



## 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) 2020 (FY20) in addition to those discussed in the main body of the FY20 Annual 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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### Stakeholder Coordination and Outreach

#### *Council on Recruit Basic Training*

In FY20, DoD SAPRO’s Senior Prevention Advisor and Chief of Staff participated in the Council on Recruit Basic Training (CORBT) Executive Event. The goal of the Council is to address common issues in Recruit Basic Military Training and Technical Training. At the event, SAPRO Leadership discussed SAPRO’s prevention activities, including the tasks directed in the Actions to Address Sexual Assault and Harassment Memorandums from the Under Secretary of Defense for Personnel and Readiness (USD(P&R)) and the Secretary of Defense. At the quarterly meeting which followed, SAPRO provided an overview on progress to address the Secretary of Defense task to ensure young leaders possess the knowledge and skills to maintain an appropriate climate. Linking back to the equities of the CORBT community, SAPRO stressed the need to consider that incoming enlistees are also appropriately prepared for their role in supporting our newest leaders’ focus on a healthy unit climate. SAPRO staff is currently developing the way ahead strategy for SAPRO’s involvement with the CORBT.

#### *U.S. Army Criminal Investigation Laboratory and Centers for Disease Control and Prevention Professional Development Engagement*

In FY20, SAPRO joined more than 35 DoD and Military Service leaders and action officers in Atlanta, Georgia for a two-day site visit. On the first day, the group visited the Defense Forensic Science Center (U.S. Army Criminal Investigation Laboratory). The lab supports all DoD investigations requiring forensic analysis, including sexual assault and suicide cases. The lab provided a detailed briefing on its mission, garrison and expeditionary capabilities, and accreditation. Examiners also provided a detailed demonstration of how the facility typically processes evidence for a sexual assault case. On the second day, the group toured the Centers for Disease Control and Prevention followed by a session with representatives from the

National Center for Injury Prevention and Control who led discussions focused on the prevention, evaluation, and measurement of sexual assault, intimate partner violence, child abuse and neglect, suicide, and opioid/substance abuse.

### *Foreign Partner Collaboration*

During FY20, SAPRO engaged with a range of foreign partners, all interested in sharing insights on how to address inappropriate behaviors. In the spring of 2020, SAPRO prepared to host representatives of the Five Eyes countries (i.e., Australia, New Zealand, Canada, United Kingdom and the United States) at the second Five Eyes Forum. Due to the coronavirus pandemic, that session was cancelled and exchanges shifted into phone/virtual format. For example, in mid-FY20, DoD SAPRO leadership participated in calls and email exchanges with the Canadian Armed Forces to discuss the Department's prevention strategy and associated training efforts. The SAPRO Senior Prevention Advisor provided an overview of the Department's efforts to implement comprehensive sexual assault prevention guidance. Canadian participants discussed their new prevention strategy and forthcoming strategy on culture change, as well as innovative learning practices now being piloted. Both countries followed up by sharing copies of their relevant guidance. SAPRO regularly consults with allies and strategic partners to share and discuss best practices in sexual assault prevention and response (SAPR) as part of its support to Five Eyes and the National Defense Strategy. Similar past engagements have taken place with Australia, New Zealand, United Kingdom, South Korea, Argentina, Pakistan, and France.

### *Prevention Webinars*

During FY20, SAPRO Prevention staff conducted ten webinars. Each webinar addressed a unique prevention topic designed to help build a solid, consistent foundation of prevention knowledge and skills across the DoD community. In addition to providing learning opportunities, the webinars were an opportunity for SAPRO to answer questions directly from the field. Webinars included:

- The Way Forward in Sexual Assault Prevention at DoD
- The Public Health Approach to Sexual Assault Prevention
- Connecting the Dots: Shared Risk and Protective Factors
- Self-Care in a Changing Military Environment

Typically, more than 200 DoD attendees participated from around the world, with one event drawing more than 550 DoD attendees. A similar sequence of webinars will take place in FY21.

### *Launch of SAPR Connect News*

In April 2020, SAPRO launched its first edition of SAPR Connect News, a newsletter designed for members of the virtual SAPR Connect Prevention Community of Practice. The newsletter is intended to encourage members to visit the site to review new resources, such as the prevention webinars, research studies, and implementation tools, as well as post their insights on prevention-related discussion questions. SAPR Connect membership continues to grow, with more than 5,000 members from each Military Service, the National Guard Bureau (NGB), and the Coast Guard regularly posting materials designed to build prevention capacity across the Department.

