

**ENCLOSURE 1:**

**UNITED STATES MILITARY ACADEMY  
SELF-ASSESSMENT**





OFFICE OF THE SUPERINTENDENT  
UNITED STATES MILITARY ACADEMY  
WEST POINT, NEW YORK 10996-1602

AUG 22 2014

MASP

MEMORANDUM THRU Department of the Army, Deputy Assistant Secretary of the Army (Diversity and Leadership), 111 Army Pentagon, Washington DC 20310

ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND RESERVE AFFAIRS), 111 ARMY PENTAGON, WASHINGTON, DC 20310

SECRETARY OF THE ARMY, 101 ARMY PENTAGON, WASHINGTON, DC 20310

FOR UNDER SECRETARY OF DEFENSE (PERSONNEL AND READINESS), 101 ARMY PENTAGON, WASHINGTON, DC 20310

SUBJECT: Annual Report (Academic Program Year 2013-2014) Sexual Harassment and Violence at the United States Military Academy

1. Reference: Public Law 109-364, Section 532.
2. General. The John Warner National Defense Authorization Act for Fiscal Year 2007 requires Service Academy Superintendents to submit an annual report through their Military Department to the Secretary of Defense on sexual harassment/sexual assault involving Academy cadets.
3. Requirements. Section 532 details the report requirements for the Academic Program Year (APY) from 1 June to 31 May which generally corresponds to the beginning of summer training through graduation the following year. The report data call requirements are at enclosure in the requested formats.
4. Organizational Structure. USMA has a level one D-SAACP certified Sexual Assault Response Coordinator (SARC) and has recently hired a Victim Advocate who is level one D-SAACP. The USMA TDA authorizes both of these positions. The United States Corps of Cadets (USCC), a subordinate unit of USMA, has one level one DSARC certified collateral duty SARC. Although a collateral position, this person dedicates the majority of his time to performing SARC responsibilities.
5. Conclusion. The USMA remains committed to the elimination of sexual harassment and sexual assault at West Point and establishing a command climate grounded in dignity and respect

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where all members of the team feel safe, secure and valued. USMA has aligned its program, processes and procedures in accordance with Department of Defense (DOD) regulatory requirements and the five lines of effort prevention, investigation, advocacy, accountability, and assessment. Through training and education of the United States Corps of Cadets, the staff and faculty, and support personnel, the USMA is not only committed to prevention and intervention at all levels, but also to establishing the conditions for all to be able to effectively respond to allegations of sexual harassment and assault while maintaining professionalism throughout the process.

6. The point of contact is Laureen Barone, USMA SARC, at [laureen.barone@usma.edu](mailto:laureen.barone@usma.edu) or (845) 938-0508.

ENCL

APY 13/14 Program Data

APY 13/14 Statistical Data



ROBERT L. CASLEN, JR.  
Lieutenant General, US Army  
Superintendent

# Academic Program Year (APY) 2013-2014 Annual Report on Sexual Harassment and Violence at the Military Service Academies: Program Review Data Call: Instructions and Template

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Purpose: The Department of Defense (DoD) Sexual Assault Prevention and Response Office (SAPRO) and the Office of Diversity Management and Equal Opportunity (ODMEO) provide the following template to capture congressionally required content and describe the programmatic initiatives, capabilities, oversight activities undertaken by your Military Service Academy (MSA) with respect to sexual harassment and sexual assault for Academic Program Year 2013-2014 (APY 13-14), that is June 1, 2013 to May 31, 2014.

Instructions: Each submission must have the title of “APY 13-14 Annual Report on Sexual Harassment and Violence at the Military Service Academies: <Academy>,” a completed Executive Summary Template, not to exceed 1000 words (Arial font size 12) (provided below); and a completed APY 13-14 Annual Report on Sexual Harassment and Violence Programmatic Data Template (provided below). Please ensure that the final report is not labeled For Official Use Only (FOUO) or DRAFT, as the final report will be posted to [www.sapr.mil](http://www.sapr.mil) and submitted to the Congressional Committees on Armed Services.

