

Military Service Academy Survey Top Line Preview



**From the forthcoming
Department of Defense (DoD)
Academic Program Year 2023-2024
(APY 23-24)
Annual Report on Sexual
Harassment and Sexual
Violence at the Military Service
Academies (MSAs)**

Revised in Jan 2025 to comply with Executive Order 14168.

Taking Action: Progress Since 2023



- Released Annual Report in March 2023 for APY 2021-2022; SAGR survey results indicated significant increase in sexual assault (SA) and sexual harassment (SH) estimated prevalence at MSAs
- SD directed On-Site Installation Evaluations (OSIEs) to look at root cause: OSIEs at MSAs found poor climate driving increase in sexual assault
- SD establishes Climate Transformation Task Force (CTTF) in August 2023 and requires Military Departments (MilDeps) to implement actions and evaluate outcomes
- MilDeps developed plans of action to implement and evaluate actions

CTTF Engagements Focused on:

- Learning best practices and barriers across MSAs in development and implementation of plans of action
- Sharing unique approaches within the MilDeps
- Identifying resourcing options for emerging requirements
- Leveraging OSD-developed metrics and tools to track progress and evaluate impact

Selected Key Actions Being Implemented:

- U.S. Military Academy is fully integrating primary prevention and character development into curriculum
- U.S. Naval Academy will expand from 30 companies to 36 companies
- U.S. Air Force Academy will transition from a 4th class system to a 4-class system, which systematically builds prevention and leadership skills throughout the MSA-career cycle.

DoD Annual Report on Sexual Harassment and Sexual Violence at the MSAs

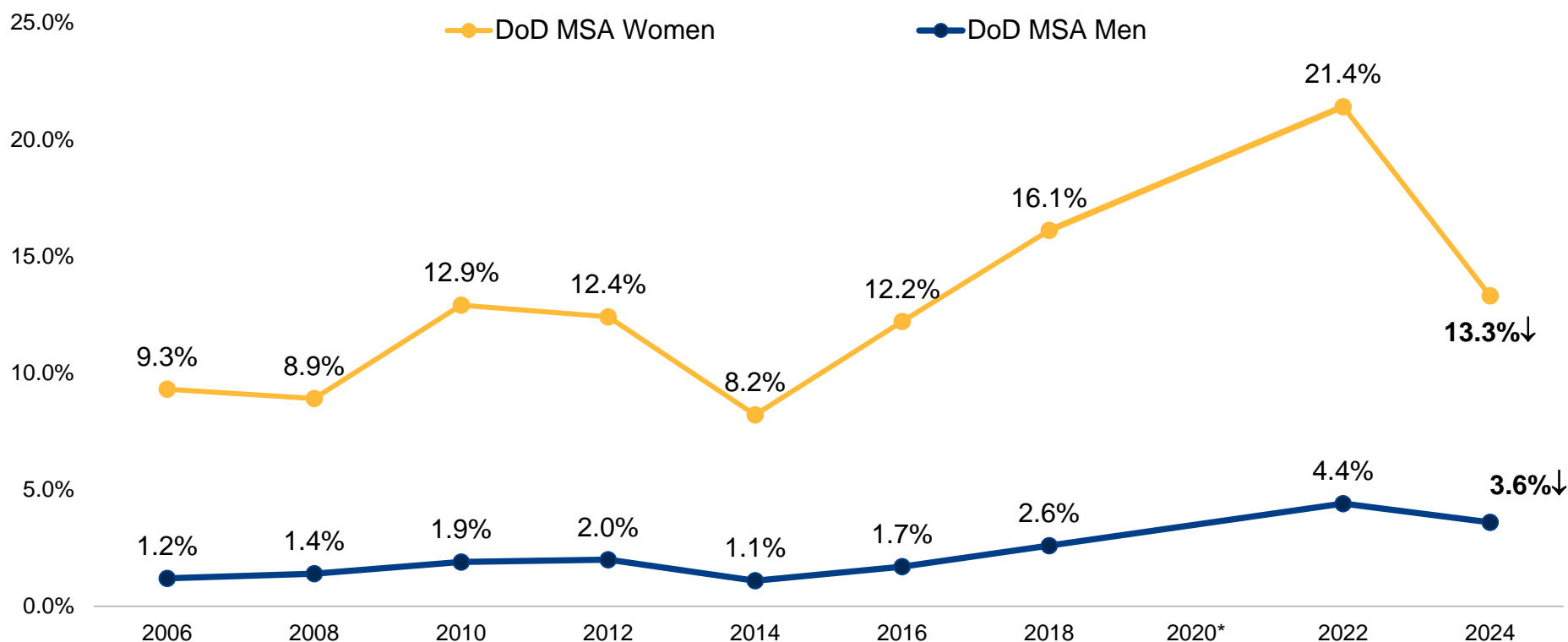


- FY07 NDAA requires an annual report for each APY on the effectiveness of the policies, training, and procedures of the MSAs regarding sexual harassment and sexual violence involving cadets and midshipmen.
- **Assessments vary by year:**
 - APYs beginning in odd years: “Survey Year” – to assess prevalence via survey and compliance via MSA self-reports (this year’s report).
 - APYs beginning in even years: “Assessment Year” – including on-site assessment of policy and program compliance, reporting data, and MSA focus group data (next year’s report).
- **DoD assesses sexual assault progress via two primary metrics:**
 - Sexual assault **prevalence** (estimated number of cadets/midshipmen experiencing sexual assault) measured by scientific surveys based on self-reported responses by survey participants; desired state is **decrease**.
 - Sexual assault **reporting rate** (number of cadets and midshipmen making Restricted and Unrestricted Reports); desired state is **increase**.

Estimated Unwanted Sexual Contact (USC) Past Year Prevalence Estimates, 2006-2024



- In 2024, estimated rates of USC **significantly decreased** for both MSA women and men, compared to 2022 rates.
- The total estimated number of cadets and midshipmen who experienced USC in 2024 was 783, compared to 1,136 in 2022.
 - The 2024 rates represent about 457 MSA women (13.3%) and 327 MSA men (3.6%) experiencing USC in the preceding academic program year.
- Despite decreased prevalence this year, the estimated rates remain some of the highest observed at the MSAs.



Margins of error range from $\pm 0.1\%$ to $\pm 0.7\%$
Percent of all DoD MSA cadets and midshipmen.

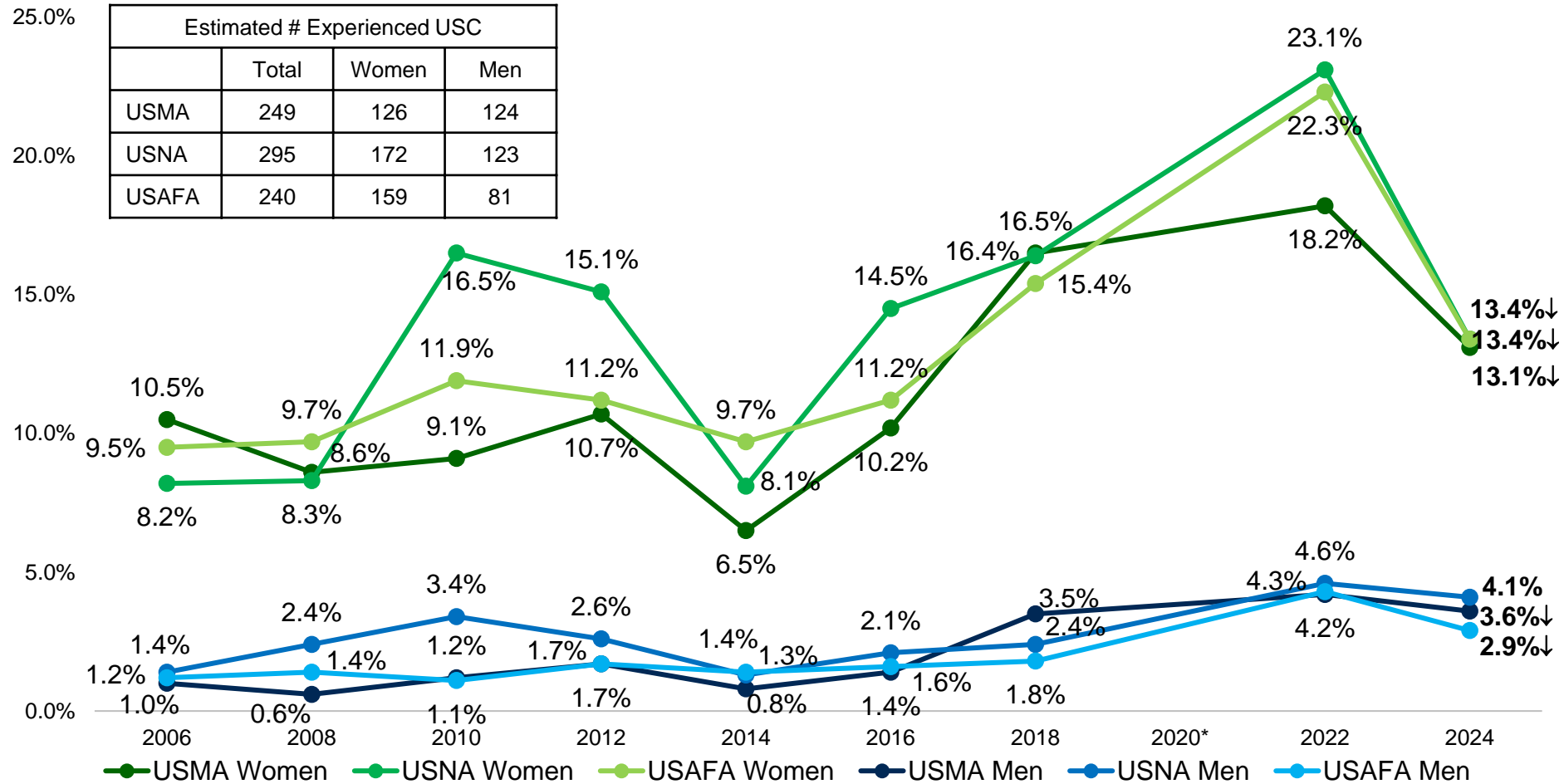
*Due to the coronavirus pandemic, the 2020 survey was unable to be administered.

