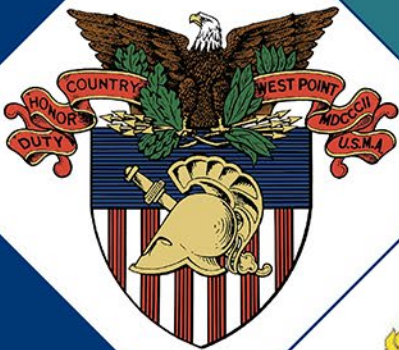


# Appendix B: Navy Self-Assessment of the United States Naval Academy





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

**ACTION MEMO**

**FOR:** ASSISTANT SECRETARY OF THE NAVY (MANPOWER AND RESERVE AFFAIRS)

**FROM:** Dr. Maia Hurley, Director, Office of Force Resiliency *MHR 1/22/26*

**SUBJECT:** United States Naval Academy Submission to the Annual Report on Sexual Harassment and Violence at the Military Service Academies for Academic Program Year 2024-2025.

- **Purpose** Mr. Kohlmann, I recommend you review and sign this action memo approving the United States Naval Academy's (USNA) submission to the report referenced above (TABs A-D).
- **Background**
  - 10 U.S.C. § 8480 (2018) requires Military Service Academy (MSA) Superintendents to conduct an annual assessment for each Academic Program Year (APY). The Department of War Sexual Assault Prevention and Response Office administers this assessment to determine the effectiveness of the Academy's policies, training, and procedures pertaining to sexual harassment and sexual violence.
  - The Annual Report on Sexual Harassment and Violence at the Military Service Academies for APY 2024-2025 is expected to be released in March 2026.
    - Reports of sexual assaults during the last 12 months decreased from 53 (32 unrestricted, 21 restricted) in APY 2023-2024 to 46 in APY 2024-2025 (20 unrestricted, 26 restricted).
    - Reports of sexual harassment during the last 12 months have stayed the same, with a total of 4 reports in both APYs 2023-2024 and 2024-2025.
  - Supporting documentation includes the USNA programmatic data call (TAB A), the signed cover letter (TAB B), the sexual harassment and sexual assault prevention and response program compliance reports, sexual assault, and sexual harassment reporting data (TABs C and D), the cost estimate for compilation of the report (TAB E), the USNA Compliance Assessment Tool (TAB F), and supporting program and policy documentation from USNA (TAB G).
  - USNA documents numerous actions to improve overall trust, remove stigma from the reporting process, and bolster prevention efforts, thereby increasing warfighter readiness.

**RECOMMENDATION:** Approve and sign action memo.

Approve *Dej* 1/23/26 Disapprove \_\_\_\_\_ Other \_\_\_\_\_

**1. MSAs EFFORTS to ENHANCE the ACADEMY ENVIRONMENT. Summarize relevant APY 24-25 academy efforts to enhance the academy environment; discussion should include, but is not limited to, the following.**

**1.1. Policy. How SAPR and sexual harassment prevention and response policies and practices at the MSAs are consistent with current DoD policy and best practice.**

**1.1.1. MSAs incorporation of the latest Sexual Assault Prevention and Response (SAPR) policies to align with SAPR-related training efforts, encourage reporting, and improve victim support.**

*In Academic Program Year (APY) 24-25, the United States Naval Academy (USNA) broadened the eligibility of the COMDTMIDNINST 6520.1 Midshipman On-Ramp Program (ORP) (enclosure 1) and codified the physical separation policy for Restricted Reports within the larger USNAINST 1752.2K Sexual Assault Prevention and Response Program instruction (enclosure 2). The ORP provides Midshipmen with the ability to balance competing requirements while recovering from a traumatic event by affording them the requisite time and space to heal mentally and physically, without the added stress of subsequent negative consequences in other mission areas. Although previously executed as a best practice, the Physical Separation Policy seeks to support victims with Restricted or Unrestricted Reports by adjusting berthing, company, and class assignments. Additionally, USNAINST 1752.2K was updated to trim the mandatory reporting roles for faculty and staff and provide Midshipmen greater access to non-mandatory reporter mentorship. Under the new guidance, only Company Officers/Senior Enlisted Leaders (SEL) are considered mandatory reporters for Midshipmen under their chain of command. This allows Midshipmen to then seek guidance from Officer Representatives on their sports team, Officers who provide USNA liaison support during summer training, SELs they had worked with in the past, etc. without initiating a Naval Criminal Investigative Services (NCIS) notification. Company Officers also serve as Officer Representatives and as instructors. If they are approached by Midshipmen in those non-Company Officer capacities, they are not mandatory reporters. While this update was primarily intended to address a barrier in reporting for Midshipmen, it also significantly clarified the mandatory reporting role and responsibilities for USNA faculty and staff.*