## *Prevention Credential*

In FY20, DoD SAPRO established an Intergovernmental Personnel Act agreement with six subject matter experts from Georgia State University to investigate the feasibility of creating a pipeline for students interested in prevention to eventually support DoD prevention activities as well as credentialing processes for the DoD prevention workforce. The proof of concept will provide information on interest, cost, impact, how to align training and education across academic and military environments, credentialing opportunities, and efforts to ensure continuity from student to trainee to military service. The Department expects to have findings from the proof of concept in spring 2021.

## **Victim Assistance and Advocacy**

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

#### *Liz Blanc Exceptional Sexual Assault Response Coordinator of the Year Award*

In May 2020, DoD announced the renaming of the Exceptional Sexual Assault Response Coordinator (SARC) award to recognize Ms. Liz Blanc. Ms. Blanc devoted 15 years of her life to sexual assault victims before passing away in March 2020 after a hard-fought battle with cancer. Remembered for her passionate, unrelenting professional service, Ms. Blanc devoted her career to enhancing the sexual assault response process, all while exhibiting compassion to all those who entrusted her with their recovery.

This year, the Department is honored to recognize the following awardees who epitomize excellence reflective of Ms. Blanc's commitment:

- Air Force: 1st Lt Sarah L. Halterman, 60th Air Mobility Wing, Travis Air Force Base
- Army: SFC Maria C. Rivera, I Corps & Joint Base Lewis-McChord
- Coast Guard: Ms. Shannon Norenberg, United States Coast Guard Academy
- Navy: Mrs. Raquel Hernandez, Naval Air Station Lemoore
- Marine Corps: Ms. Shirley D. Stephens, Marine Corps Installations Pacific, Marine Corps Base Camp Butler
- National Guard Bureau: Ms. Jacquelyn E. Tellier, 102d Intelligence Wing, Otis Air National Guard Base

### **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, 49,746 users (41,875 online users and 7,871 phone users) contacted the program for services. In particular, online usage increased considerably from FY19 to FY20, as well as within FY20 during the coronavirus pandemic. Specifically, during FY20, the volume of online sessions increased 36 percent from Q1-Q2 to Q3-Q4.

User feedback data show that the average user ratings of services were above 4.0 (out of 5.0) 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 4.33 (ease of use) to 4.04 (likelihood to use the resources provided).

This year, the team conducted 68 events and increased online advertising efforts. Additional information on SHL can be found in Appendix E.

### *Safe Helpline Training Engagements*

DoD SAPRO is developing updated training initiatives for those in the DoD community interested in learning about Safe Helpline. In FY21, SAPRO will now offer four distinct SHL briefs for in-person or virtual training opportunities. Each brief is tailored to a specific audience and can be further tailored to the needs of the group or organization requesting the brief. These briefings include:

- The “Safe Helpline 101 brief” (1 hour and awards 1 continuing education unit for the Defense Sexual Assault Advocate Certification Program (D-SAACP), and fulfills the Department of Defense Instruction (DoDI) 6495.03 SHL requirement for D-SAACP recertification): The intended audiences for the Safe Helpline 101 brief are SARCs, SAPR Victim Advocates (SAPR VAs), Special Victims’ Counsel/Victims’ Legal Counsel (SVC/VLC), chaplains, medical and mental health personnel, military police, any other military or civilian service providers, and general Service members who are not familiar or are only somewhat familiar with SHL.
- The “Safe Helpline 102 brief” (1 hour and awards 1 continuing education unit for D-SAACP): This brief is intended for SAPR teams that have previously attended a SHL 101 brief or have significant working knowledge of Safe Helpline services. The brief provides trainees an opportunity to discuss common barriers to disclosure and reporting. In addition, the brief reviews how Safe Helpline resources can enhance existing SAPR program strategies to support survivor of sexual assault.
- The “Safe Helpline 103 brief” (1 hour): This brief provides a high-level overview of the SHL, how the SHL supports the work of SAPR teams on-base, and ways leadership can leverage SHL resources to support survivors of sexual assault. The brief is intended for leadership who are interested in raising awareness about services available and supporting survivors on base.
- The “Local Safe HelpRoom brief” (1 hour and awards 1 continuing education unit for D-SAACP): This brief is intended for SARCs or SAPR VAs who would like to learn more about the registration, training, and session planning processes for Local Safe HelpRoom.

### *Remotely Supported Training by the National Organization of Victim Assistance*

In July 2020, DoD SAPRO virtually participated in training conducted by the National Organization for Victim Assistance. DoD SAPRO leadership addressed the approximately 750 DoD personnel attending the training, while DoD SAPRO subject matter experts held training for SARCs and SAPR VAs on ethical responsibilities associated with victim assistance.

