserve Affairs

SUBJECT: *FRP 12/16/24* United States Naval Academy Annual Report on Sexual Harassment and Violence at the Military Service Academies for Academic Program Year 2023-2024

- Mr. Secretary, I approve the United States Naval Academy (USNA) submission for the Annual Report on Sexual Harassment and Violence at the Military Service Academies for Academic Program Year 2023-2024.
- USNA completed compliance assessments for both the Sexual Harassment and Assault Programs and both programs remain compliant.

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Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2023-2024 Programmatic Data Call Template

The Department of Defense (DoD) Sexual Assault Prevention and Response Office (SAPRO) and the Office for Diversity, Equity, and Inclusion (ODEI) request the following responses and documentation to inform the DoD Annual Report on Sexual Harassment and Violence at the Military Service Academies (MSA), Academic Program Year (APY) 2023-2024 (23-24).

Instructions: The following template is provided to the MSAs to document efforts taken by your MSA and MSA Preparatory School to address sexual harassment and sexual assault in APY 23-24 from June 1, 2023, through May 31, 2024. A draft copy of this information is due to DoD SAPRO by September 9, 2024, and final copy is due to DoD SAPRO by October 23, 2024.

Information provided in response to this template will inform the DoD report and will be publicly disclosed. Personal identifiable information of personnel at grades or ranks below a Senior Executive Service civilian or General Officer should be removed or redacted from this document prior to submitting the completed template to DoD SAPRO. Pre-decisional information must be marked by your respective Departments as such to avoid inadvertent inclusion in the DoD report to Congress.

Academy points of contact (POC) for this data call submission are responsible for transmitting their MSA's responses to DoD SAPRO via DoD Secure Access File Exchange (SAFE). MSA responses should include all supporting documentation for specific policies, programs, initiatives, and plans of action and milestones discussed in response to each data call item. Examples of supportive documentation include, but are not limited to:

- Strategies
- Plans
- Policies and local operating instructions
- Communications by senior academy leaders to cadets, midshipmen, staff, and faculty
- Training materials
- Curricula
- Assessments and evaluations
- Metrics

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Department of Defense Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2023-2024

The following Executive Summary Template should be used to capture a strategic summary of your submission regarding the progress made and principal challenges confronted by your Military Service Academy's (MSAs) Sexual Assault Prevention and Response (SAPR) and Military Equal Opportunity (MEO) programs for Academic Program Year (APY) 2023-2024. The MSAs should provide a status update on actions not yet due or completed. This summary should be written from a high-level perspective and emphasize critical messaging points for your MSA that link significant actions taken throughout the reporting period.

Items labeled, "Actions to Address" refer to the list of initiatives included in previous years' reports.

Please do not include the above instructions with the Executive Summary.

1. Are 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:

- Discuss your MSA's policy revisions during this APY that incorporated Service updates.
- Discuss how your MSA educates Academy personnel on policy changes as well as any specialized training with personnel on how to implement the policies. Highlight any newly implemented or novel approaches to disseminating this information.
- Discuss your MSA's oversight actions taken to ensure Case Management Group (CMG)/Quarterly CMG (QCMG), and (High Risk Response Team (HRRT)) are conducted in accordance with policy and appropriate forms are used and stored.
- Discuss efforts that have been undertaken to implement and track outcomes associated with the Safe-to-Report policy.

(REF: USD(P&R) memorandum "Actions to Address and Prevent Sexual Assault at the Military Service Academies" APY 2022-2023, Under Secretary of Defense for Personnel and Readiness (USD(P&R)) memorandum, "Actions to Address and Prevent Sexual Assault at the Military Service Academies, March 10, 2023; Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2021-2022; Section 539A, William M. "Mae" Thornberry, FY 21 NDAA; USD(P&R) memorandum, "Actions to Address and Prevent Sexual Assault at the Military Service Academies, February 15, 2022; Annual Report on Sexual Harassment and Violence on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2020-2021; DoDI 6495.02, volume 1, "Sexual Assault Prevention and Response: Program Procedures")