The APY 13-14 report will be organized by the DoD Sexual Assault Prevention and Response (SAPR) Lines of Effort (LOE) and for the purpose of this report, the Department will apply the same LOEs to the Prevention of Sexual Harassment (POSH) program. Unless otherwise indicated, only include activities or accomplishments undertaken in APY 13-14. Where possible, please identify how an activity or accomplishment promotes the LOE under which it is listed. Please avoid repeating activities or accomplishments, or duplicating examples across the five LOEs. These LOEs are:

- LOE 1: Prevention (Strategic Goal: Standardize and deliver effective prevention methods and programs)
- LOE 2: Investigation (Strategic Goal: Achieve high competence in the investigation of sexual assault and sexual harassment)
- LOE 3: Accountability (Strategic Goal: Achieve high competence in holding offenders appropriately accountable)
- LOE 4: Advocacy/Victim Assistance (Strategic Goal: Standardize and deliver effective victim support, response, and reporting options)
- LOE 5: Assessment (Strategic Goal: Effectively standardize, measure, analyze, and assess program progress)

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## Executive Summary

The following Executive Summary Template should be used to capture a summary of submission regarding the progress made and principal challenges confronted by your SAPR and POSH programs during APY 13-14. This overview should include but not be limited to information such as:

- Authorizing regulations and/or instructions and dates of publication.
- General organizational structure of your SAPR and POSH programs and personnel (e.g., Brigade, Installation, Sexual Assault Response Coordinator [SARC] and SAPR Victim Advocate [VA], Equal Opportunity Advisors, mid-level program management [if any], and program management) as well as a brief description of how this structure changed over the last APY.

## Regulations:

\* DOD Directive 6495.01, Sexual Assault Prevention and Response dated (dtd) 23 January 2012 with change 1 dtd 30 Apr 2013.

\*DOD Instruction 6495.02, Sexual Assault Prevention and Response Procedures dtd 28 March 2013 with change 1 dtd 12 Feb 2014.

\*AR 600-20, Army Command Policy, 18 March 2008 with Rapid Action Revision (RAR), 20 September 2012.

**Organization:** By table of distribution and allowance (TDA), the USMA has one assigned sexual assault response coordinator (SARC) who fills the position of program manager for the USMA SHARP program. The USMA also has a victim advocate (VA) assigned by TDA. Both the USMA personnel are D-SAACP trained and credentialed. For the United States Corps of Cadets (USCC), a subordinate unit to the USMA, a Major who is trained and credentialed performs SARC duties for USCC. This position is not authorized by TDA; however, USMA will work toward that authorization in the future. Additionally, within the West Point community where the USMA Superintendent is the Senior Mission Commander (SMC) for all assigned units, the garrison command as well as the Keller Army Hospital (KACH) have one each authorized SARC and VA. The structure has changed over the last year as the USMA went from 0 authorizations to two authorizations. All of the SARCs and VAs on post work and train with each other. Information sharing routinely occurs as well as participation in the month sexual assault review board (SARB) which is chaired by the USMA Superintendent and attended by key personnel.

**Highlights for this Year's Program:** Highlights from AY13/14 are that USMA hired both a SARC and VA, the cadets participated in the annual command climate survey, USMA conducted a SHARP summit that helped shape the SHARP and cadets against sexual harassment and assault (CASH/A) programs for the academic year, CASH/A cadets had an opportunity to brief the SECARMY on their program, and finally, assigning a graded CASH/A representative to each cadet company was codified in January 2014.



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## 1. Line of Effort (LOE) 1: Prevention –The objective of prevention is to “deliver consistent and effective prevention methods and programs.”