### **Addressing SAPR Stakeholder Concerns**

#### *Responded to Requests for Assistance and Inquiries from Victims, Family Members, and Supporters*

As of November 2020, SAPRO received 64 inquiries during the calendar year from individuals seeking information or assistance to resolve a concern about a military-related sexual assault. These inquiries are typically from people who identify themselves as the victim of a sexual assault, a family member, or a friend of the victim. Inquiries are received via SAPR.mil ,

telephone, postal mail, or congressional inquiry. These inquiries are responded to according to the Department's Victim Inquiry Response Plan.

## Accountability and Investigation

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### **Appropriations for Special Victims' Counsel / Victims' Legal Counsel and Special Victim Investigation and Prosecution Capability**

DoD SAPRO tracked the congressional addition of \$35 million for the SVC and VLC and Special Victim Investigation and Prosecution Capability. Appropriations are provided for transfer to the Military Services and NGB for execution.

## Assessment

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### **Implemented Software and Training Enhancements for 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 Military Criminal Investigative Organization 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 FY20, DSAID had 1,203 users, including 1,129 SARCs, 41 SAPR Program Managers (PM), 9 SAPRO analysts, 23 Military Service Legal Officers, and 1 super user (i.e., developer access).

### *Defense Sexual Assault Incident Database and Defense Enrollment Eligibility Reporting System Interface*

As of January 2020, DSAID interfaces with the Defense Enrollment Eligibility Reporting System (DEERS), allowing retrieval of DoD personnel information from the authoritative source. This is a one-way process only; at no time does any personally identifying information or sexual assault information leave DSAID into DEERS. SARCs and Service SAPR PMs can use the DEERS interface to populate victim information in DSAID cases, rather than manually entering personnel data, thereby facilitating a more accurate data retrieval process.

### *File Locker for Unrestricted and Restricted Sexual Assault Reports*

§1723 of the FY14 NDAA requires that the Department of Defense (DD) Form 2910 be retained for 50 years in both Restricted and Unrestricted Report cases. The DD Form 2910 explains the reporting options available to victims of sexual assault and is the way a victim makes an official report, either Unrestricted (privacy protected, access to services, Command notification of an incident, and investigative process is initiated), or Restricted (privacy protected, access to services, Command notified of an incident without identifying the victim, and no investigation is initiated). In addition to the DD Form 2910, the new DD Form 2910-1, Replacement of Lost DD

Form 2910, Victim Reporting Preference Statement, and the DD Form 2910-2, Retaliation Reporting Statement for Unrestricted Sexual Assault Cases, also require retention in DSAID. Retention of these forms, among other purposes, is intended to enable future access to services from the Department of Veterans' Affairs. DoD SAPRO rolled out an electronic File Locker in January 2020 as a centralized long-term solution for the confidential and efficient storage and retrieval of DoD's sexual assault reporting documents in DSAID. This central and secure capability ensures victims will be able to request a copy of their report in the future.

## **Updates to the Defense Sexual Assault Incident Database**

### *Server Upgrade*

In October 2019, DoD SAPRO completed a full modernization effort of the DSAID platform infrastructure. This effort greatly enhanced the Department's ability to store, secure, and access sexual assault reporting data to improve victim response.

### *DD Form 2965, Defense Sexual Assault Incident Database Data Form Update*

DD Form 2965, DSAID Data Form, is a tool for capturing information to be entered into DSAID, and was developed as a result of feedback received from DSAID users. In September 2020, DoD SAPRO updated the form to include data elements pertaining to a report of retaliation in connection with an Unrestricted Report of sexual assault.

## **Fielded New Defense Sexual Assault Incident Database Online Training**

### *Basic Course*

The DSAID Basic Online Training available on the Joint Knowledge Online (JKO) site is a self-paced training that provides users with a basic understanding of how to use the DSAID application to perform their role as a SARC, SAPR PM, or Legal Officer. In early February 2020, SAPRO released revised Basic Online Training, which covers all DSAID updates since 2016, including the new Retaliation Module, DSAID-DEERS interface, and the File Locker.

### *Sexual Assault Response Coordinator Training*

This training, available on the JKO site, prepares SARCs to navigate DSAID while providing them with an understanding of what data they are responsible for and where to go for assistance when working in DSAID. Similar to the Basic Course, SARC training updated in February 2020 includes all DSAID updates since 2016.

### *Program Manager Training*

SAPRO rolled out an online training for Service SAPR PMs. This online training replaces the previous in-person classroom training that all Headquarters-level DSAID Service SAPR PMs were required to take prior to receiving the PM role access to DSAID. This new online training prepares DSAID Service SAPR PMs with an understanding of their responsibilities within DSAID, how to execute important functions, and where to go for assistance when working in DSAID. This new online training is available on the SAPRO milSuite, and allows incoming DSAID PMs 24/7 access to the training, thus increasing the Service's capabilities.