*While there is still mild concern that providing certain accommodations to victims with Restricted Reports may cause inadvertent disclosure and discourage command support, USNA endeavors to encourage reporting and support victims' preferences by offering the option to access SAPR services. Prior to implementation, USNA added a Disclosure Authorization Release form (included in enclosures (1) and (2)) to allow victim advocates to coordinate requested accommodations for Restricted Reports and to inform victims of their rights in the event of an inadvertent disclosure.*

*In APY 24-25, USNA continued to support Midshipman victims of sexual assault by offering Leave of Absences, Expedited Transfers to other Military Service Academies (MSA), and Physical Separation requests. Apart from the issuance of formal Military Protection Orders (MPOs) and No Contact Orders (NCOs), USNA endeavors to “support midshipman victims with either restricted or unrestricted reports by adjusting berthing assignments, company assignments,*

## Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2024-2025 Programmatic Data Call Template

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*class schedules, training evolutions, and professional development activities (to include summer training sessions), and sports and extracurricular activities, to create physical distance and personal space between alleged offenders and victims to the maximum extent possible. Victims (or an offender) may seek such physical separation through contact and coordination with their respective chain of command (unrestricted) or through their SAPR Victim Advocate (VA) (restricted) by submitting a sample disclosure authorization (enclosure (3)). For unrestricted reports, the command will endeavor to respect victim preferences regarding requested physical separation from the accused. However, such requests will be made on a case-by-case basis considering all facts and circumstances. The goal of this policy is that neither a victim nor an alleged offender will have their USNA education or opportunities limited or negatively impacted by physical distancing from one another” (USNAINST 1752.2K (enclosure (2))). With regards to MSA transfers in particular, per 10 U.S.C. 8480, the Superintendent is authorized to transfer the victim of a sexual assault to another Military Service Academy or Reserve Officers Training Corps (ROTC) program. However, the statute only extends this authority to victims and not alleged offenders so currently there is no mechanism by which USNA can transfer an alleged offender to another Military Service Academy or ROTC program. However, expedited transfers for military staff members are affected in accordance with DoDI 6495.02, Volume 1. For a case involving staff members or a civilian dependent, an expedited transfer may be requested using the process set forth in MILPERSMAN 1300-1205, whereby the victim may articulate a preference for the suspect to be transferred instead. There is no statutory authority to offer similar treatment to alleged offenders and therefore no method to transfer alleged offenders at USNA.*

*USNA remains in full compliance with the Department of Navy’s Safe to Report Policy. Furthermore, USNA continues to expand that policy to include witnesses who disclose information pursuant to a Sexual Assault investigation in order to encourage cooperation. Additionally, USNA is up to date with DoDI 6495.02, Vol. 1 Change 9 and recognizes the authority the Office of Special Trial Counsel (OSTC) has for covered and related offenses to include collateral misconduct allegedly committed by a sexual assault victim. To date, OSTC has not asserted jurisdiction in a case that involved alleged collateral misconduct on the part of the sexual assault victim at USNA. For cases deferred back to the Command, “the decision as to whether alleged misconduct is collateral and minor is at the discretion of the Superintendent and will be made on a case-by-case basis after thorough review of the factors of the misconduct and any mitigating and aggravating circumstances present” (USNAINST 1752.2K (enclosure (2))).*

### **1.1.2. MSAs policy revisions directed by the Deputy Secretary of Defense memorandum, “Updates to Department of Defense Policies to Enhance Support for Adult Sexual Assault Victims” during this APY incorporating Service updates.**

- **DoDI 5505.18, “Investigation of Adult Sexual Assault in the Department of Defense”**
- **DoDI 6495.02, vol. 1, “Sexual Assault Prevention and Response (SAPR): Program Procedures”**