In APY 2023- 2024, USNA implemented a Return to Health and Physical Separation policy in accordance with the March 2023 Actions to Address Memo. USNA sought to improve on the confidentiality for survivors in a Return to Health Program by expanding the Return to Health eligibility requirements of the COMDTMIDNINST 6520 On Ramp Program (ORP) to midshipmen who experience any traumatic life events or who suffer from a concussion. The intent of the ORP is to provide midshipmen the ability to balance competing requirements while recovering from an event by affording them the requisite time and space for healing, mentally, and physically, without the added stress of a subsequent "domino effect" consequences in other mission areas. Although executed for many years as a best practice, USNA also codified the Physical Separation Policy (USNAINST 1752.2J) in APY 2023-2024 which aims to support victims by adjusting berthing assignments, company assignments, class schedules, training evolutions, and professional development activities. Additional policy updates included the implementation of CATCH-only data entry for victims without a SAPR Report and updates to the Case Management Group which were both implemented for APY 2023-2024. USNA continued executing monthly and quarterly case management groups during APY 2023-2024 and adheres to OSD guidance that allows CMG Co-Chair/note-taker to fill out the forms for the CMG Chair to review and sign. No HRRT were conducted in APY 2023-2024 and Open with Limited (OWL) cases will be briefed by Naval Criminal Investigative Service (NCIS) starting in APY 2024-2025.

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Information regarding reports made as a result of the Safe to Report Policy are only captured informally by the Victim Advocates and SARCs as there is no way to document it formally in DSAID. The USNA response team has provided feedback in previous annual reports suggesting that it is not appropriate to directly ask the survivors during the report about their reasoning for reporting and therefore only document the volunteered information. In APY 2023-2024, there were two cases of Sexual Assault in which the victim volunteered that the Safe to Report policy impacted their decision to report. For those midshipmen who are facing disciplinary action, and are known sexual assault survivors, these cases are routed to the Superintendent to make a determination of whether or not the case falls under Safe to Report. USNA has fielded requests from Victim Legal Counsel (VLC) and civilian counsel requesting Safe to Report consideration; and has, *sua sponte*, paused adjudication in a case in which the individual accused revealed a prior sexual assault.

Most policy changes are addressed either at mandatory all-hands calls (ex. Commandants/Superintendents Call, Brigade Training, Reform Briefs) for the midshipman or via the annual General Military Training (GMT) requirements for active-duty Faculty. Those policies are reinforced through the Sexual Harassment Assault Prevention Education (SHAPE) and GUIDE curriculum and by the Faculty and Staff in the Sports/Extracurricular stand downs and weekly 4- minute drills. To reinforce the idea of integrated and command supported prevention, the initial reform brief covers all prevention activities and associated policy updates and is given by the Deputy Commandant vice the different prevention leads. In APY 2023-2024, a Midshipman Wellness Handbook was also introduced to the Brigade in a hard copy form issued to each room in Bancroft. A 2024-2025 iteration of the Handbook has also been disseminated.

In April 2024, USNA took a different approach to the topic of sexual assault and harassment by inviting the Authors of *Sexual Citizens: Sex, Power, and Assault on Campus* to address Sexual Geography, Sexual Projects, and Sexual Citizenship with the Brigade. The Brigade was tasked with pre-training to familiarize themselves with the themes of the book and asked to provide recommendations post-training for improvements as part of *Phase 3: Consider* of the Sexual Assault Prevention and Community (SPACE) Toolkit. In response to the feedback from midshipman, the Midshipmen Regulations Manual (MIDREGS) was updated to separate out consensual sex in an unauthorized location from sexual misconduct to address the mixed messaging concerns. By separating the two offenses and downgrading the consequences of consensual sex in an unauthorized location in the conduct system, USNA is reinforcing the severity of sexual assault and harassment. Midshipman recommendations to an updated Social Space policy were implemented by USNA Leadership for APY 2024-2025 as part of *Phase 4: Change* of the SPACE Toolkit.

1.2 Actions to Address: Revise “Return to Health” Policy: Summarize the MSA’s “Return to Health Policy and the measures that will be used to evaluate the impact of the policy.

- United States Naval Academy (USNA) and the United States Military Academy (USMA):
 - Discuss policy updates to incorporate a timeline process from request initiation to disposition and how a point of contact is designated and communicated.
- United States Naval Academy (USNA)
 - Describe updates that allow restricted reporters to participate in the Return to Health policy while preserving the nature of a Restricted Report.

(REF: USD(P&R) memorandum “Actions to Address and Prevent Sexual Assault at the Military Service Academies” APY 2022-2023, USD(P&R) memorandum “Actions to Address and Prevent Sexual Assault at the Military Service Academies, March 10, 2023; Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2021-2022)

USNA has opened the Midshipman On-Ramp Program COMDTMIDNINST 6520.1 (Enclosure (1)) to victim's who have filed restricted reports based on the DoD convalescent leave policy.