Statistically Significant ↑ Increase from 2022 or ↓ Decrease from 2022

USC Past Year Prevalence Estimates by MSA, 2006-2024



- The 2024 USC estimated prevalence rates decreased for women at all three Academies and for men at USMA and USAFA, compared to 2022.
- While trending lower, the USC rate for USNA men remained statistically unchanged.



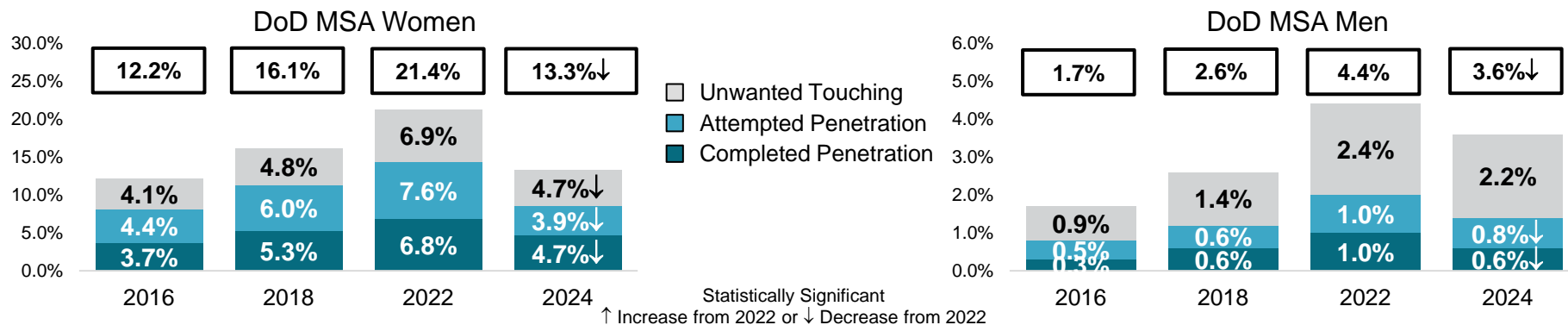
Margins of error range from ±0.2% to ±1.4%
 Percent of all DoD MSA cadets and midshipmen.
 *Due to the coronavirus pandemic, the 2020 survey was unable to be administered.

SAGR Insights: USC Incidents Type and Incident Characteristics



- **Decreases in all types of USC** incidents alleged by women and decreases in 'completed' and 'attempted penetration' alleged by men drove the overall decreases in estimated prevalence rates of USC.
- **USC incident characteristics remained the same since 2022:** Respondents indicated that most alleged offenders were Academy students, with incidents occurring both on and off Academy grounds after duty hours and on weekends.
- **Incident characteristics can inform and refine actions underway to address climate and further prevent harmful behaviors.**

USC Offense Type



USC Incident Characteristics: Who, When, and Where?

	MSA Women	MSA Men
Alleged offender?	One alleged offender, who is male, typically in the same class year, and who they know from class or other activities.	One alleged offender who could be either male or female, typically in the same class year, and who they know from class or other activities.
Where/When?	On campus in a dorm or living area, or at some other location off campus. Most often occur after duty hours on a weekend or holiday.	On campus in a dorm or living area, or on campus elsewhere. Most often occur after duty hours on a weekend or holiday.

OSIE Recommendation: Complement the peer leadership structure with additional non cadet/midshipman leaders, including officers and non commissioned officers (NCOs) who have experience leading entry level Service members

Example of Action Underway: USNA shifted from 30 to 36 companies to decrease ratio of midshipmen to officers / NCOs.

SAGR Insights: Class Year as Risk Factor

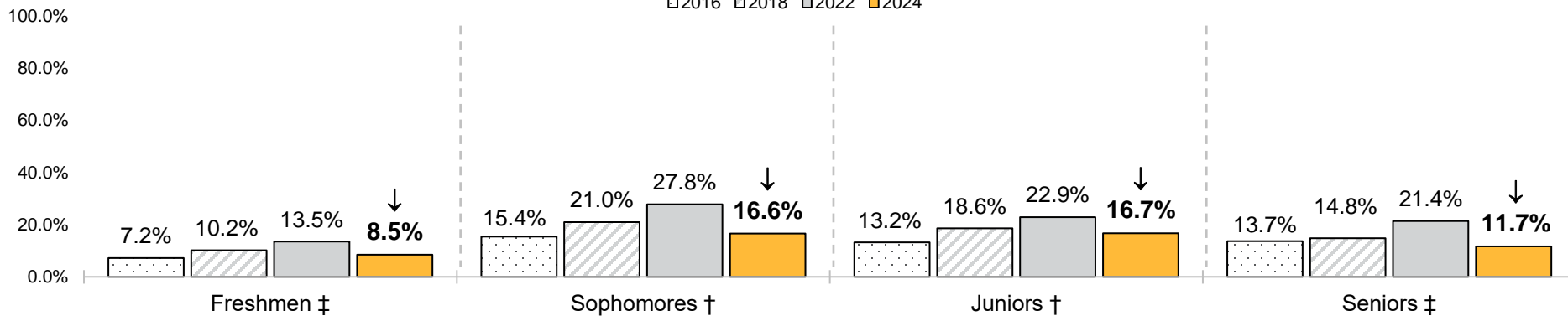


- While estimated rates of USC decreased across all class years for women, **sophomore and junior women** were more likely to report experiencing USC compared to other class years.
- Estimated Rates of USC decreased for sophomore and junior men; however, **sophomore and senior men** were more likely to report experiencing USC compared to other class years.

Unwanted Sexual Contact Rates by Class Year

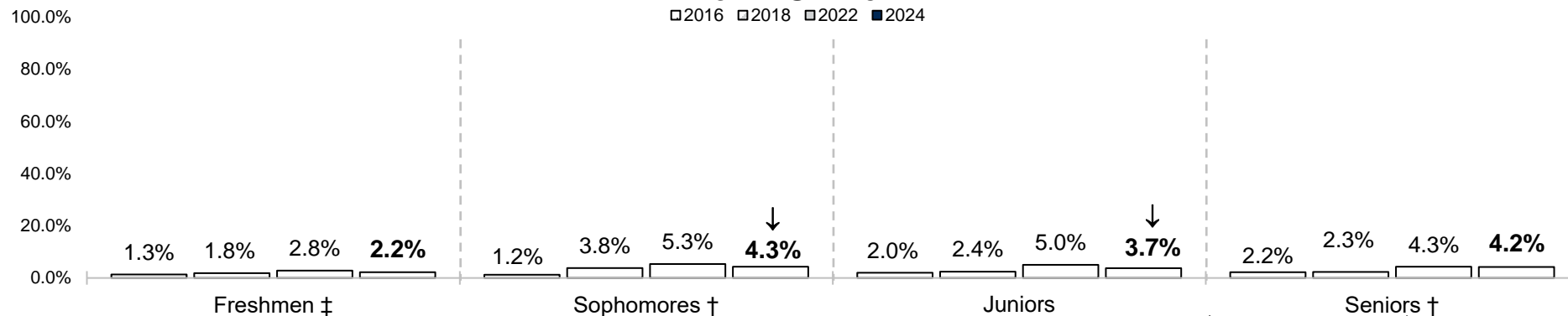
DoD MSA Women

□ 2016 □ 2018 □ 2022 ■ 2024



DoD MSA Men

□ 2016 □ 2018 □ 2022 ■ 2024



Margins of error range from $\pm 0.3\%$ to $\pm 1.7\%$
Percent of all DoD MSA cadets and midshipmen.