- **DoDI 6495.02, vol. 3, “Sexual Assault Prevention and Response: Retaliation Response for Adult Sexual Assault Cases”**

*USNA policy provides Sexual Assault Prevention and Response (SAPR) services to Department of War/Defense (DoW/D) civilian employees who are victims of sexual assault perpetrated by someone other than a spouse or intimate partner. DoW/D civilian employees are offered the assistance of a Sexual Assault Response Coordinator (SARC) or SAPR VA to file a Restricted or Unrestricted Report, immediate crisis intervention, and referrals to available resources including the Department of the Navy Civilian Employee Assistance Program for additional advocacy, support and referrals.*

*USNA finalized its position paygrades to align with the Independent Review Commission recommendations in APY 24-25; however, the Lead SARC elected to take the Deferred Resignation Program. Plans to hire a replacement Lead SARC are in place for APY 25-26. Fulfillment of this position will complete the Sexual Assault Response Workforce model requirements. USNA also coordinated with the Family Advocacy Program (FAP) at Naval Support Activity Annapolis to ensure a specialist is available on campus twice a week. The FAP Specialist is a direct link for Midshipmen seeking support and counseling, and serves as a resource for other services provided by Fleet and Family Support Center.*

**1.1.3. MSAs efforts to educate Academy personnel on policy changes and any specialized training with personnel on implementing the policies. Highlight any newly implemented or novel approaches to disseminating this information.**

- **Discuss the training that Academy personnel receive on their responsibilities related to sexual assault and sexual harassment prevention and response.**
  - **Requirements to provide notice to Military Criminal Investigative Organizations (MCIOs) and Office of Special Trial Counsel (OSTCs) when notified of a sexual assault or a retaliation incident**
  - **Safe-to-Report policy and roles of the OSTC and the Commander regarding collateral misconduct**
  - **Convalescent leave availability for both Restricted and Unrestricted Reports.**
  - **Updates to the Expedited Transfer Process**
  - **Commander responsibilities when the victim is transferring from the installation because of an Expedited Transfer**
- **Discuss SAPR and sexual harassment training, platforms used to manage, track, and provide trainings for cadets/midshipmen and MSA faculty and staff.**
- **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 this feedback impact training?**

# Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2024-2025 Programmatic Data Call Template

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*The Sexual Harassment and Assault Prevention Education (SHAPE) program is a 13-hour curriculum that spans four years and covers consent, relationship boundaries, active intervention, and intentional leadership, among many other topics. Midshipmen receive 8 hours of their SHAPE training through peer-education and also hear from relevant guest speakers. Additionally, Midshipmen receive their annual SAPR brief on retaliation, resources, and reporting from Midshipman GUIDE liaisons and their Sexual Harassment training from the Brigade Command Managed Equal Opportunity (CMEQ) representatives. Accountability for all briefs is tracked and adjudicated by the administrative conduct system.*

*The Commander's responsibilities are initially addressed at the Commander's toolkit briefing and at the monthly/quarterly Sexual Assault Case Management Group (SACMG) when policy is updated. Policy changes for sexual assault and sexual harassment are most often promulgated during mandatory all-hands calls (e.g., Commandant's/Superintendent's Call, Brigade Training, Reform Briefs, Summer Training Briefs) for Midshipmen or via the annual Common Military Training (CMT) requirements for active-duty faculty. Midshipman training is tracked by Midshipman leadership to ensure each individual Midshipman attends the required training. Active Duty CMT is tracked by the Personnel Office. To reinforce the idea of integrated, command-supported prevention, a brief covering all prevention activities and policy updates is given by the Deputy Commandant twice a year rather than by the different prevention leads. The importance of integrated prevention is also reinforced through the integrated Midshipmen peer support system and by faculty and staff during sports and extracurricular stand-downs and weekly four-minute drills (squad discussions at lunch tables). Midshipmen who serve in peer education or support roles such as Dignity and Respect Officers, SHAPE educators and SAPR GUIDES take part in annual integrated cross-training with their peer support programs to increase awareness of resources and support available to their fellow Midshipmen.*

