MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND
READINESS

SUBJECT: Assessment of Sexual Harassment and Violence at the U.S. Military Service
Academies for Academic Program Year 2012-13 (June 1, 2012 to May 31, 2013)

Our Armed Forces rely on our military service academies to develop future officers of the
highest character. As such, preventing sexual assault and sexual harassment at these institutions
remains a top priority for the Department of Defense.

I know you share my commitment in this effort. In both the academic year ending May
2013 and the intervening period, we have seen considerable energy and emphasis placed on the
respective service academy sexual assault prevention and response (SAPR) programs. Critical to
these on-going efforts is fostering a cadet/midshipman culture that embraces dignity and respect
for all, and one in which our future officers demonstrate the social courage to challenge those
who do not.

To advance this culture, strengthen our service academies, and address the findings and
recommendations of this year’s Annual Report on Sexual Harassment and Violence at the U.S.
Military Service Academies, I am directing implementation of the following essential measures:

- **Enhance Strategic Planning:** To ensure unity of effort and purpose, the service
  academy superintendents will ensure implementation of academy-focused sexual
  assault and sexual harassment prevention and response strategic plans, aligned with
  their respective Department or Service SAPR strategic plans.

- **Enhance Program Effectiveness:** To improve the overall effectiveness of policies
  and programs, the superintendents will involve cadets and midshipmen in command
  climate assessments and implement appropriate metrics and assessment tools,
  consistent with Department-wide methodologies, to evaluate and regularly report
  progress in sexual harassment and assault prevention and response.

- **Advance and Sustain Appropriate Culture:** To advance the values and behaviors
  required of a military officer and to increase victim confidence associated with
  reporting, the superintendents will: innovate and implement solutions that address
  concerns of social retaliation among peers; employ purposeful and direct engagement
  with leaders and supervisors of teams, clubs, and other cadet/midshipman
  organizations; and provide cadet and midshipman influencers with the skills and
  knowledge to strengthen their ongoing mentorship programs.
- **Enhance Comprehension:** To further increase awareness and understanding of the impact of disrespectful and criminal behaviors, the superintendents will develop sexual harassment and sexual assault learning objectives and incorporate them in related classes within academic curricula.

- **Expand Alcohol Policies:** To improve the safety of cadets and midshipmen and reduce the risks posed by alcohol, the superintendents will review and systematically expand institutional alcohol policies to address risk factors beyond the individual use of alcohol, to include such matters as training of alcohol providers, alcohol availability, and community outreach.

Report back to me with your plan to support these initiatives through the Under Secretary of Defense for Personnel and Readiness by March 31, 2014. Report additional progress in annual assessments undertaken in support of the requirements established by Section 532 of Public Law 109-364.

Thank you.

cc:
Chairman of the Joint Chiefs of Staff
Chiefs of the Military Services
Superintendent, U.S. Military Academy
Superintendent, U.S. Naval Academy
Superintendent, U.S. Air Force Academy