



## Appendix A: Additional Accomplishments, Activities, and Outreach



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This Appendix details program and policy advances the Department of Defense (DOD) Sexual Assault Prevention and Response Office (SAPRO) completed during Fiscal Year (FY) 2019 in addition to those discussed in the Upfront Report. The activities are organized as shown in Table 1.

**Table 1. DOD SAPRO Activities**

Activity	Description
Prevention	Deliver consistent and effective prevention methods and programs
Victim Assistance and Advocacy	Deliver consistent and effective victim support, response, and reporting options
Investigation	Achieve high competence in the investigation of sexual assault
Accountability	Achieve high competence in holding offenders appropriately accountable.
Assessment	Effectively standardize, measure, analyze, assess, and report program progress

## Prevention

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### Council on Recruit Basic Training

SAPRO participated in the Council on Recruit Basic Training (CORBT) Annual Executive Session at Marine Corps Recruit Depot Parris Island, South Carolina, with senior leaders responsible for Recruit Basic Military Training across all Services. The Council convenes annually to share ideas, lessons learned, and procedures, including SAPR-related statistics and Service and DOD-wide initiatives tied to this training population. This year, SAPRO presented prevalence and reporting data from the *2018 Service Academy Gender Relations* and *Workplace Gender Relations Surveys* as well as the Secretary of Defense directed actions. The discussion focused on prevention of sexual assault among 17 to 24 year olds.

### Association of Military Colleges and Schools of the United States

SAPRO participated in the Association of Military Colleges and Schools of the United States bi-annual meeting at Norwich University with senior leaders from military colleges and universities. SAPRO presented on the Prevention Plan of Action, current trends in sexual assault prevalence and reporting, and prevention approaches for 17 to 24 year olds.

### Military Suicide Research Forum

The Military Suicide Research Forum convened at Catholic University to focus on dissemination and implementation of prevention efforts. SAPRO participated in a panel and discussed key considerations and lessons learned bringing prevention approaches to scale in military settings.

### National and Regional Discussions

Hosted by the Secretaries of the Navy, Army, and Air Force, the first National Discussion on sexual assault and sexual harassment at America's colleges, universities, and service academies occurred in April 2019 at the United States Naval Academy. The National

Discussion is a collaborative forum to develop partnerships, share best practices in prevention, and leverage research to create safe and healthy learning environments free of sexual assault and sexual harassment. The Discussion included messages, and strategies from both subject matter experts and key stakeholders including members of Congress, civilian college and university leaders, and DOD and Military Service Academy heads.

A follow-up regional meeting was held in September 2019 and was co-sponsored by the United States Navy and the State University of New York. The regional meeting included Chancellors, Deans, and Presidents at America's colleges and universities and selected DOD personnel. The focus of the regional meeting was on promoting a culture of change using data. The Military Services are planning to continue hosting these discussions into FY20, with the Army taking the lead for planning the 2020 National Discussion on Sexual Assault and Sexual Harassment at America's Colleges, Universities, and Service Academies.

### **Collaboration with the Centers for Disease Control and Prevention**

Recognizing the need for additional subject matter expertise and training and technical assistance in prevention across the Military Services and National Guard Bureau (NGB), SAPRO entered into an Interagency Agreement (IAA) with the Centers for Disease Control and Prevention (CDC), the federal government's lead agency for primary prevention of violence. This agreement allows DOD access to CDC's Violence Prevention Technical Assistance Center (VPTAC), which is the central hub for the provision of training and technical assistance across the Division of Violence Prevention at CDC. Training and technical assistance is provided by CDC subject matter experts, as well as CDC contract staff at American Institutes for Research (AIR) and Atlas Research. The CDC VPTAC team co-facilitated a training with the United States Navy for their prevention workforce. This training focused on principles of primary prevention for destructive behaviors, including sexual assault. In addition, to facilitate ongoing information sharing among the DOD and CDC communities, SAPRO is putting in place an early FY20 site visit with SAPR leaders to CDC headquarters, to be followed by regular virtual collaboration.

### **Five Eyes Forum on Sexual Misconduct**

In 2018, SAPRO participated in the first Five Eyes Forum on the Prevention and Response of Sexual Misconduct hosted by Canada in Ottawa. At its conclusion, the five attending nations (Australia, Canada, New Zealand, United Kingdom and United States) agreed on the benefit of continuing the discussion on shared challenges and opportunities, approaches to building future leaders ready for their role in this space, and innovations in victim support services. In FY19, SAPRO agreed to host the next session and began working with partner nations to shape the agenda for the 2020 Five Eyes Forum.