*USNA recognizes the importance of feedback in training and therefore all peer educator-led SHAPE sessions have a built-in feedback element. Feedback for these sessions, along with any related speakers or specialty sessions is read by the USNA SAPR Director of Prevention Education and used to provide feedback to the instructor or to edit the course content as necessary. If a lesson receives overwhelmingly negative feedback, a working group of students and faculty members is formed to rewrite it.*

## **1.2. MSAs Continue Action Implementation and Evaluation. Discuss continued implementation of the On-Site Installation Evaluations recommendations to reach full operating capacity by 2025.**

**(REF: DSD memorandum, "Updates to Department of Defense Policies to Enhance Support for Adult Sexual Assault Victims," July 19, 2024; Annual Report on Sexual Harassment and Violence on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2023-2024)**

*USNA partnered with our Department of Navy (DoN) counterparts to address all recommendations from the 2023 On-Site Installation Evaluation. By the end of APY 24-25, the only outstanding recommendation was the installation of security cameras in Bancroft Hall to enhance supervision. This project is expected to be completed in January 2026. All other*

# Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2024-2025 Programmatic Data Call Template

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*initiatives have been completed and/or integrated into USNA best practices. Some examples include transitioning to 36 companies, implementing a healthy relationship module in an expanded Plebe Summer Character Series, and creating a MIDCHECK system that allows coaches and staff to notify the command of concerning trends among their athletes and students.*

### **1.3. 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")**

*Training on the new ALNAV 001/25 Sexual Harassment Policy Update/Changes was first held in January 2025. Refresher training is scheduled to familiarize leaders with changes entering the new academic year. The initial training was mandatory for all Command Triads, Command Climate Specialists (CCS) and CMEOs. Training was led by the CCS and the Superintendent's Judge Advocate General (JAG). This training will also be repeated for new personnel in the above-mentioned roles at the beginning of the academic year and will include Naval Criminal Investigative Service (NCIS) staff and the Commandant's JAG.*

*To ensure the community is apprised of changes to policy and procedures surrounding sexual harassment, USNA annually publishes and promulgates widely its Sexual Harassment and Anti-Harassment policy. To remain fully in compliance with DoW/D, DoN and Office of the Chief of Naval Operations (OPNAV) directives, USNA maintains continuous engagement with OPNAV and DoN and regularly updates USNA instructions to comply with Government Accountability Office (GAO) recommendations. Further, the most up-to-date information is widely disseminated and posted throughout Brigade, Naval Academy Preparatory School, USNA academic buildings, and Naval Academy Waterfront. Additionally, policy and procedures are regularly updated and explained in the Midshipman Handbook (hardcopy and online) and reinforced to Midshipmen during all-hands events.*

*USNA is committed to providing an environment where everyone has the opportunity to learn, work and succeed free from harassment of any kind, including online through social media and all forms of electronic communication. Leaders at all levels are expected and held accountable to ensure everyone in their charge are treated with dignity and respect. They are*

# Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2024-2025 Programmatic Data Call Template

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*also expected to take action to address all complaints and administer appropriate disciplinary actions to individuals found responsible of violating USNA's sexual harassment policy. Further, USNA addresses sexual harassment complaints at the lowest appropriate level and provides ongoing education on all reporting options and procedures, including formal and informal resolution.*

*Online harassment, should it occur, would most likely be on an anonymous app called Jodel, where all users remain "mostly" anonymous. USNA staff have worked with Jodel to identify prior users that violated Jodel's user agreement (threats of violence), and USNA shared "enough" information with Midshipmen so they realize there is no true anonymity. Additionally, all Midshipmen meet with their various activity groups (companies, extra-curricular activities, varsity and club sports teams) once per semester for a "culture check" that includes a review of their social media postings.*

*USNA ensures that the Naval Academy enterprise encompassing Brigade of Midshipmen, Naval Academy Preparatory School, Faculty, Staff and Naval Academy Waterfront are appropriately trained and educated on harassment including sexual harassment. For Midshipmen, this is one of the first major training sessions they complete as incoming plebes and is included in training they regularly receive during Brigade reform and throughout the academic year. For faculty and staff, training recurs annually for all full-time employees.*

#### **1.4. 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)**

*In accordance with DoW/D policy, the USNA offers adult sexual assault victims the opportunity to participate in the Catch a Serial Offender (CATCH) Program. This offer applies to victims who file no report, those who file a Restricted Report, and those filing an Unrestricted Report in circumstances where the suspect's name is not reported to or uncovered by law enforcement. CATCH program fliers (enclosure 3) are widely disseminated throughout Bancroft Hall and in the surrounding academic buildings and the information is addressed by the Midshipmen GUIDEs during required company reporting briefs.*