1.3 Actions to Address: Issue Policy on the Physical Separation of Cadet and Midshipman Survivors of Sexual Assault and Alleged Perpetrators. Current actions are not sufficient to fully comply with section 539 of the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2021.

- United States Naval Academy (USNA) and the United States Air Force Academy (USMA):
 - Discuss policy updates to incorporate a timeline process from request initiation to disposition and how a point of contact is designated and communicated.

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- Describe updates that allow restricted reporters to participate in the physical separation policy while preserving the nature of a Restricted Report.
- United States Naval Academy (USNA)
 - Describe policy updates including how barriers to full implementation of physical separation policies are addressed, how the confidentiality of restricted reporters will be protected, and an appeal process for a request that has been denied.

(REF: USD(P&R) memorandum “Actions to Address and Prevent Sexual Assault at the Military Service Academies, March 10, 2023; Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2021-2022)

USNA has expanded Physical Separation eligibility in the USNA SAPR Program Instruction 1752.2J CH-1 (Enclosure (2)) to victim's who have filed restricted reports. Our updated SAPR policy (USNA SAPR Program Instruction 1752.2K) is currently in the process of being signed.

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

- Discuss your MSA’s policy revisions during this APY that incorporated Service updates.
- Discuss how your MSA educates Academy personnel on policy changes as well as any specialized training with personnel on how to implement the policies. Highlight any newly implemented or novel approaches to disseminating this information.
- Discuss how barriers to making a sexual harassment complaint are removed or mitigated.
- Discuss how sexual harassment personnel and resources are integrated with other prevention and response personnel and activities.
- Discuss how harassment conducted through the use of electronic devices or communications, to include social media is addressed at the academy.

(REF: DoDI 1020.03, “Harassment Prevention and Response in the Armed Forces”)

USNAINST 5354.1H will be updated to provide a confidential reporting options for midshipman and uniformed personnel who experience instances of sexual harassment following the release of OPNAV 5354.1F. Midshipman and uniformed personnel at USNA can submit a confidential report to a Command Climate Specialist (CCS) or a Command Managed Equal Opportunity (CMEO) program manager in order to receive support and referral services while maintaining the confidentiality they desire. Sexual harassment policy changes are disseminated through CMEO GMT Training for faculty and staff. Midshipman receive Sexual Harassment Training and applicable policy updates over the course of three training sessions given by the Brigade CMEO representatives. Midshipman CMEO representatives for each company have also been added in APY 24-25 in response to the confusion from the Brigade regarding the differences in the sexual harassment and sexual assault reporting processes.

USNA leadership restructured the midshipman rank system to establish seven equally ranked midshipmen to bolster the Integrated Prevention and Response approach at USNA. The Brigade CMEO Representative, SAPR GUIDE Commander, Sexual Harassment and Prevention Education (SHAPE) Commander, Brigade Resiliency Officer (BRO), Brigade Dignity and Respect Officer (DRO), Brigade Alcohol and Drug Education Officer (ADEO), and Brigade Character Officer are all high performing first class midshipman with their own midshipman staff and active-duty officer/senior enlisted counterparts. This change elevated the BRO, DRO ADEO and Character Officer and established the CMEO representative which previously fell under the SAPR GUIDE Commander. The intent is for all midshipmen to work together to integrate and disseminate recurring themes across each prevention activity and eliminate confusion between the CMEO reporting process and the SAPR reporting process. In preparation for this implementation in APY 2024-2025, all midshipman peer educators/support members participated in a joint networking and training event over the summer that addressed Trauma, Emotional Intelligence, Active Listening, and Facilitation skills.

In APY 2023-2024 the Midshipman Ethos was updated to include online Dignity and respect as a priority both in person and online.

