



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

MAY 27 2022

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS CHIEF OF THE NATIONAL GUARD BUREAU

SUBJECT: Execution of the Department of Defense Prevention Plan of Action 2.0 (2022-2024)

Harmful behaviors impact mission readiness, impede force lethality, tax scarce resources, and take a human toll. After reviewing the Independent Review Commission (IRC) Report on Sexual Assault in the Military, released July 2, 2021, my resolve to pursue prevention of harmful behaviors in the Armed Forces is stronger than ever. We all must commit to doing more for the women and men who serve this country and must ensure our force is the epitome of good order and discipline in all that we do.

The IRC recognized that the 2019-2023 Sexual Assault Prevention Plan of Action (PPoA) laid a solid foundation for the Department's prevention work. However, it is time to update the PPoA to reflect the Department's current focus on integrated primary prevention, which comprehensively addresses sexual assault, harassment, retaliation, domestic abuse, suicide, and child abuse.

The IRC roadmap projected completion of the updated PPoA (Tier 4) by 2030. However, given the critical need to align prevention requirements with prevention strategy, I am pleased to release the Department's updated, integrated prevention strategy, described in the attached, "Department of Defense Prevention Plan of Action 2.0, 2022-2024." PPoA 2.0 provides a framework and outlines the steps necessary to prevent harmful and abusive behaviors from occurring in the first place.

Importantly, PPoA 2.0 focuses on integrated prevention. Integrated prevention will require finding shared solutions to the problems of sexual assault, harassment, retaliation, domestic abuse, suicide, child abuse. This will help leaders effectively cultivate healthy, inclusive, and safe climates for the military community.

The Secretaries of the Military Departments and Chief of the National Guard Bureau will implement the PPoA 2.0. To this end, I direct the following:

- **PPoA 2.0 updates and replaces the 2019-2023 Sexual Assault PPoA:** This PPoA 2.0 hereby cancels and replaces all outstanding objectives and deliverables directed in the Department of Defense Sexual Assault Prevention Plan of Action 2019-2023 dated April 26, 2019.
- **PPoA 2.0 implementation aligns with the IRC roadmap:** This strategy complements the existing IRC roadmap and guidance and follows the same required timelines. IRC tracking replaces existing 2019 PPoA implementation requirements

and serves as a single implementation reporting mechanism. My office, in consultation with the uniformed and civilian leadership of the Department, will assess implementation of the PPOA 2.0 through the IRC tracking process no less than twice annually and recommend any adjustments to the Deputy Secretary, through the Deputy's Workforce Council (DWC). The Deputy Secretary of Defense has directed that each quarter, if possible, a DWC meeting will be devoted to monitoring implementation progress and timelines.

- **Reassess prevention capabilities:** Phase I of the 2019-2023 PPOA included a self-assessment for Military Departments, Services, and National Guard Bureau (NGB) completed in 2019. To assess improvements and support implementation of PPOA 2.0, I direct a re-assessment of prevention capabilities at the headquarter levels of the Military Departments, Services, and NGB, using the 2019 criteria by the end of calendar year 2022 and biennially thereafter. A summary of the self-assessment is due to me by December 31, 2022.
- **All new or updated Department of Defense prevention policies and strategies must align with the prevention framework outlined in PPOA 2.0:** All new or updated policies and strategies relating to the primary prevention of harmful behaviors, including sexual assault, suicide, harassment, retaliation, domestic abuse, and child abuse, must align with PPOA 2.0.
- **Expand and incorporate lessons learned in future strategy:** No later than October 1, 2024, the Prevention Collaboration Forum will submit to my office recommendations informed by achievements and lessons learned from the PPOA 2.0. The recommendations will address the unique prevention requirements of sexual assault, suicide, harassment, retaliation, domestic abuse, and child abuse, as necessary.

The extensive collaboration which went into the creation of this guidance clearly demonstrates your recognition of the importance of further expanding our efforts to prevent harmful behaviors. We know that no single effort will eliminate harmful and prohibited behaviors, but this updated PPOA offers a clear pathway to work within your own Service and across the Department to execute an effective integrated prevention program.



Gilbert R. Cisneros, Jr.

Attachment:
As stated

cc:
Chairman of the Joint Chiefs of Staff
Chiefs of the Military Services
Commandant of the Coast Guard