Statistically Significant ↑ Increase from 2022 or ↓ Decrease from 2022
Within Year Comparisons by Class Year: † More likely ‡ Less likely

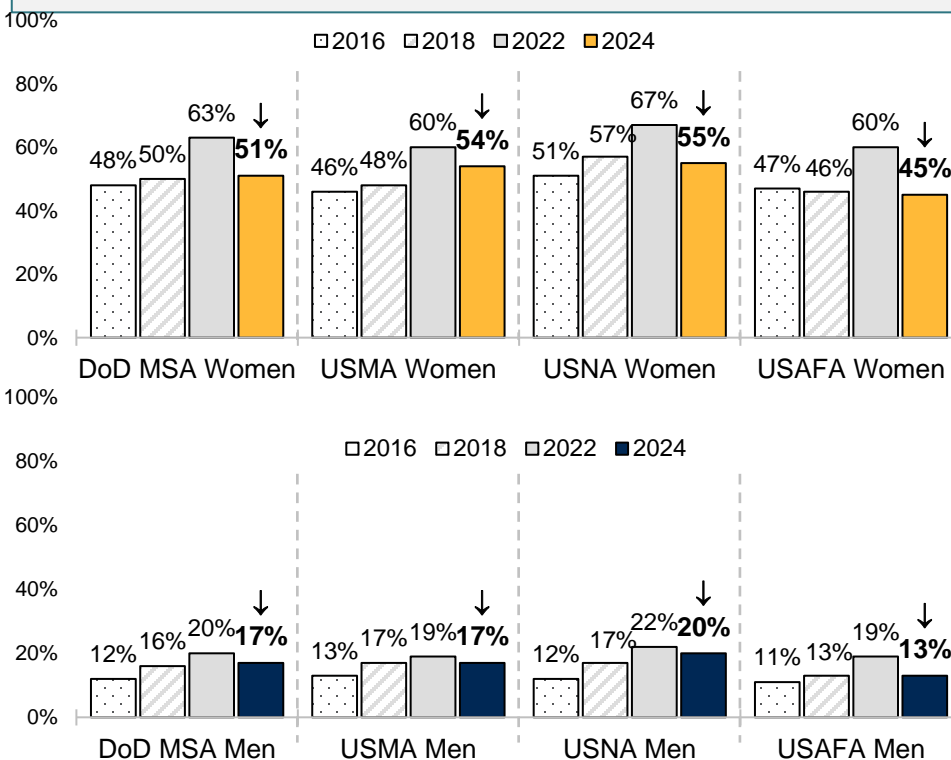
OSIE Recommendation: Adjust the fourth class system to enhance leadership training through MSA career.
Example of Action Underway: USAFA cadet training that develops leadership and prevention skills across MSA lifecycle.

SAGR Insights: Sexual Harassment and Sex Discrimination Past Year Prevalence Estimates, 2016-2024



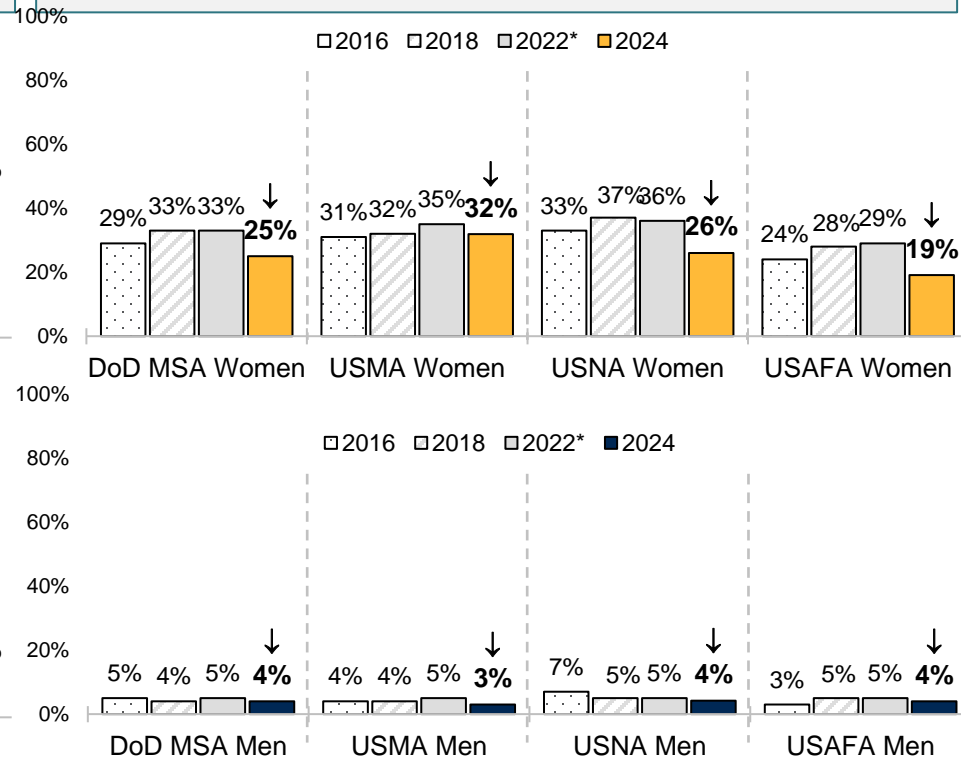
Sexual Harassment

- In 2024, an estimated 51% of women (1,707 cadets/midshipmen) and 17% of men (1,511 cadets/midshipmen) report experiencing sexual harassment during the APY. Compared to 2022, prevalence estimates for sexual harassment were significantly lower for women and men overall and at each of the MSAs.



Sex Discrimination

- In 2024, an estimated 25% of women (862 cadets/midshipmen) and 4% of men (367 cadets/midshipmen) reported experiencing sex discrimination during the APY. Compared to 2022, prevalence estimates for sex discrimination were significantly lower for women and men overall and at each of the MSAs.



Statistically Significant ↑ Increase from 2022 or ↓ Decrease from 2022

*Denotes a metric change in 2022.

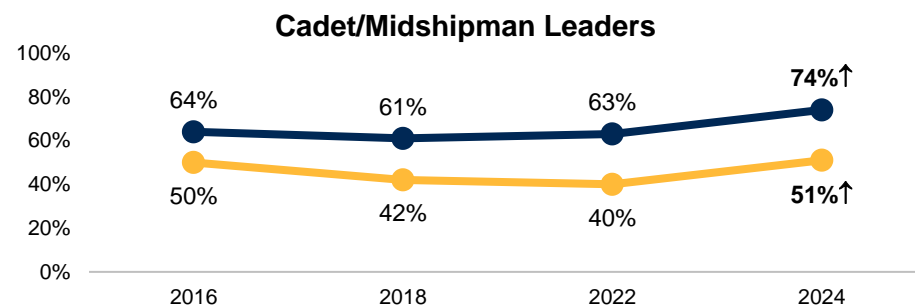
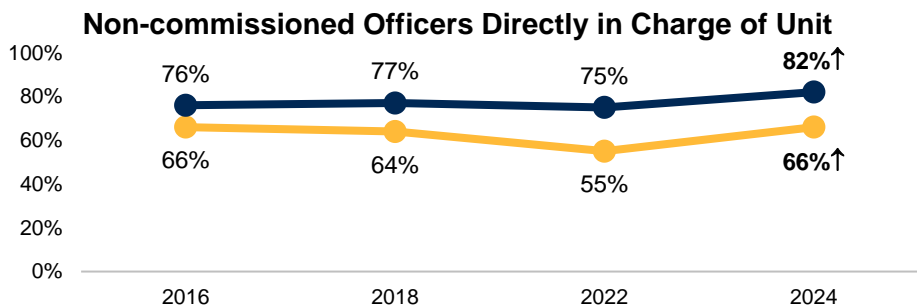
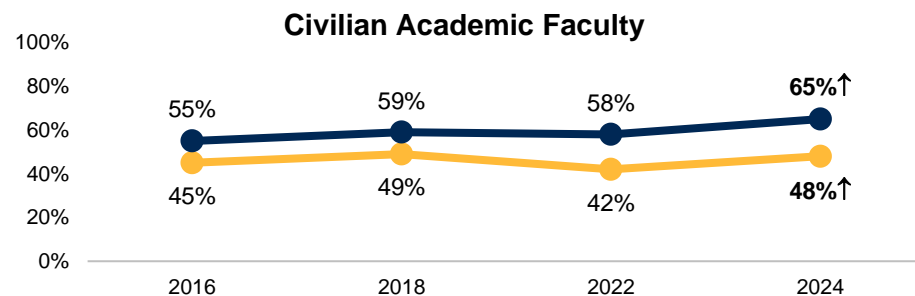
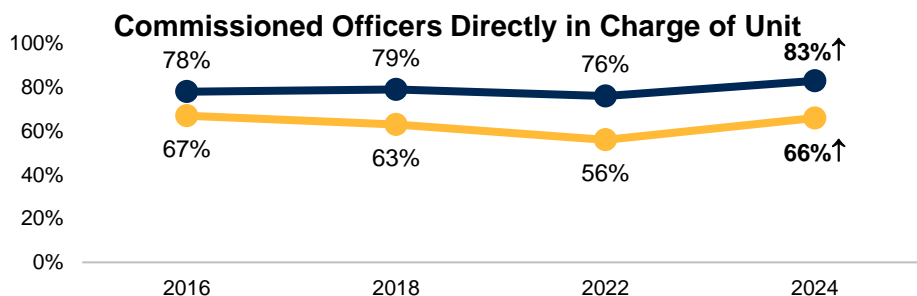
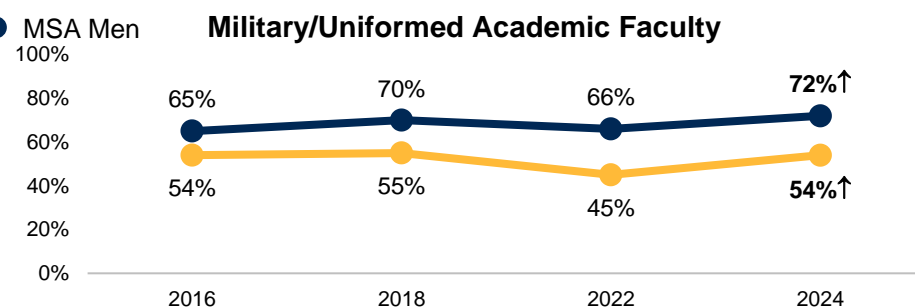
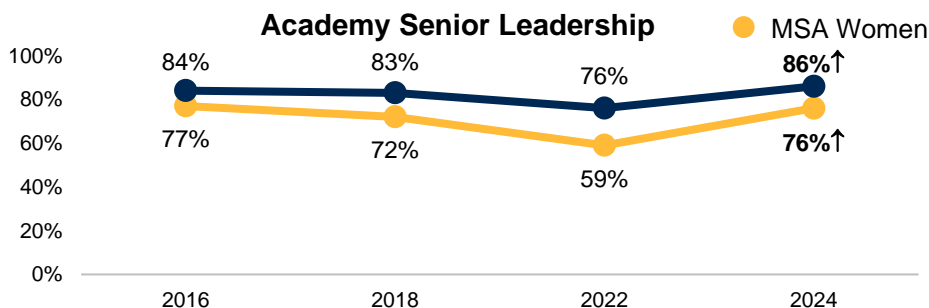
OSIE Recommendation: Leverage evidence informed small group training led by subject matter experts on harmful behaviors and prevention; Prioritize and expedite the hiring of Integrated Primary Prevention Workforce (IPPW) at MSAs