*USNA collaborates with SARCs at other MSAs to transfer applicable CATCH entries and associated Defense Sexual Assault Incident Database (DSAID) cases to the gaining SARC of a MSA transfer student.*

**1.5. To what extent does the MSA environment reflect an environment that supports reporting, deters 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.**

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

*Regardless of whether a report is made, USNA provides counseling services and resources for victims of sexual assault and sexual harassment. In APY 24-25, the Midshipmen Development Center hired a Trauma Specialist who is now fully integrated into the SACMG and runs a trauma support group for survivors. Additionally, USNA aims to show community support for its survivors through initiatives during April (Sexual Assault Awareness and Prevention Month) and October (Domestic Violence Awareness Month). Activities during these months include organized rucks, ribbon distributions, and collaborative information campaigns.*

*Retaliation is not tolerated and is assessed during annual DEOCS. To that end, policies and procedures are in place as required by DoW/D and DoN Sexual Harassment directives and instructions to remove barriers that may inhibit or deter individuals from bringing a complaint forward. At the beginning of investigations, any alleged offender is briefed on and signs a non-retaliation agreement. There is also a non-retaliatory statement acknowledgement in the script of all conduct adjudications. Though USNA staff do not adjudicate sexual assault or harassment offenses, this process supports a broader non-retaliatory environment, for any offense.*

*To promote accountability within the justice system, USNA publishes annual memorandums to students detailing the results of disciplinary actions from the previous academic year. The command also proactively addresses concerns submitted to the Commander's suggestion box on a weekly basis.*

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**2. MSAs EFFORTS TO PROMOTE A QUALITY RESPONSE. Summarize relevant APY 24-25 academy efforts related to promoting a quality response among cadets and midshipmen to include, but not limited to the following.**

**2.1. Evaluate the impact of the “Return to Health” Policy. To better support survivor recovery and reintegration, the MSAs implemented a Return to Health policy for cadets and midshipmen who have experienced sexual assault. Discuss the following:**

- **Impact on Restricted and Unrestricted reporting.**
- **Impact on victim care, recovery and reintegration.**
- **Outcomes, unintended consequences, and overall effectiveness and efficiency of the policy.**
- **Discuss policy adjustments stemming from implementation.**

# Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2024-2025 Programmatic Data Call Template

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*In APY 2023-2024, USNA implemented a Return to Health and Physical Separation policy in accordance with the March 2023 "Actions to Address" Memo. To improve confidentiality for survivors, USNA expanded the eligibility requirements for the On-Ramp Program (ORP) to include Midshipmen who experience any traumatic life event or suffer from a concussion (enclosure 1). The intent of the ORP is to give Midshipmen the ability to balance competing requirements while recovering from an event, affording them the time and space to heal mentally and physically without the added stress of negative consequences in other mission areas. In its inaugural year, USNA saw a significant increase in Unrestricted Reports, which rose from 45% to 66% of overall cases. This increase, along with a decrease in victim participation rates in NCIS sexual assault investigations, suggested a correlation between Unrestricted reporting and receiving ORP services. However, when eligibility was expanded to include Restricted Reports in APY 24-25, the ratio of Unrestricted to Restricted Reports remained the same, and only one victim with a Restricted Report requested ORP services. USNA will continue to monitor this trend but has received very positive feedback on the ORP from Midshipmen with Unrestricted Reports who utilized the service.*

*The most significant adjustment to the initial program was the eligibility expansion for victims with Restricted Reports. To implement this policy within established channels, the SAPR Program Manager (SAPR PM) was designated as the coordinator for these victims. The SAPR PM is responsible for recommending and managing ORP profiles, while Battalion Officers retain final approval authority to ensure proper command oversight. USNA strives to protect victim anonymity, but requests from the SAPR PM that require command involvement (e.g., missed classes, excusals from military obligations, rescheduling of exams) can lead to a command "understanding" of the victim's situation and a loss of privacy for the victim. This can create confusion and potentially cause harm. Victim advocates address this concern with victims who sign a Disclosure Authorization Release Form, and will continue to ensure victims are educated on their rights and supported in the event of an inadvertent disclosure.*

