

Annex 4: Independent Review Commission on Sexual Assault in the Military Implementation Update



Table of Contents

Introduction	2
Implementation Progress Update	2
Performance Measurement and Evaluation	6

Introduction

The Department of Defense (DoD) continues to take unprecedented actions to implement the approved recommendations made by the Independent Review Commission on Sexual Assault in the Military (IRC) in 2021 to prevent and respond to sexual assault in the military. The DoD Sexual Assault Prevention and Response Office (SAPRO) oversees sexual assault policy, working closely with the Military Services and DoD stakeholders to develop, implement, and track prevention and response programs, including those meeting the IRC recommendations.

This annex provides an update on the Department's implementation progress for the 76 IRC recommendations directed to DoD.

Implementation Progress Update

As of January 24, 2025, 31 approved IRC recommendations are complete and 45 are in progress.

As shown in Table 1, the Department implemented 7 recommendations in the past Fiscal Year (FY) since last year's IRC Update Annex from Fiscal Year 2023 (FY23).

Table 1. IRC Recommendations and Actions Implemented in FY24

Count	Recommendation	Implementation Action
1	1.1: [REVISED] Establishment of Offices of Special Victims Prosecutors and removing prosecution of sexual assaults and related crimes out of the military chain of command.	As required by the National Defense Authorization Act for FY 2021, Special Trial Counsels will now make prosecutorial decisions and lead the prosecution effort for covered offenses.
2	2.5.b: The Services and National Guard Bureau (NGB) should employ virtual platforms to provide support to all Service members.	Completed.
3	2.7.b: The Under Secretary of Defense for Personnel and Readiness (USD(P&R)) should submit a legislative proposal providing authorization and funding for the NGB to conduct recurring National Guard unit inspections and staff assistance visits for prevention oversight and assistance.	Unit inspections and staff assistance visits were conducted at necessary National Guard locations.
4	3.5.a: Use qualitative data to select and develop the right leaders.	Completed. Army executed the Command Assessment Program and utilized other tools to assess potential candidates and leaders. Navy and Air Force assessed their current leadership evaluation methods and developed and implemented a plan for needed improvements, such as delivery of qualitative feedback. Marine Corps, similar to Navy and Air Force, assessed existing leadership evaluation methods and developed and implemented improvements for the selection process.

5	3.7.a: [REVISED] USD(P&R) should develop a standardized "pulse survey" tool that would enable unit-level commanders to collect real-time climate data on sexual harassment and sexual assault from Service members in their units between required administrations of the <i>Defense Organizational Climate Survey (DEOCS)</i> .	Completed. The Office of People Analytics (OPA) launched the <i>Defense Organizational Climate Pulse Survey (DOCP)</i> , which is available to Commanders between administrations of the annual <i>DEOCS</i> .
6	4.2.a: Increase access to and visibility of civilian community-based care.	Completed. Army and Navy issued policy and provided resources to Sexual Assault Response Workforce (SARW) personnel with instructions to increase access to, and visibility of, civilian resources and agencies. Marine Corps and National Guard updated SARW training to include instructions on increasing visibility of community resources. Army, Air Force, Marine Corps, and National Guard added this topic to their inspection checklists.
7	4.3.a: Implement the No Wrong Door approach to sexual harassment, sexual assault, and domestic abuse across the Services and NGB.	Completed. Army issued a directive implementing the No Wrong Door approach. The Navy Office of Force Resilience incorporated and updated materials and trainings to reflect the new policy. Marine Corps developed a working group to identify a plan, developed workforce trainings, and published the updated policy. Air Force implemented the No Wrong Door approach and provided and updated guidance. National Guard incorporated the No Wrong Door/Warm Hand-Off approach into stakeholder training, developed a communications plan and information paper. Navy, like National Guard, completed a workforce study, developed policy and implementing guidance, developed trainings, and rolled out training and information products about the No Wrong Door approach.

In addition to the 7 recommendations listed above, Table 2 details the remaining 24 IRC approved recommendations and actions implemented since 2021.

Table 2. Remaining IRC Recommendations and Actions Implemented

Count	Recommendation	Implementation Action
8	1.3: [REVISED] Study of judge-ordered Military Protective Orders (MPOs) for victims of sexual assault and related offenses.	Completed. DoD completed the study of judge-ordered MPOs and continues to consider the best facilitation of victim access to protective orders.
9	1.4: Professionalized career billets for military justice personnel handling special victim crimes.	Completed.