Example of Action Underway: All USNA plebes will receive Healthy Relationships training; IPPW in place at all MSAs

SAGR Insights: Efforts to Stop Sexual Assault and Sexual Harassment



- Women and men's favorable perceptions of the people in the Academy groups below increased regarding these groups making honest and reasonable efforts to stop sexual assault and sexual harassment —suggestive of a community-wide effort that is observable to students.



Margins of error do not exceed $\pm 1\%$

Percent of all DoD MSA cadets and midshipmen who indicated large/very large extent.

Those who indicated they did not have a basis to judge are excluded..

Statistically Significant ↑ Increase from 2022 or ↓ Decrease from 2022

OSIE Recommendation: Revise training for commissioned and non commissioned officers of units

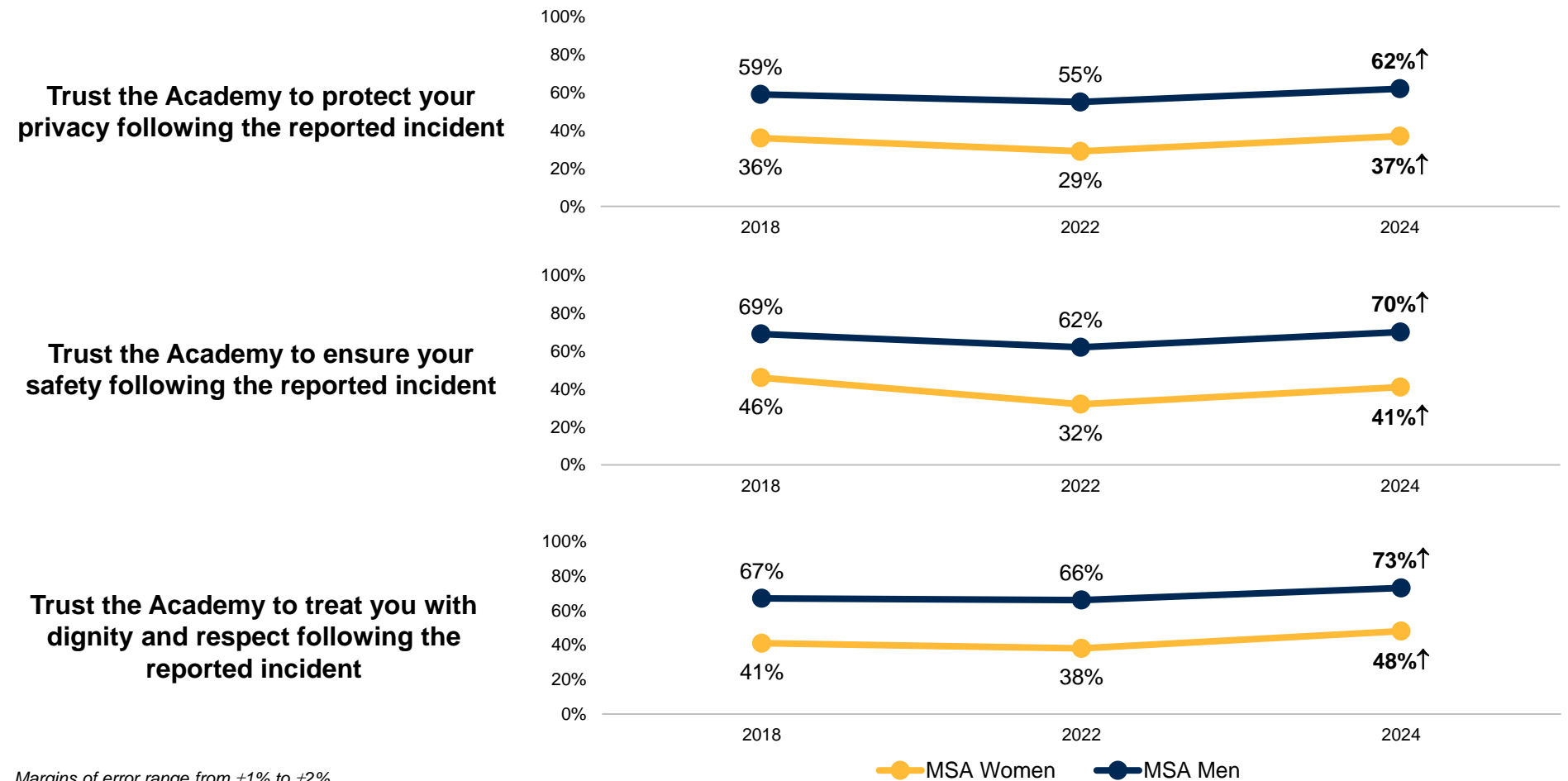
Example of Action Underway: Updated learning objectives are being implemented to enhance preparation of unit leaders.

SAGR Insights: Academy Culture Related to Reporting



- MSA women and men indicated having greater trust in the Academy than in 2022, although women remain much less trusting than men.

If you were to experience sexual assault in the future, to what extent would you...



Margins of error range from $\pm 1\%$ to $\pm 2\%$

Percent of all DoD MSA cadets and midshipmen who indicated large extent/very large extent.