## **2.2. Evaluate the implementation of the policies regarding Physical Separation of cadet and midshipman survivors of sexual assault and alleged perpetrators.**

- **Impact on Restricted and Unrestricted reporting.**
- **Impact on victim care, recovery and reintegration.**
- **Outcomes, unintended consequences, and overall effectiveness and efficiency of the policy.**
- **Discuss policy adjustments stemming from implementation.**

*Apart from the issuance of formal MPOs and NCOs, USNA supports Midshipmen victims with either Restricted or Unrestricted Reports by adjusting berthing assignments, company assignments, class schedules, and other activities to create physical distance from alleged offenders. The goal is to maximize personal space while ensuring that neither a victim nor an alleged offender has their education or opportunities at USNA negatively impacted. For unrestricted reports, the command will endeavor to respect victim preferences regarding requested physical separation from the accused. However, such requests will be made on a case-by-case basis considering all facts and circumstances. The goal of this policy is that neither a*

## Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2024-2025 Programmatic Data Call Template

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*victim nor an alleged offender will have their USNA education or opportunities limited or negatively impacted by physical distancing from one another.*

*While some physical separation measures (e.g., class changes, summer training adjustments, etc.) had occurred for victims with Restricted Reports prior to the policy expansion, the policy was officially codified in APY 24-25 to include all forms of physical separation. Due to the processes already in place for these types of requests and the high volume of accommodations made for other reasons, physical separation requests for victims with Restricted Reports are not as easily identifiable as ORP accommodations. Therefore, they do not present as significant a concern regarding confidentiality.*

- 2.3. Implement the “No Wrong Door” approach to sexual harassment, sexual assault, and domestic abuse. Describe your MSA’s approach to implementing “No Wrong Door.” Discuss SARCs and SAPR VAs training focused on in-person or virtual “warm handoffs” to the appropriate providers, for victims seeking assistance. (Supports IRC-SAM Recommendation 4.3 a)**

*At USNA, a victim who discloses sexual assault, sexual harassment, or domestic abuse to a designated support person within an organization will promptly receive care to the fullest extent possible. If the victim is ineligible for that organization's services, the support person will, with the victim's permission, ensure a warm handoff to an appropriate external service provider. All SAPR response personnel completed the Commander, Navy Installation Command (CNIC) No-Wrong Door training in August 2025.*

- 2.4. Case Management Group. Discuss your MSA’s oversight actions to ensure that Case Management Group meetings are conducted and that appropriate forms are used and stored according to SAPR policy.**

- **DD Form 2910-4, “Catch a Serial Offender (CATCH) Program Explanation and Notification Form for SAPR-Related Inquiry (SRI) CATCH Entries.”**
- **DD Form 2910-5, “Monthly Case Management Group (CMG) Meeting Notes for the Sexual Assault Prevention and Response (SAPR) Program.”**
- **DD Form 2910-6, “Quarterly Case Management Group (QCMG) Meeting Notes for the Sexual Assault Prevention and Response (SAPR) Program.”**
- **DD Form 2910-7, “High-Risk Response Team (HRRT) Meeting Notes for the Sexual Assault Prevention and Response (SAPR) Program.”**
- **DD Form 2910-8, “Reporting Preference Statement for DoD Civilian Employees to Report Sexual Assault.”**

**(REF: DSD memorandum, “Updates to Department of Defense Policies to Enhance Support for Adult Sexual Assault Victims,” July 19, 2024; Annual Report on Sexual Harassment and Violence on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2023-2024; USD(P&R) memorandum “Actions to Address and Prevent Sexual Assault at the Military Service Academies” APY 2022-2023,**

Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2024-2025 Programmatic Data Call Template

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**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; DoDI 6495.02, volume 1, “Sexual Assault Prevention and Response: Program Procedures;” Section 539A, William M. “Mac” Thornberry, FY21 NDAA)**

*DD Form 2910-4 is used to document SAPR Related Inquiries whereby the victim has not filed an official report of sexual assault through a DD Form 2910, but wishes to submit an entry into CATCH. The DD Form is used to facilitate the submission of the CATCH entry in the CATCH website and to collect the victim's contact information to contact the victim should there be a "match" in the CATCH website.*