10	1.5: Judge-alone sentencing in all noncapital general and special courts-martial and establishment of sentencing parameters.	Completed.
11	1.6: Expedite processing of proposed Executive Orders regarding military justice, including those currently awaiting issuance.	Completed.
12	1.7.a and b: [REVISED] The Military Justice Review Panel has been directed to study Article 32 Preliminary Hearings, and [REVISED] the Military Justice Review Panel has been directed to study Article 34, Advice to Convening Authority Before Referral to Trial.	Completed.
13	1.7.c: [REVISED] The Joint Service Committee on Military Justice has drafted a proposed Executive Order to establish a preponderance of the evidence standard for non-judicial punishment.	Completed. Executive Order 14103 of July 28, 2023, implemented this recommendation.
14	1.7.d: The method of selection of court-martial panel members should be revised.	Completed. Selection of court-martial panel members was included in Section 543 of the FY23 National Defense Authorization Act (NDAA).
15	1.7.e: The Secretary of Defense should direct the Military Services to establish funding appropriate for defense counsel control of their own resources.	Completed. Executive Order 14103 of July 28, 2023, implemented this recommendation.
16	1.7.f: Article 128b of the UCMJ should be amended to include dating violence.	Completed.
17	2.1.a: USD(P&R) should define the competencies leaders must have to oversee prevention.	Completed. DoD Instruction (DoDI) 6400.11 "Primary Prevention Policy for Prevention Workforce and Leaders," published on December 20, 2022, defined competencies.
18	2.2.a: USD(P&R) should develop a model for a dedicated and capable prevention workforce.	Completed. The Prevention Workforce Model was signed by USD(P&R) on June 13, 2022.
19	2.2.b: USD(P&R) should develop a professional credential for the prevention workforce.	Completed. DoDI 6400.11 "Primary Prevention Policy for Prevention Workforce and Leaders" defined the professional credential for the prevention workforce.
20	2.6.b: USD(P&R), the Military Services, and NGB should continually review and update all policies that unnecessarily restrict data collection on important populations of Service members.	Completed.

21	2.8: USD(P&R) should update the Department's prevention strategy, including the DoD Prevention Plan of Action (PPoA), to incorporate approved IRC recommendations.	Completed.
22	3.3.c: Hold Service members appropriately accountable who engage in cyber harassment and other forms of technology-facilitated sexual harassment and sexual assault.	Completed.
23	4.2.c: Expand access to Catch a Serial Offender (CATCH) Program to include victims of sexual harassment and enable Service members to self-service access to the CATCH Program.	Completed. The "Updated Catch a Serial Offender Procedures and New Defense Department (DD) Form 2910-4" memorandum was signed by USD(P&R) on June 14, 2023. New procedures were published on the <sapr.mil/catch> webpage on June 30, 2023, and provided to the Military Services and NGB.
24	4.3.c: Allow survivors flexibility to take non-chargeable time off for seeking services or time for recovery from sexual assault.	Completed.
25	4.3.e: Study the methods our allies have used to make amends to survivors, including restorative engagement to acknowledge harm, and potential victim compensation.	Completed.
26	4.4.a: Establish a Defense Sexual Assault and Sexual Harassment Center of Excellence that administers a core curriculum of trauma and response trainings for all Sexual Assault Prevention and Response Victim Advocates (SAPR VAs) and Sexual Assault and Response Coordinators (SARCs), chaplains, and other response personnel.	Completed.
27	C.1: DoD should immediately make sexual harassment victims eligible for Sexual Assault Prevention and Response (SAPR) services and undertake a review of all policies and structures tasked with addressing elements of the military's sexual harassment response.	Completed.
28	C.3.a: Designated independent judge advocates should replace commanders in deciding whether a charge should be tried by a court-martial and, if so, whether by a special or general court-martial (i.e., the referral decision) in domestic violence cases.	Completed. A modified version of this recommendation was enacted by the NDAA for FY22. Lead Special Trial Counsel are Senate confirmed and appointed by the President.

29	C.3.b: DoD should establish a mechanism to track prevalence of domestic abuse/intimate partner related sexual assault by collecting information on the victim-perpetrator relationship in the <i>Workplace and Gender Relations Survey of Active Duty Members (WGRA)</i> , and <i>Workplace and Gender Relations Survey of Reserve Component Members (WGRR)</i> .	Completed. The 2021 <i>WGRR</i> and 2023 <i>WGR</i> survey was published and incorporated the ability to estimate the prevalence of intimate partner-related unwanted sexual contact incidents as a form of intimate partner violence.
30	C.3.c: USD(P&R) should immediately publish the reissuance of DoDI 6400.06, "Domestic Abuse Involving DoD Military and Certain Affiliated Personnel."	Completed. DoDI 6400.06, "DoD Coordinated Community Response to Domestic Abuse Involving DoD Military and Certain Affiliated Personnel" and associated policy clarification memo published December 15, 2021.
31	C.4.d: DoD SAPRO should work with the Centers for Disease Control and Prevention (CDC) Division of Violence Prevention to request that future reports of the military supplement to the National Intimate Partner and Sexual Violence Survey (NISVS) include a breakdown of past-year and lifetime prevalence by race/ethnicity.	Completed.

Performance Measurement and Evaluation

In addition to tracking OPR implementation progress, it is also important for the Department to monitor and evaluate the impact of each recommendation's implementation on the DoD community. This FY, the Department identified key performance measures from DoD surveys, databases (e.g., DSAID), and other data sources to monitor progress associated with the implementation of the approved IRC recommendations across all IRC lines of effort (i.e., accountability, prevention, culture and climate, victim care and support, and cross-cutting recommendations). The identification of key performance measures and evaluations to assess the effectiveness of the Department's efforts over time will allow the Department to readily observe a lack of a progress or ineffective implementation and adjust accordingly.