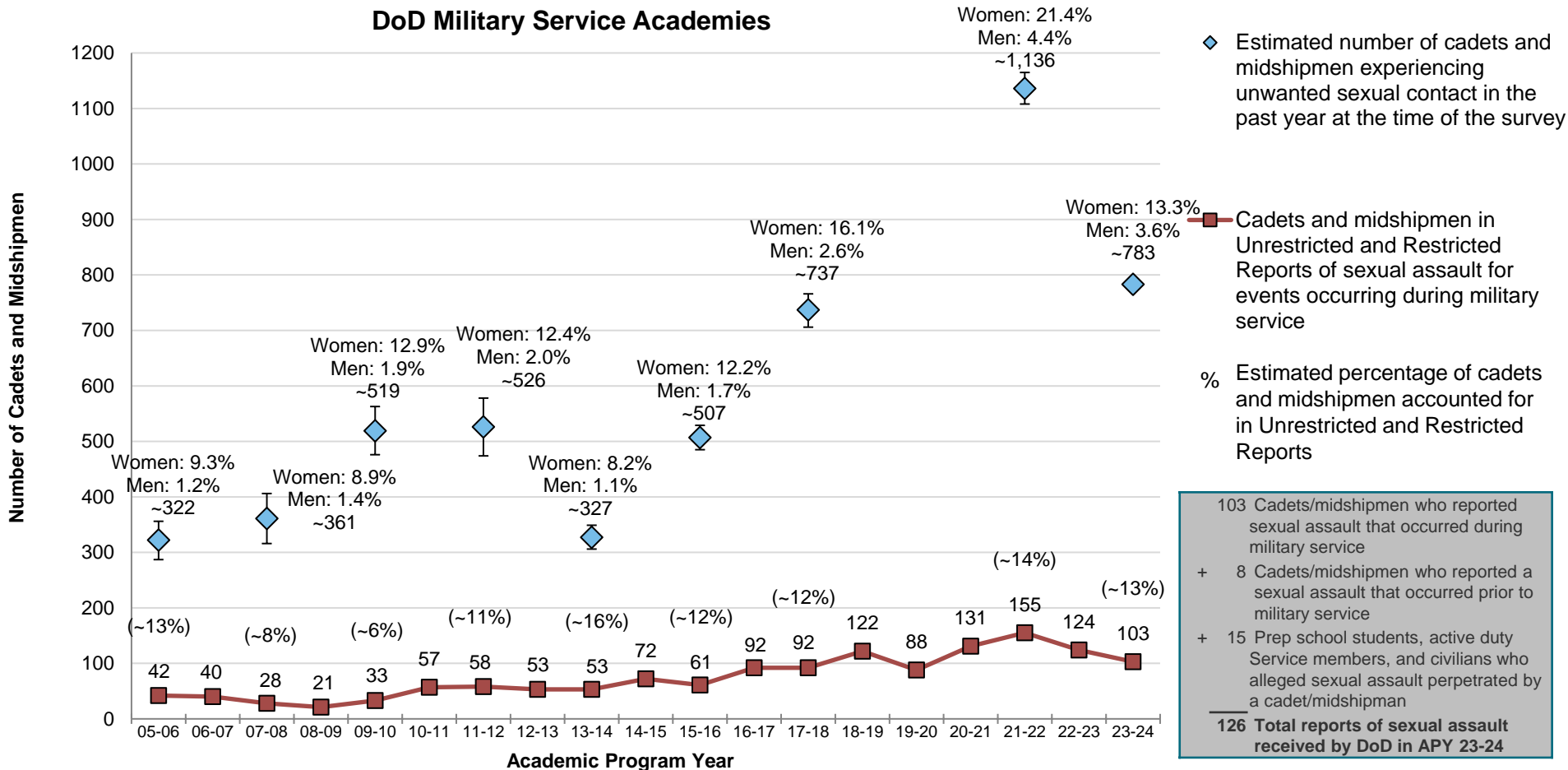
OSIE Recommendation: Review and expand Safe to Report policies to address collateral misconduct

Example of Action Underway: USMA Commandant is conducting quarterly military justice brief (transparency briefs)

Estimated USC Prevalence and Reporting Trends



- Despite a significant decrease since 2022, estimated **prevalence rates of USC continue to shape Academy experience and officer readiness** for active duty; prevalence remains higher at MSAs than the similar age cohort in the Active Component.
- The sexual assault reporting rate in 2024 was slightly lower than in 2022 (the desired state is *increase*).
 - About **1 in 8 cadets/midshipmen reported** their sexual assault allegation to a DoD authority in 2024.



Note: Not included in the above are five cases reported to and managed by the USNA and USAFA Family Advocacy Programs.

Key Points



- **The estimated prevalence of USC and sexual harassment declined at the MSAs compared to estimates from APY 2021- 2022, disrupting an alarming upward trend in the prevalence of unwanted sexual contact and sexual harassment at the MSAs over the past ten years.**
 - This year's reduction in estimated prevalence rates reflects the ongoing commitment by leaders to fostering a healthier climate, but it also serves as a reminder that much work remains to be done.
 - We must continue to prioritize prevention efforts, support for survivors, and accountability measures to ensure long-term, meaningful change.
- **The Climate Transformation Task Force remains a catalyst for reshaping the academies and addressing the root causes of USC and sexual harassment**
 - Continued leadership engagement by the Military Departments to transform command climate and enhance character development at the MSAs will be crucial to achieving long-lasting change.
- **Improving trust in military leadership and ongoing reforms remain foundational to both prevention and response efforts.**
 - Improved perceptions of leadership efforts, paired with improvements in climate factors associated with risk for sexual violence, suggest that prevention initiatives are beginning to take hold.
 - A larger proportion of cadets and midshipmen must see sexual assault reporting as beneficial and helpful.
 - Response workforce improvements will better prepare and expand capacity to provide support and victim assistance.
- **We must remain vigilant and dedicated to creating an environment of dignity and respect for all cadets and midshipmen.**
 - This is a reminder of the importance of ongoing work needed to ensure lasting cultural transformation.
- **A sustained decreasing trend is only possible through institutionalizing transformational change.**

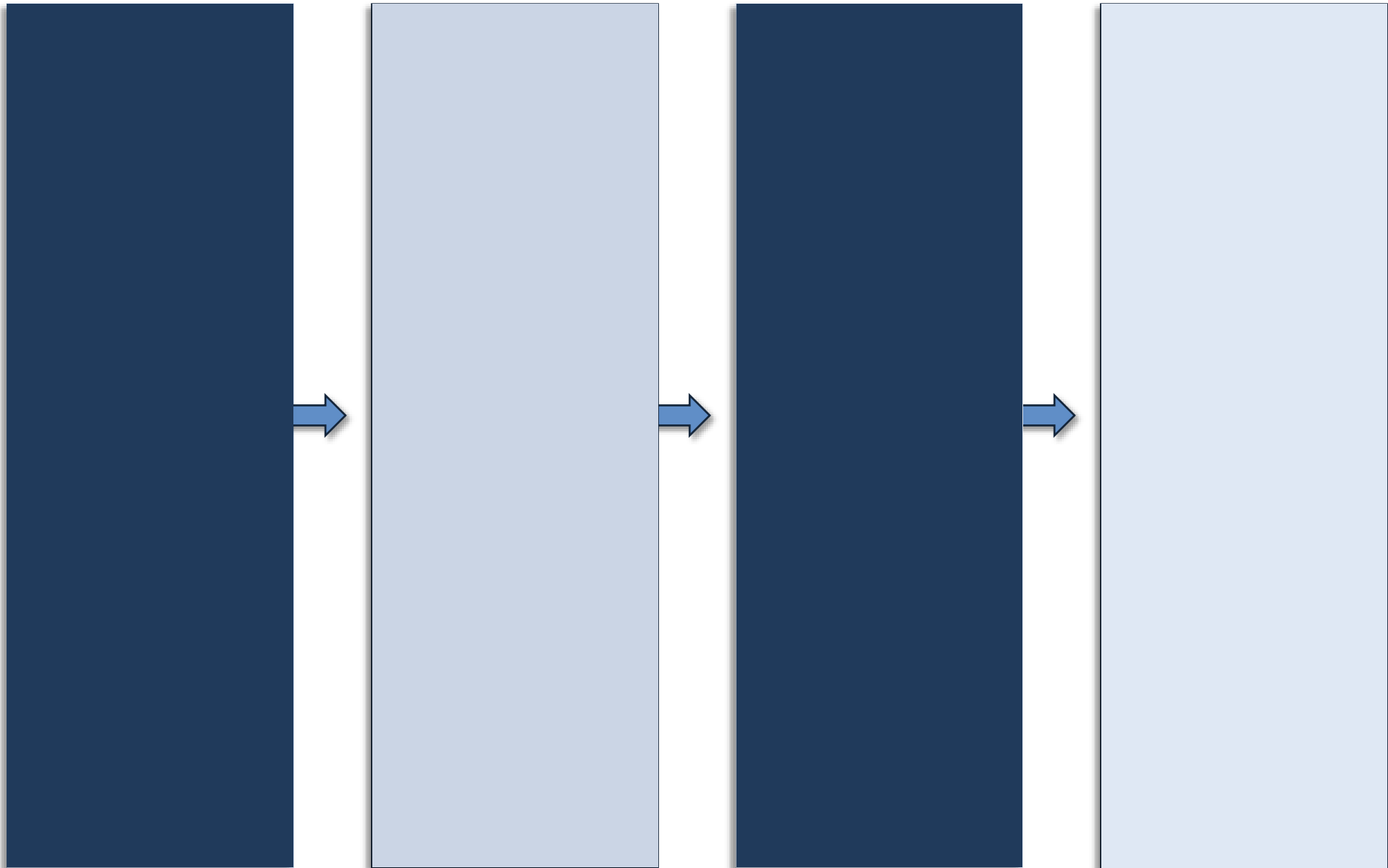


Discussion and Questions



Backup

MSA CTTF Background



Excellence | People-Centric | Integrity | Collaboration | Respect

SAGR: Background and Methodology



- **In-Person Survey Administration**
 - Paper and pen survey
 - Conducted March – April 2024
 - Mandatory for cadets and midshipmen to attend a session describing survey purpose and use; voluntary to complete the survey
- **Methodology**
 - Key measures (USC, sexual harassment, and sex discrimination) reflect a decade and a half of rigorous assessment to produce proxy measures that are reliable and valid estimates of these prohibited behaviors, as described in policy and law
 - Data are scientifically weighted using industry standard scientific methods that have been validated by external organizations (e.g., RAND, GAO)
 - Estimates are representative and generalizable to the full Academy population
 - Prep schools also participated but are not included here
 - Unless otherwise indicated, rates are shown for experiences in the preceding Academic Program Year (June 1 to time of survey in Mar/Apr 2024)
- **Survey Content**
 - No major changes to this year’s survey—most of the results will be trended back to the APY 21-22 *SAGR* results
- **Survey Validation**
 - Analysis of response patterns and comparisons with prior year found no evidence of survey tampering
 - Initial review of open-ended responses also found no evidence of survey tampering, further analysis of open-ended responses is underway
 - Other recent *SAGR* surveys also showed no such evidence