### *Legal Officer Retaliation Training Module*

Legal Officer Training, also available on SAPRO's milSuite site, provides incoming DSAID Legal Officers with an understanding of their functions and responsibilities in DSAID. This online training replaces the previously-offered in-person classroom training that all Legal Officers were required to take prior to receiving Legal Officer role access to DSAID. Legal Officers can review four recorded training modules, test their competency, and submit other required documentation prior to gaining access to the DSAID role.

In April 2020, SAPRO posted a new Retaliation Case Synopsis training module on the milSuite site. This training provides DSAID Legal Officers with an understanding of the DSAID Retaliation Module and the information required to accurately enter Retaliation Case Synopsis data into DSAID to support annual reporting requirements to Congress.

### **Coordinated with the Defense Equal Opportunity Management Institute**

#### *Leadership Team Awareness Seminar*

In partnership with the Defense Equal Opportunity Management Institute, SAPRO facilitated seminars geared toward strategic decision makers in the DoD and the Department of Homeland Security. These seminars were designed to present senior leaders with an orientation on the intrapersonal, interpersonal, and organizational aspects of human relations and employment equal opportunity in order to gain an understanding of their impacts on unit cohesion and mission effectiveness. The seminars included 40 hours of training across five days.

### **National Defense Authorization Act Requirement Implementation Status: Fiscal Years 2017-2019**

*NDA FY17 §542: "Effective prosecution and defense in courts-martial and pilot programs on professional military justice development for judge advocates"*

Status: In Progress

Description: This provision requires "Service secretaries to carry out a program to ensure that trial and defense counsel detailed to prosecute or defend a court-martial have sufficient experience and knowledge to effectively defend or prosecute the case." It also requires the Secretaries of the Military Departments to establish metrics by which more experienced judge advocates could provide oversight and supervision to those less experienced.

*NDA FY18 §523: Training for Boards for the Correction of Military Records Regarding Retaliation Claims*

Status: In Progress

Description: This provision details curriculum which must be incorporated into training for "members of boards for the correction of military records and personnel who investigate claims of retaliation," specifically for those handling claims in which a sex-related offense is alleged to have occurred. The training should ensure protocol for which particular evidence related to retaliation is considered to substantiate such allegations, as outlined in any given case.

*NDA FY19 §702: Pilot Program on the Treatment of Post-Traumatic Stress Disorder for Service Member Sexual Assault Victims*

Status: In Progress

Description: This provision outlines the mandate to carry-out a pilot program to assess the “feasibility and advisability of using intensive outpatient programs to treat members of the Armed forces suffering from post-traumatic stress disorder resulting from military sexual trauma.”

### **Government Accountability Office and DoD Inspector General Report Update**

The Department continues to take comprehensive action toward fulfilling all Government Accountability Office (GAO) and DoD Inspector General related tasks and requirements.

#### *Government Accountability Office Engagement: Sexual Assault Prevention and Response*

The NDAA for FY20 required GAO to conduct a review of the military’s implementation of statutory requirements on sexual assault prevention and response covering 250 legal provisions from FY04 through FY19. The Department will complete this GAO request in early FY21.

#### *Government Accountability Office Engagement: Civilian Sexual Assault Prevention and Response*

The focus of this engagement included policies, procedures, and training for preventing, responding to, and tracking sexual harassment and assault involving the Department’s civilian personnel, as well as the medical, clinical, victim advocacy, and legal support services available to civilian personnel, to include associated staffing levels; and the utilization of sexual harassment and assault support services by civilian personnel. In FY20, GAO evaluated the Services’ and select DoD agencies’ mandatory sexual assault training for civilian employees. DoD SAPRO anticipates receiving GAO’s final report and recommendations in 2021.

#### *Department of Defense Inspector General*

In response to congressional inquiries regarding sexual assaults and victim care at the United States Air Force Academy (USAFA), the Office of Inspector General is conducting a series of evaluations of the SAPR program at USAFA, United States Military Academy (USMA), and United States Naval Academy (USNA). The first evaluation was conducted at USAFA and documented in their report, DoDIG-2019-125, September 30, 2019. The USAFA report included two recommendations for DoD SAPRO pertaining to data entry into DSAID. In 2020, DoD SAPRO worked to satisfy implementation of both recommendations.

The second evaluation was conducted at USMA and documented in their report, DoDIG-2020-073, March 24, 2020, and made no recommendations. The third evaluation for USNA was initiated in June 2020. At the end of FY20, the USNA report was still pending.