1.1 Summarize your Academy’s efforts to achieve the Prevention Endstate: “cultural imperatives of mutual respect and trust, professional values, and team commitment are reinforced to create an environment where sexual assault or sexual harassment is not tolerated, condoned, or ignored.”

a. **Updated Superintendent’s Priorities.** After one year of observation, feedback, analysis and assessment from multiple sources including DEOMI command climate surveys, an Army War College (AWC) survey, a survey from newly assigned instructors who have recently served with United States Military Academy (USMA) graduates, town hall meetings with the USMA community including staff, faculty, and cadets, and small group dialogues with cadets, recent graduates, and old graduates, and recommendations from his board of directors including the Dean of the Academic Board, the Commandant of Cadets, the Director of Collegiate Athletics and the USMA Command Sergeant Major (CSM), the Superintendent updated his priorities for FY14/15. His number one priority continues to be building a command climate that eliminates Sexual Harassment and Sexual Assault. Last year, the stated priority was, “**Build a command climate that addresses and ultimately eliminates SH/SA,**” the update states, “**Develop leaders who lead with command climates of dignity and respect, where everyone on the team feels value added, and feels secure both physically and emotionally. Ensure that climate exists at West Point.**” The intent of that change in wording is to emphasize that treating everyone in a dignified and respectful manner includes eliminating behaviors that promote sexual harassment and sexual violence. Using this priority as our “call to arms,” West Point has aggressively addressed potential issues with the intent to change the culture by changing behavior through open, candid dialogue within the Corps of Cadets. West Point continues to look internally for appropriate safeguards that foster our Army ethic and reinforce our emphasis on honorable living. To compliment this number one priority, the number two priority is, “**Develop leaders who live honorably 24/7, who have internalized the values of duty, honor, country, and the values of our Army.**” The Superintendent’s priorities are a part of the standard USMA briefing package that is presented at internal and external venues so everyone receives the same message and can focus on achieving those priorities.

b. **Professional Staff and Faculty.** USMA utilizes a comprehensive selection process for all military and civilian staff and faculty personnel for both permanent and rotating faculty. If there is any indication that an individual cannot uphold the values of the institution regardless of how far along in the selection, the person will not be selected. Furthermore, West Point has a dedicated athletic department made up of civilians who have chosen to be a part of West Point because they believe in West Point’s mission. From trainers, to coaches to administrators, these professionals play a significant role in the development of our cadets and clearly uphold the values and expectations of the institution. Hence, the character development of a cadet is the responsibility of the entire community including tactical teams, academic professors, coaches,

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team officers in charge, and sponsors.

c. **Club Team Assessment.** In February of 2014, USMA conducted a comprehensive cadet climate survey developed by USMA's office of institutional research for all 118 Cadet clubs in order to substantiate or dismiss some of our observations of cadet behavior. This assessment Has enabled USMA to sharpen its focus on changing culture. Overall the results were very good; however, it did confirm our observations that cadets may have a problem with bystander intervention which they must overcome in order to uphold the values of the USMA and Army. Results of the survey have been briefed to multiple groups including cadets, staff and faculty, coaches, mentors, and sponsors. Results from the club assessment also contributed to the future revised character development strategy as well as a future update to the USMA strategic plan.

d. **Athletic Team Professional Development.** West Point has taken a number of steps to reinforce our core institutional values and their application within the Corps and in our athletic teams. These actions by USMA leaders will be conducted again this year:

- The Superintendent and senior leader meetings with all our NCAA Coaches and Director of Cadet Activities (DCA) coaches (who lead club sport activities) to discuss standards, values, and the integration of athletic teams into the Corps of Cadets.
- Meet with all NCAA athletic team Officer Representatives (OR) and all DCA officers in charge (OIC) to clearly articulate acceptable standards of behavior and review roles and responsibilities to assist the team or club in maintaining a proper and professional organizational culture and command climate. The ORs and OICs instill the Army ethic as representatives of the Superintendent.

e. **NCAA Officer Representatives Training.** The "Faculty Athletic Representative (FAR)" meets with ORs throughout the year to share best practices; for example, the Rugby mentors recently shared lessons learned with all the Head ORs. USMA has also changed the selection process of Head ORs so that new Head ORs meet with the FAR, Dean, Director of Intercollegiate Athletics and Commandant before being submitted to the Superintendent for his approval. Finally, very concerned with the adverse impact that negative team cultures can produce, ORs regularly calendar time at practice to speak with cadets. ORs may conduct exit interviews; some teams even identified a respect leader on the team; ORs conduct OPDs. These actions promote open dialogue with the intent to promote positive culture and eliminate negative cultures.