## **Victim Assistance and Advocacy**

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### **Continued Credentialing and Evaluating SAPR Professionals**

#### *DOD Sexual Assault Advocate Certification Program (D-SAACP) Update*

The D-SAACP requires that personnel meet assignment eligibility standards, be appropriately trained, and possess the expertise needed to assist victims throughout the reporting and recovery process. All SARCs and SAPR VAs must be certified through D-SAACP to be appointed to a position that directly supports victims.

In FY19, the program certified 217 new SARCs and 7,044 SAPR VAs. Among the 7,261 new applications approved this year, 7,064 advocates were members of the active duty, reserves, or National Guard, and 203 were civilian employees. In addition, 742 SARCs and 3,004 SAPR VAs met the national standard to renew their certifications. To renew at a higher level of certification, a D-SAACP certified SARC or SAPR VA must have a minimum of 3,900 documented hours of advocate experience, supervisor evaluations, and case study observations. Three hundred and twenty one SARCs and SAPR VAs renewed at a higher level of certification this year. This program also provides military advocates with an opportunity to remain with the profession upon leaving the military. In FY19, 96 D-SAACP certified advocates utilized the “Bridge Application” to become NACP certified.

## **Meeting Victim Needs**

### *Responded to Victim-Related Inquiries*

SAPRO collaborated with internal and external stakeholders (to include the Military Services’ SAPR Program offices, the VA, IG, and FAP) to respond to 74 sexual assault inquiries, received by SAPRO, from survivors, their family members, and supporters.

### *Veterans Affairs Collaboration*

The Department of Veterans Affairs (VA) and DOD SAPRO strengthened their partnership to respond to sexual assaults by signing a Memorandum of Understanding (MOU) in 2019. The MOU details the terms of information sharing between the VA and DOD SAPRO that assist both organizations in assessing the treatment of military sexual assault victims at VA facilities.

### *Safe Helpline*

The Safe Helpline (SHL) is the Department’s sole, anonymous 24/7 source of information, support, and resources for members of the DOD community impacted by sexual assault. As an anonymous resource, SHL serves as an important bridge to victim assistance, reporting, and recovery. In the past year, 36,966 users (28,909 online users and 8,057 phone users) contacted the program for services. User feedback data shows that the average user ratings of services were above 4.0 on a five-point scale on all domains, including ease of use, satisfaction with staffer knowledge, satisfaction with service, likelihood to recommend the resource, and intent to use resources provided. Specifically, average ratings ranged from 4.4 (ease of use) to 4.1 (likelihood to use the resources provided).

The SHL team continued to promote awareness of it as a unique resource that helps victims, their families, and friends, and the SAPR programs in the field by conducting outreach activities to individual bases and installations. This year, the team led 64 events and increased online advertising efforts. Additional information on SHL can be found in Appendix E.

### *Meetings with Service Members*

Each year, the SAPRO Director meets personally with military survivors of sexual assault. These meetings provide an opportunity to connect with Service members and receive insights directly from those who recently experienced the reporting process. This feedback helps us gain an understanding of how our programs impact victims, and informs policy and program



improvements. The Acting Director met with victims of sexual assault at Military Service Academies (MSAs) in June in order to gain insight into the unique issues they face.

### *National Organization for Victim Assistance Annual Training*

SAPRO participated in the NOVA Annual Training Event on 22-25 July; this is a civilian training event utilizing civilian professional advocacy organizations that feature subject matter experts not regularly utilized by the DOD or Military Services. This event was attended by approximately 700 DOD SAPR personnel. The DOD SAPRO Acting Director conducted a Military Monday Morning event which provided an opportunity to update over 600 DOD SAPR personnel on current SAPRO priorities in a facilitated, discussion-based environment. He also participated as a guest speaker in the opening ceremonies alongside the Executive Director of NOVA and local community leaders. DOD SAPRO personnel provided military specific training to include presenting on such requested topics as “Talking to Military Leadership about SAPR,” “Ethics in Military Victim Services,” “DOD Sexual Assault Incident Database (DSAID) Updates,” and “Leveraging Local Safe HelpRoom for Survivors.” In addition, DOD SAPRO hosted an informational booth where any attendee could access a wide variety of information regarding DSAID, Safe Helpline, and D-SAACP.