*DD Form 2910-5 is used to track monthly CMG meetings requirements to include victim safety, referral and access to services, stakeholder responsibilities for each unrestricted report and retaliation related to unrestricted reports. The DD Form is also used to track requirements for expedited transfers, protective orders, retaliation and H-RRTs. DD Form 2910-6 is used to track quarterly CMG meetings and documents attendees. The DD Form is designed to evaluate response system coordination and trends, identify systemic issues including timeliness and access to care, develop a plan to address deficiencies and track the progress of each action item until resolved. During APY 2024-2025, USNA continued to hold monthly and quarterly Case Management Group (CMG) meetings. The Academy adheres to Office of the Secretary of War/Defense (OSW/D) guidance, which allows the CMG Co-Chair or note-taker to complete forms for the Chair's final review and signature. Although the intent of the quarterly meeting is addressed monthly through discussions on policy and data trends, USNA plans to better document and distinguish between the monthly and quarterly portions of the meeting in the upcoming academic year to improve member awareness.*

*DD Form 2910-7 is used to track H-RRT meetings from the date of activation through dissolution, recording each subsequent meeting held in between. The DD Form is utilized to document attendees for each team meeting, monitor and assess victim's safety, develop ongoing action plans to manage high risk situations, and ensure CMG Chair and Co-Chair are notified of status updates. One High-Risk Response Team was convened in APY 2024-2025, and its activities are regularly briefed and documented in DSAID. Additionally, in APY 24-25 USNA had 60 SAPR-related inquiries documented in DSAID, four CATCH-only entries made, and zero incidents of sexual assault reported from DoW/D civilian employees.*

*In APY 24-25, USNA SAPR Prevention and Response staff increased their outreach activity and provided training and resources to DoW/D civilians on the yard to ensure they are aware of the civilian reporting options in place per enclosure (2). In the event that a DoW/D Civilian does make a report of sexual assault to the USNA SAPR Office, our victim advocates are prepared to follow the guidance outlines in DoDI 6495.02, Volume 1 Change 9 Appendix to Enclosure 4 and utilize DD Form 2910-8 to ensure the victim has been informed of advocacy and resources options. To date, the 2910-8 form has not been utilized.*

*All forms are uploaded into DSAID as required, with the DD Form 2910-4 and the DD Form 2910-8 (choosing the restricted reporting option) being encrypted when uploaded. All*

# Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2024-2025 Programmatic Data Call Template

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*hard copies are maintained in a double-locked protected cabinet pursuant to secure storage regulations and privacy laws.*

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### **3. 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. 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 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 ensure the proper fields have been completed to close a case. The tool's case management functions for sexual assault and retaliation reports include documenting safety concerns, actions taken, and referrals offered to the victim. This year, USNA had one report of retaliation associated with a sexual assault, which was properly documented in DSAID.*

*USNA also provides data in the Monthly Force Metrics data submitted to the Department of the Navy Office of Force Resiliency. Monthly Force Metrics data provides some historical trends but is limited in that it captures end-of-month numbers and often does not accurately reflect converted cases. Additionally, the data does not identify when a sexual assault occurred, only when it was reported. Finally, 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.*

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### **4. Incorporate Military Preparatory Schools in Sexual Assault and Harassment Prevention and Response training and program implementation.**

- **Describe how the Military Academy Preparatory Schools will be specifically included or further incorporated into sexual harassment and assault prevention and response activities.**

## Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2024-2025 Programmatic Data Call Template

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*USNA works closely with the Naval Academy Preparatory School (NAPS) Commanding Officer to assess harmful behaviors and prevention needs, culminating in an annual Comprehensive Integrated Primary Prevention (CIPP) Plan and a mid-year progress report briefed to the USNA Superintendent. USNA staff consult with NAPS leadership to design, implement, and evaluate sexual harassment and sexual assault prevention efforts, including most recently a new mentorship program for NAPS students and a targeted dignity and respect component in the athletic training program.*

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

*Enclosure (1) COMDTMIDNINST 6520.1 Midshipman On-Ramp Program*

*Enclosure (2) USNAINST 1752.2K Sexual Assault Prevention and Response Program*

*Enclosure (3) USNA CATCH Fliers*