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<p>1.5 Incorporate Military Preparatory Schools in sexual Assault and Harassment prevention and response training and program implementation</p> <ul style="list-style-type: none"> Describe how the Military Academy Preparatory Schools will be specifically included or further incorporated into sexual harassment and assault prevention and response activities. <p>Discussions are underway to formalize USNA's consultation role with the Naval Academy Preparatory School on sexual harassment and assault prevention education efforts.</p>

<p>2. To what extent does the MSA environment reflect a healthy, responsive climate that supports reporting, freedom from retaliation, and support for victims? Discuss strategies in place to provide coping skills and other support to cadet/midshipmen victims/complainants who choose not to report their incident of sexual assault or sexual harassment.</p> <p>2.1 Expand Sexual Assault Response Coordinator (SARC) and Victim Advocate (VA) expertise to work with all members of the military community</p> <ul style="list-style-type: none"> Discuss current and planned activities to increase competency of SARCs and VAs Discuss any handover/gap plans for personnel shortages or transition periods Discuss staffing needs/challenges and any recommended changes to staffing plans <p>(REF: DoDI 6495.02, volume 1, pg. 12, "Sexual Assault Prevention and Response (SAPR) Program")</p> <p>USNA is a member of the Anne Arundel Sexual Assault Response Team which is a multidisciplinary team in the community that provides a coordinated community response to those impacted by trauma. Members of the response team also attended the Victim Advocacy in July 2024 and are planning to attend the conference in the following fiscal year (budget permitting). This (along with other conferences) not only provide networking opportunities for USNA but also provide additional training on victim advocacy. Additionally, all members of the USNA SAPR response staff also maintain required D-SAACP certifications by attending on site trainings and webinars in order to expand knowledge and stay current with best practices.</p> <p>USNA remained largely understaffed for APY 2023-2024, but made significant progress in the promotion and retention of staff members and in filling the personnel deficiencies in summer of 2024. USNA selected and expects to fill the upgraded SAPR Prevention Training Specialist, the SAPR VA, and the new Integrated Prevention Specialist (Suicide and Alcohol) positions by the end of the FY. Additionally, USNA successfully upgraded their Primary SARC and SAPR Director of Prevention Education to GS-13 and their SARC to GS-12.</p>
<p>3. Do the MSAs have the tools and abilities required to effectively fulfill the requirements in DoD policy? Is SAPRO technical assistance needed?</p> <p>3.1 Actions to Address: Communicate the Importance of Military Justice Reform: Describe how the Academy has informed its personnel, to include Command Teams and cadets and midshipmen, about the significant changes to the military justice process that took place in December 2023, including the role of the Office of Special Trial Counsel, the revised role of the Superintendent in military justice, and the impact of reforms on the MSA disciplinary processes. Describe ongoing efforts to educate academy personnel about these changes.</p>

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(REF: USD(P&R) memorandum, “Actions to Address and Prevent Sexual Assault at the Military Service Academies, March 10, 2023; Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2022-2023)

The OSTC visited USNA in Fall 2023 to brief leadership on the updates to the Military Justice Process. The Brigade was briefed on these updates by the Deputy Commandant at a Commandant’s Call and at the Reform Brief. Basic OSTC information is planned to be included into future zero block training for the SHAPE/GUIDE Teams and in future SAPR reporting basic briefs for the rest of the Brigade.

3.2 Defense Sexual Assault Incident Database (DSAID):

- What barriers exist to meeting the DSAID entry requirements?
- Discuss how DSAID is utilized to provide victim care and advocacy for sexual assault reporters, non-reporters, and those alleging retaliation related to a sexual assault report.
- Discuss any other methods in place that document and track SAPR related inquiries.

(REF: DoDI 6495.02, volume 1, pg. 12, “Sexual Assault Prevention and Response (SAPR) Program”)

While DSAID is a useful case management tool, it can be difficult to close a case if all the required fields have not been populated in the other databases that feed DSAID, such as the NCIS feed. Since the SARC cannot populate this portion of the database it requires coordination with other stakeholders and headquarters to make sure the proper fields have been completed to close a case. USNA has not had a case of a retaliation report associated to a sexual assault, but USNA does use the case management tool to provide care and advocacy for those that report a sexual assault. The case management functions include documenting safety concerns and actions taken as well as referrals offered or recommended to the victim.

USNA also provides data in the Monthly Force Metrics data submitted to Department of Navy Office of Force Resiliency. Monthly Force Metrics data provides some historical trends but since the data only captures end-of-month numbers it does not reflect when cases have been converted from restricted to unrestricted in different months. Additionally, the report does not look at when a sexual assault occurred only when it was reported. Lastly, there are no formal means to track Safe to Report reports in either DSAID or Monthly Force Metrics which may be of interest in future analytics.

3.3 Training: Discuss SAPR and sexual harassment training, including methods used, tracking of completed training, and responsibility for managing requirements.