### *Office for Victims of Crime Initiative*

DOD SAPRO partnered with the Department of Justice Office for Victims of Crime’s Training and Technical Assistance Center (OVC TTAC) to provide training at five installations in 2019. The training was designed to bring military sexual assault responders together with the civilian community to build stronger collaborative efforts to respond to sexual assault. OVC TTAC developed the curriculum and provided the training to 104 participants across the U.S.

## **Accountability and Investigation**

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### **Implementation Status of National Defense Authorization Act Sections Pertaining to SAPR**

The Department tracks the implementation status of specific SAPR-related provisions in a number of ways. Once the National Defense Authorization Act (NDAA) for the next fiscal year is signed, the Department uses its SAPR Integrated Product Team (IPT) meeting to discuss relevant NDAA Provisions. Any required Congressional briefings and reports to the HASC and SASC are discussed and their deadlines acknowledged. Implementation statuses are provided to interested Congressional members and through this annual report.

### *SAPR-related NDAA provisions have been implemented for all fiscal years through FY16*

Section 542 of NDAA for FY17 “Effective prosecution and Defense in Courts-Martial and Pilot Programs on Professional Military Justice Development for Judge Advocates” continues to meet service level implementation milestones. The duration of the pilot program development is five years, with the projected completion date as late as FY22.

Section 523 of NDAA for FY18 amended section 546(a) of the FY17 NDAA to require training for personnel who investigate claims of retaliation (investigators) to include material on guidelines for the consideration of evidence substantiating such allegations. Implementation is in progress.

Section 702 of NDAA for FY19 included a pilot program on treatment of Service members for posttraumatic stress disorder and other psychological sequelae related to sexual trauma. The Department submitted an interim report to Congress describing the pilot for the Sexual Assault Intensive Outpatient Program (IOP) with implementation beginning in October 2019 to provide psychological health treatment to Service members who disclose sexual assault. TRICARE purchased care currently provides comprehensive services for those with mental health issues related to sexual trauma, including IOP.

On 5 August 2019, the Department launched the Catch a Serial Offender (CATCH) Program, which affords Service members making Restricted Reports the opportunity to provide information about the alleged offender to help the DOD identify serial offenders. The CATCH Program allows sexual victims who discover their alleged offender may have assaulted another person, the opportunity to convert their report to Unrestricted and participate in the military justice process. Investigators from each Military Criminal Investigative Organization review entries in the CATCH system, Unrestricted Reports, and other law enforcement databases to identify suspected serial offenders. When a potential match is identified, the victim is notified and provided the option to convert his or her Restricted Report to an Unrestricted Report and participate in the investigative and military justice process. Victims decide their level of involvement in the CATCH program and can decline to participate anytime, even after a match is identified. There is no single solution to the problem of sexual assault; CATCH joins the Department's expanding list of innovative means to prevent and respond to sexual assault.

## Assessment

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### Improved the Defense Sexual Assault Incident Database

The Department developed the Defense Sexual Assault Incident Database (DSAID) to meet requirements outlined in the NDAA for FY09. SAPRO has used DSAID to record information on reports of sexual assault since 2012. Manual and automated data entry processes funnel information into DSAID and include victim and referral support information, investigative and incident information, and case outcomes. SARCs originate DSAID cases based on an official report of sexual assault made by a victim to a SARC, SAPR VA, or MCIO investigator. SAPRO operates DSAID and works collaboratively with the Military Services to implement and sustain the system. SARCs use the program to provide comprehensive and standardized victim case management. Additionally, the Department uses the program to conduct oversight, inform SAPR program planning and analysis, and meet Congressional reporting requirements. In FY19, DSAID had 1,125 users, including 1,054 SARCs, 41 program managers, 11 SAPRO analysts, and 19 military service legal officers.

In the past year, the DOD Office of the Inspector General (DOD OIG) concluded its evaluation of the United States Air Force Academy SAPR Program and recommended changes to DSAID. SAPRO concurred with the recommendations, and intends to deploy the new capabilities in fall 2020.