Current, Prior Year SAGR Response Rates

	2024	2022
Total DoD MSA	88%	81%
Women	94%	87%
Men	86%	79%
USMA	78%	92%
Women	88%	90%
Men	75%	92%
USNA	93%	85%
Women	96%	95%
Men	92%	81%
USAFA	95%	66%
Women	97%	75%
Men	93%	62%

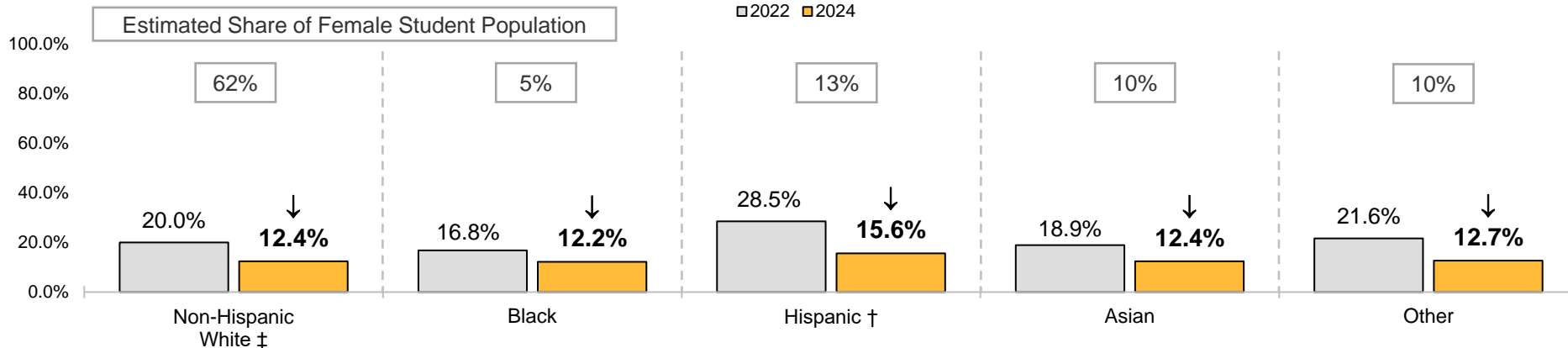
SAGR Insights: Estimated USC Rates for Racial and Ethnic Minorities



- Estimated USC rates for women significantly decreased since 2022 among all racial/ethnic groups.
- Estimated USC rates for men significantly decreased since 2022 for Non-Hispanic White men and men of 'Other' race/ethnicity.
- Hispanic women and Black and Hispanic men had higher USC estimated rates than other racial/ethnic groups.

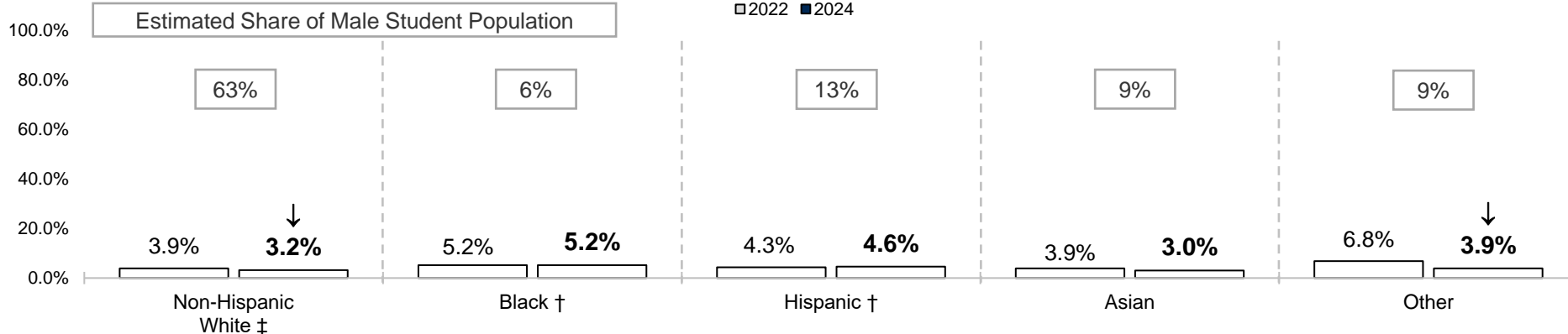
DoD MSA Women

□ 2022 ■ 2024



DoD MSA Men

□ 2022 ■ 2024



Margins of error range from $\pm 0.3\%$ to $\pm 2.1\%$
Percent of all DoD MSA cadets and midshipmen.

Statistically Significant † Increase from 2022 or ‡ Decrease from 2022
Within Year Comparisons by Race/Ethnicity: † More likely ‡ Less likely

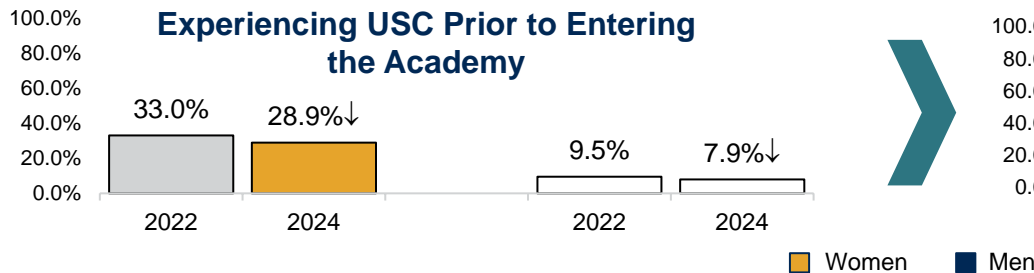


SAGR Insights: Prior Experiences as Risk Factors

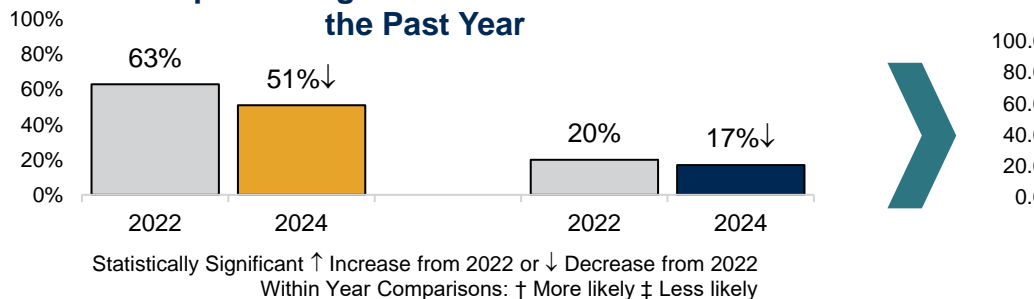
- A **prior sexual assault or a sexual harassment experience elevates risk** for experiencing USC.
 - In 2024, MSA women and men were significantly less likely to report experiencing USC prior to entering the Academy compared to 2022; however, reports of experiencing USC prior to entering the Academy continues to be highly associated with risk for re-victimization.
 - **Reports of experiencing sexual harassment in the prior year was highly associated with increased risk for experiencing USC.**
- Data from past CDC Youth Risk Behavior Surveys (YRBS) show increases in the prevalence of sexual violence victimization among adolescents in recent years.
- **Sustained focus on appropriate resources, support, and an environment that does not exacerbate risk is needed** given higher rates of prior to Academy USC at the MSAs than among comparably aged members of the active-duty force.