- What platforms are being used to manage, track, and provide training for cadets/midshipmen and MSA faculty and staff?
- How are commanders and leaders trained on their responsibilities related to sexual assault and sexual harassment prevention and response?
- Discuss how effectiveness of SAPR and sexual harassment training is being assessed and measured.
- Discuss processes in place to receive feedback on training and the training format from cadets/midshipmen and others? How does the feedback impact training?

(REF: DoDI 6495.02, volume 2, pg. 4, “Sexual Assault Prevention and Response: Program Procedures”)

USNA effectively conducts all DoD mandated training and provides additional training to both faculty and staff and midshipmen. Following their mandatory introduction to SAPR during plebe summer, the midshipman is provided training via eight lectures taught by their peers (SHAPE) covering active intervention, language, consent, sexual harassment, intimate partner violence and survivor impact. They also can hear from four guest speakers that address the importance of leadership in deterring sexual assault and how sexual assault is prosecuted. Enclosure (3) shows the SHAPE and GUIDE curriculum throughout the 4 years at the Naval Academy. All SHAPE lessons taught by peer educators have a feedback element built into them which is read by the USNA SAPR Director of Prevention Education (DPE) and used to provide instructor feedback to the educator or to edit the course content as necessary. If there is overwhelmingly negative feedback associated with a lesson, a working group of students and faculty members is formed to re-write the lesson. Feedback opportunities are also provided for specialized training and speakers. Following the Sexual Citizens author visit, to the Brigade it was recommended that the USNA integrate sexual education into the curriculum, incorporate a scenario-based section into sexual assault and sexual harassment training, and to increase the number of social spaces and controlled drinking opportunities. Sexual education will begin for the 4/C Midshipman in APY 2024-2025 in the form of a mandatory Plebe Seminar course and the SHAPE curriculum was updated to include more scenarios and skills practice opportunities.

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SHAPE lessons are mandatory, and accountability is tracked by SHAPE leadership and company leadership. There are make-up opportunities for any midshipmen who missed a lesson in the semester due to sickness or movement orders.

Faculty and staff Introductory training (INDOC) is conducted by Naval Station Annapolis (NSA) Fleet and Family, and the annual General Military Training (GMT) is administered by the USNA SAPR team to both USNA and NSA uniformed personnel. In addition to what is mandated in the GMT, topics during this training also include any updates to policy at USNA. Feedback for the GMT is provided from the Faculty and Staff directly to the SAPR Staff educators. The feedback for FY 24 SAPR GMT recommended content updates and changes to the flow of the presentation. The GMT training for the faculty and staff is tracked via google form and managed by the Personnel office on the yard that ensures 100% accountability is met.

Sponsor families and Naval Academy Athletic Association (NAAA) representatives are also provided training on how prevent and respond to sexual assault. Additionally, USNA conducts several training evolutions to support rising Company Officers (CO) and Senior Enlisted Leaders (SEL). The training includes the following subjects: Legal, Policy, Prevention, and Response, Reporting Options, SAPR Program Overview, and required DoD learning objectives. These trainings discuss different types of investigations and associated best practices, Command Managed Equal Opportunity (CEMO) trends associated with SAPR cases, techniques for responding to a disclosure, and overviews of the SHAPE and GUIDE programs among many other topics. Any policy updates that occur are also addressed in these training sessions.

3.4 Catch a Serial Offender (CATCH) Program: How are cadets and midshipmen educated on the CATCH Program?

- Please provide examples of communications to cadets/midshipmen about the CATCH program (flyers, e-mails, etc.).
- Discuss any coordination or collaboration with other MSAs on implementation of the CATCH program

(REF: USD(P&R) memorandum, "Actions to Address and Prevent Sexual Assault at the Military Service Academies, February 15, 2022; Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2020-2021)

The CATCH program is addressed by the GUIDES during company briefs. Information is also displayed on the screens during lunch in King Hall. Flyers with CATCH QR code information are also widely disseminated throughout the Brigade. USNA offers adult sexual assault victims who file Restricted Reports and certain Unrestricted Reports where the name of the suspect is not reported to law enforcement or uncovered by law enforcement, to participate in the CATCH Program. Victims without a report are also eligible to participate in the CATCH program.

Additional Information

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

None.

Enclosure (1): COMDTMIDNINST 6520 Midshipman On Ramp Program

Enclosure (2): USNAINST 1752.2J CH-1 Sexual Assault Prevention and Response Program

Enclosure (3): 2023-2024 SHAPE & GUIDE Overview