In FY19, DOD SAPRO continued its system development in three major system change initiatives. These initiatives include:

- Enabling an interface with the Defense Enrollment Eligibility Reporting System (DEERS) to further enhance DSAID's capability to provide accurate, timely, and convenient data management and reporting capabilities.
- Enabling a File Locker solution to centrally store relevant forms, such as the DD Form 2910. Victims can readily request their forms or access additional support services (e.g., with the U.S. Department of Veterans Affairs).
- Deploying a module to document retaliation allegations and outcomes associated with sexual assault reports.

## Updates to DSAID

### *Server Upgrade*

In FY19, DOD SAPRO successfully completed modernizing the DSAID servers. This effort led to increased system performance and user efficiencies, and maximized security and governance compliance for the Department's authoritative, centralized case-level database used to collect and maintain information on sexual assaults involving Service members.

### *DSAID User Survey*

In 2019, DOD SAPRO invited almost a thousand registered users of DSAID, including SARCs, SAPR VAs, and Program Managers (PMs) to take the DSAID User Survey. SAPRO received 307 individual responses, and shared their thoughts on the strengths and growth areas of DSAID. The primary issues with DSAID identified were latency and finding necessary fields. SARCs, SAPR VAs, and PMs reported that DSAID allowed them to easily perform administrative and case management tasks. The results of the DSAID User Survey have informed future development and improvements of DSAID, including new features and system upgrades.

## Conducted DSAID Training

### *Basic Course*

The Department requires DSAID users to undergo training in-person or online before accessing the system. In FY19, 2,624 users completed the web-based, self-guided training which includes simulations demonstrating program capabilities. SAPRO hosted a variety of trainings on DSAID to further enhance data quality and collection, including:

- Five in-person training sessions for program managers and legal officers
- Two informational webinars with over 156 participants on policy, new releases, and program updates
- Two educational sessions reaching hundreds of individuals during a national conference of victim advocates

### *SARC Training*

SAPRO completed a major update of the web-based, self-guided training packages that includes simulations of common DSAID functions changes. In January 2020, new DSAID online training for all users will go live on Joint Knowledge Online. This updated training will include DSAID enhancements, such as the File Locker, Retaliation Module, and DEERS interface.

## **Coordinated with the Defense Equal Opportunity Management Institute (DEOMI)**

### *Leadership Team Awareness Seminar and DEOMI Courses*

SAPRO's leadership facilitated discussions at DEOMI's Leadership Team Awareness Seminar, training 111 senior military and civilian leaders in FY19. These leaders will impact the planning and execution of their organization's SAPR program. Additionally, DEOMI and SAPRO presented SAPR lessons to 481 students at DEOMI courses throughout the year.

### *Assessment to Solutions Website*

The DEOCS (DEOMI Organizational Climate Survey), which is part of the Command Climate Assessment and Improvements (CCAI) process, is a mandated annual requirement per Under Secretary of Defense for Personnel and Readiness's memorandum dated November 20, 2014. This process assists Commanders/Leaders in detecting potential human relations issues within their units and equips them with the tools necessary to further define and remedy potential issues that can detract from mission readiness. The Assessment to Solutions (A2S) website supports the DOD in the CCAI process and houses tools and products used to improve human relations within organizations across the DOD.

The SAPR portion of the A2S website provides Commanders/Leaders with evidence-based job-aids, media, and training. These materials provide awareness and strategies to address sexual assault prevention, response, and retaliation, as well as Service members' knowledge of reporting options and bystander intervention techniques.

In FY19, SAPRO worked closely with DEOMI to update SAPR materials on the A2S website. This fiscal year there were 5,118 downloads of SAPR products both from A2S and DEOMI's special observance area, and 16,437 views of products within the A2S area.

## **Developed Oversight Pilot Program**

SAPRO developed an Oversight Pilot Program within the 2018 National Defense Strategy line of effort to build a more lethal force. Authority for this effort is in DODD 6495.01 and DODI 6495.02, Enclosure 3, titled Oversight of the SAPR Program.

Although the Department has a robust oversight process for monitoring compliance with SAPR program requirements, SAPRO recognized the need for improvement using a public health approach. This program aims to proactively identify gaps and challenges in the DOD, including the NGB's SAPR efforts, and work with the Services to remedy issues. The Oversight Team is comprised of two detailed Commissioned Officers of the U.S. Public Health Service.