Risk Factor

Experiencing USC Prior to Entering the Academy

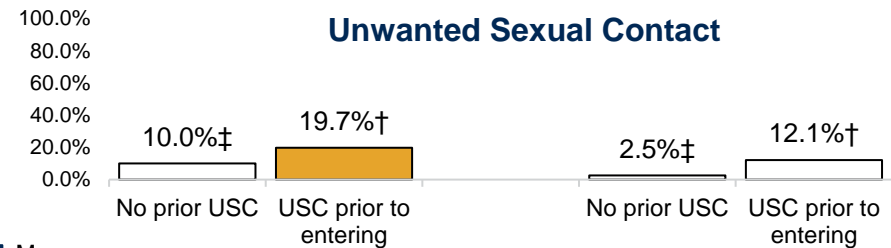


Experiencing Sexual Harassment in the Past Year

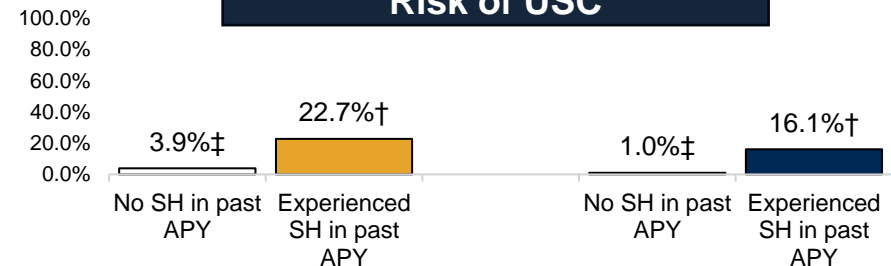


Rate of Re Victimization

Unwanted Sexual Contact



Risk of USC



OSIE Recommendation: Encourage and promote a range of mental health and non medical support services available to cadets and midshipmen, such as training, skill building, or other support services.

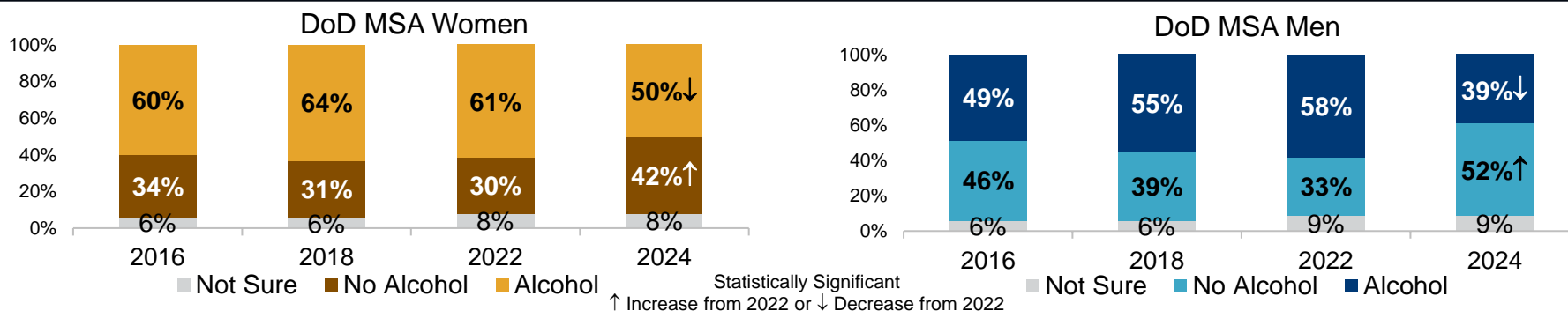
Example of Action Underway: USMA identified cadets (ACT cadets) to enhance accessibility of support services and made ACT cadets part of cadet command team.

SAGR Insights: USC Incidents and Alcohol



- Alcohol tends to be involved in more severe USC allegations, i.e., completed or attempted penetration.
- The decline in estimated prevalence rates for these USC types for both women and men in 2024 resulted in fewer USC allegations described as involving alcohol, compared to 2022.

Victim's Description of Alcohol Involvement During the USC Incident



USC Incident Characteristics

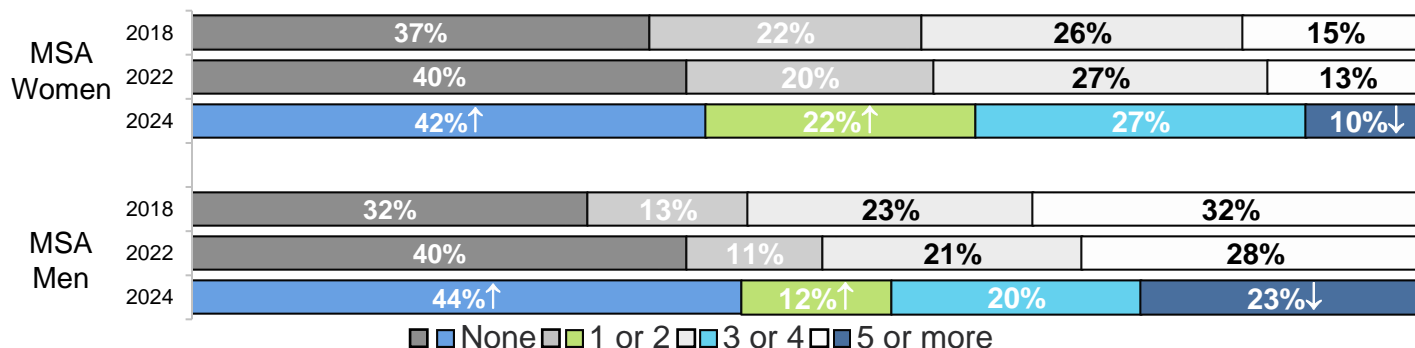
MSA Women		MSA Men	
Alcohol Involved	A mix of allegations of USC (more likely completed penetration), usually committed off campus after duty hours on a weekend or holiday, allegedly committed by a lone male cadet/midshipman, though sometimes a group of male students. Sometimes a cadet/midshipman they were meeting for the first time.	A mix of allegations of USC, usually committed off campus after duty hours on weekend or holiday, allegedly committed by a lone female alleged offender (though some offenders are male), often a fellow academy student, though some alleged offenders not affiliated with the DoD.	
No Alcohol Involved	A mix of allegations (more likely unwanted touching) usually committed on campus by a lone male cadet/midshipman. Sometimes someone they were currently dating or an intimate partner. Alleged offenders often showed a pattern of problematic behavior (e.g., stalking, harassment) toward the victim.	Primarily unwanted touching crimes committed on campus during normal duty hours by one male cadet/midshipman or a group of male students (though some offenders are female). Alleged offenders often showed a pattern of problematic behavior (e.g., stalking, harassment) toward the victim.	

SAGR Insights: Excessive Alcohol Use as a Risk Factor

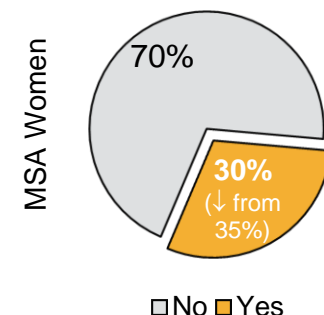


- Continuing the pattern seen in 2022, light drinking and alcohol abstinence increased for MSA men and women, as heavy drinking (5 or more alcoholic drinks) significantly decreased.
- Binge drinking and alcohol-induced memory loss also decreased for both men and women.
- Decreases in alcohol consumption likely contribute to reductions in risk; prevention approaches that target alcohol use as well as other risk factors will help sustain cultural change.

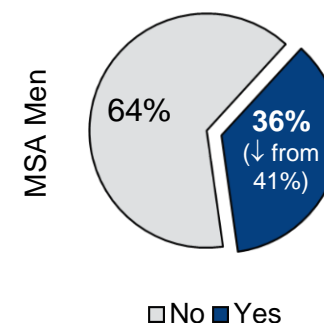
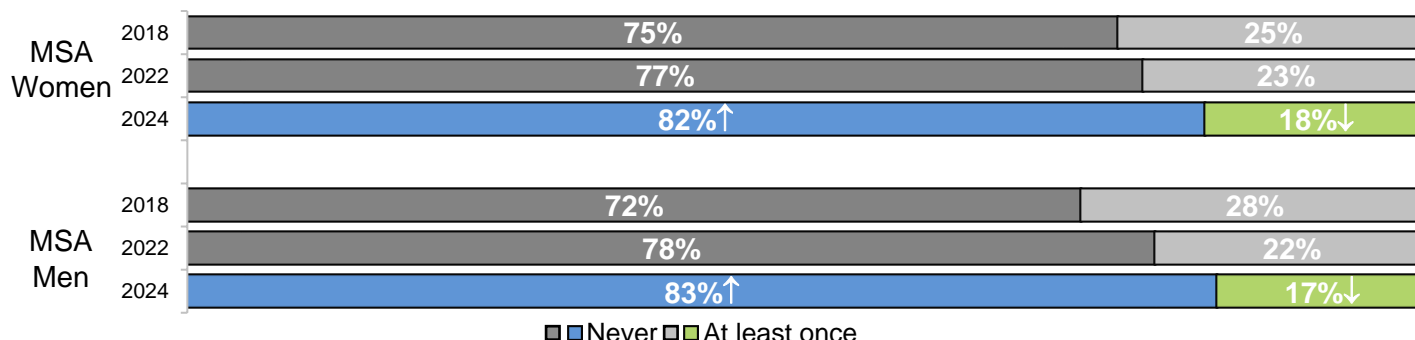
How many alcoholic drinks do you have on a typical day when drinking?



One or More Binge* Drinking Occasions in Past 30 Days



In the past year, how often have you been unable to remember what happened the night before because you had been drinking?



Margins of error do not exceed ±1%

Percent of all DoD MSA cadets and midshipmen.

*For the purposes of the survey a binge is defined as having 5 or more drinks (4 or more drinks for women) on the same occasion.

Statistically Significant ↑ Increase from 2022 or ↓ Decrease from 2022

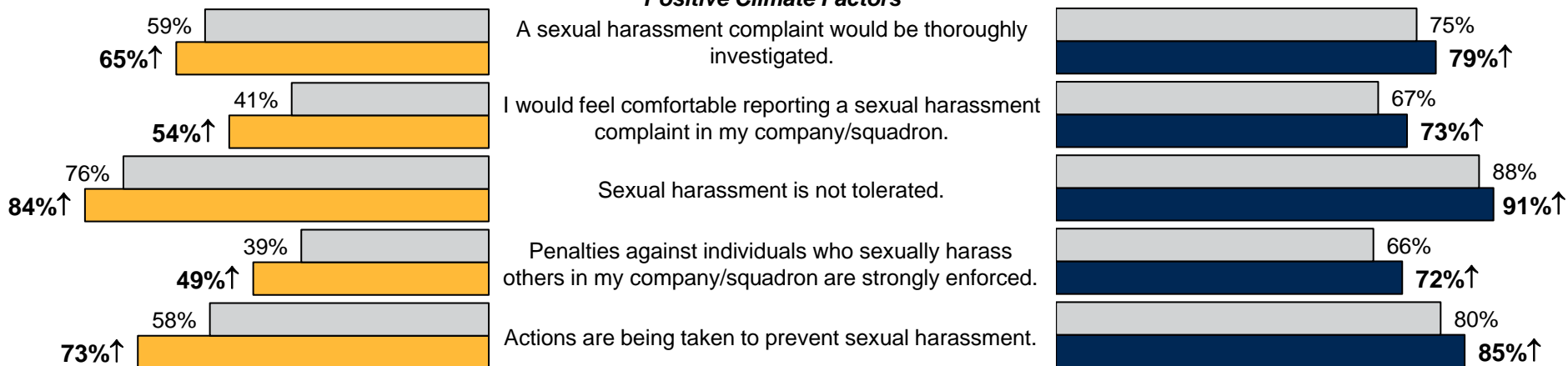
SAGR Insights: Psychological Climate For Sexual Harassment



- The psychological climate for sexual harassment is among the key indicators of an unhealthy climate highly correlated with USC risk.
- All items showed desirable change since 2022—perceptions of less tolerance for sexual harassment—for MSA women and men.
- Perceptions of the general student population may differ substantively from the perceptions, experiences, willingness to report of students having experienced sexual harassment.

How much do you agree or disagree with the following statements regarding your company/squadron?

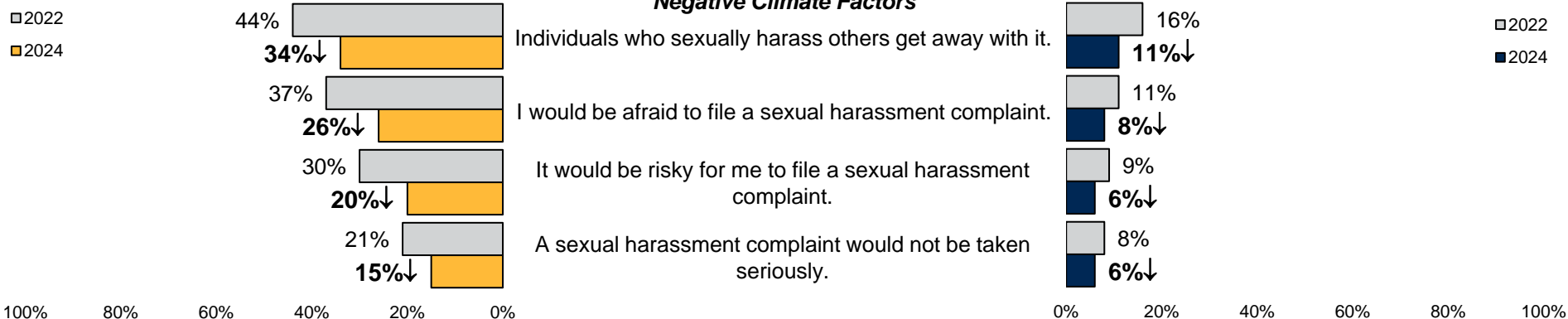
Positive Climate Factors



MSA Women

MSA Men

Negative Climate Factors

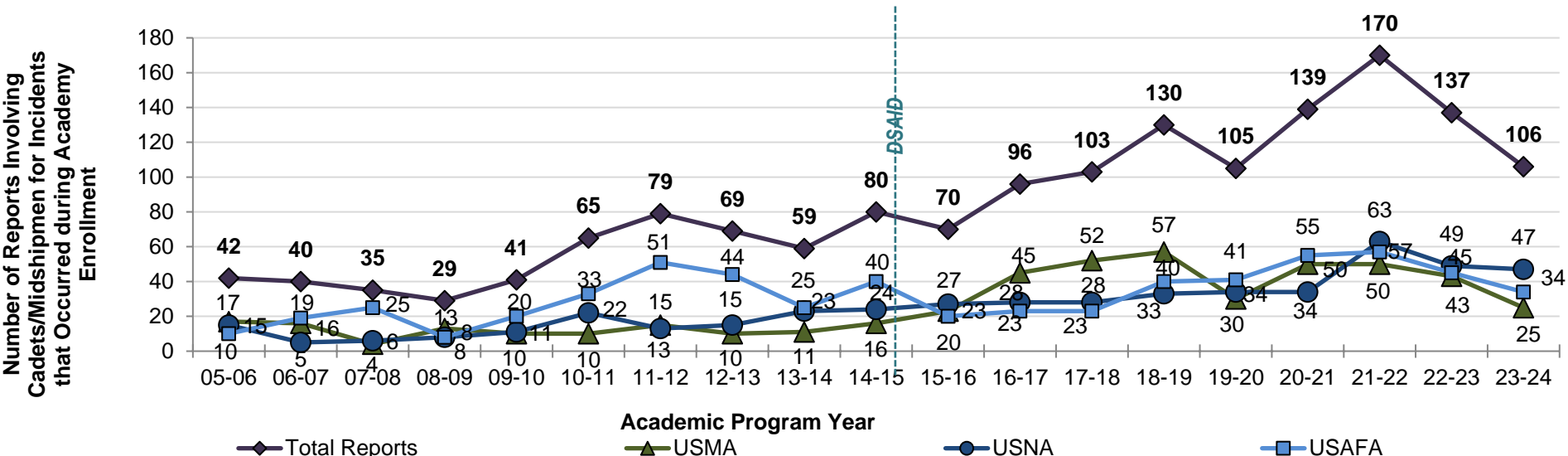


Margins of error range from $\pm 1\%$
Percent of all DoD cadets and midshipmen who indicated agree/strongly agree.

Sexual Assault Reporting: 23-24 Reports Involving Actively-Enrolled Cadets/Midshipmen



- Sexual assault reports decreased at each of the Academies, compared to last year
 - DoD encourages greater reporting to connect victims with needed assistance and to hold alleged offenders appropriately accountable
 - Chart reflects reports involving actively-enrolled cadets and midshipmen as either victims and/or subjects



Notes: These reports involving actively-enrolled cadets and midshipmen as victims and/or subjects are a subset of the total reports received by DoD. Additionally, Defense Sexual Assault Incident Database (DSAID) became the system for data collection and reporting for the MSAs in APY 14-15, and there are not directly comparable data prior to APY 14-15.

APY 23-24 Sexual Assault Reporting Data Accounting

MSAs received a **total of 126** reports of sexual assault involving a cadet or midshipman as a victim and/or subject

- Of the 126 reports, **106** were made by and/or against actively-enrolled cadets/midshipmen for incidents occurring during military service
 - USMA: 25 reports of sexual assault were made, a decrease of 18 reports from the previous APY
 - USNA: 47 reports of sexual assault were made, a decrease of 2 reports from the previous APY
 - USAFA: 34 reports of sexual assault were made, a decrease of 11 reports from the previous APY
- The remaining 20 included 8 reports for an incident prior to military service; 7 reports from the Academy Prep School students; and 5 from active duty Service members or civilians who delayed reporting an academy-based sexual assault until they were no longer at the Academies