f. **Cadets Against Sexual Harassment and Assault Program (CASH/A).** The USMA continues to build on the grass roots organization established at the recommendation of USMA cadets over two years ago. Cadets asserted that they wanted to be part of the solution to inappropriate behavior and wanted to assist with the education of their peers for SHARP. This is a cadet led organization whose charter was finalized in January 2014. All cadet companies now have at least one trained CASH/A representative to assist with the education and training of cadets within a company. Similar to the honor and respect programs, there is a cadet brigade executive committee that provides guidance to the unit representatives. This executive body meets with both the

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Commandant of Cadets and Superintendent at various times during the year to provide feedback and recommendations on the health of the corps with respect to SHARP and for recommendations on program improvement.

g. **Cadet Military Individual Advanced Development (MIAD) Course:** As part of the cadets 47 month developmental experience, cadets must participate in a MIAD. Last year, 26 cadets participated in the 80 hour SHARP Course taught by HQDA credentialed trainers. Many of those cadets became the backbone of the CASH/A program. This year, 54 cadets participated in the same MIAD. Once again, two HQDA credentialed trainers from TRADOC conducted the course. The growth and understanding of the program by the cadets increased exponentially in the two work time frame. One of the highlights of the program was a panel of guest speakers including CID, SJA, and the sexual assault nurse examiner, several counselors from the center for professional development including a cadet who worked with cadet basic training, a representative from Safe Homes of Orange County and a representative from the Women's Resource Center of Putnam/Westchester Counties. The intent again this year is for these trained students to augment the CASH/A program.

h. **Superintendent Meeting with Team Captains.** At the beginning of each semester, the Superintendent meets with all NCAA and DCA team captains to discuss standards, values, duties and responsibilities. As part of this meeting, he reiterates his expectations for them as team captains to know and enforce the standard. He challenges them to always do the harder right over the easier wrong

i. **Gettysburg Leadership Staff Ride.** Last spring, USMA leadership (Superintendent and Commandant) personally led a staff ride at Gettysburg with team captains for next year's NCAA athletic teams. The intent was to study the roles of junior leaders on the battlefield and their impact on successful operations. This staff ride stressed the importance of junior leadership and how their tactical decisions may have strategic consequences. This successful event will be repeated 25-26 September 2014 and again in the spring. The recommendation to conduct a staff ride came from the SHARP summit in October 2013. We have scheduled another SHARP summit for 18-19 Sep and look forward to more recommendations.

j. **Newcomer's Orientation.** All incoming staff and faculty participate in a newcomer's orientation which covers a host of topics including an overview of the SHARP program at USMA and their roles as leaders in supporting the program. It is a full day program culminated with a community event where vendors, information booths and food samplings are set up as part of the day.

k. **R2C Campaign.** As part of the garrison commander update to the community on the ready and resiliency program, the USMA SARC provides information on the community's SHARP program. These updates occur twice a year and target the entire community.

l. **Special Weekends. SHARP information booths are set up** to provide educational materials and answer questions for family members, friends, and other important people in a cadet's life during designated special weekends/time periods like reception day for new cadets, plebe (freshman) parent weekend, and community open houses.



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m. **Partnering with other Universities.** This past academic year, the USMA SARC participated in several other universities SHARP training programs including the University of Northern Iowa and Norwich University. The intent of these programs was to provide best practices with focus on changing culture and prevention. This will continue this year with more focus on local schools particularly in New York City. Preliminary meetings have occurred between USMA and City College of NY.

n. **Position Fill.** Last year, USMA hired a full time SARC who focuses on the SHARP program and acts as the program manager for the entire installation. USMA recently hired a full time Victim Advocate who went through an extensive background check, has experience as an equal opportunity officer, and served as a SARC in a deployed environment thus bringing greater knowledge of the program to the USMA program.

o. **Commandant Meeting with Cadets.** The Commandant regularly meets with small groups of cadets within varying categories including corps leadership, team captains, African Americans, gay and lesbian, upper-class and fourth class women. These meetings encourage open dialogue so the Commandant can hear first hand from the cadets opportunities for improvement in the corps. At the same time, he can share his thoughts and dispel rumors within the corps.

p. **West Point Leader Development System (WPLDS).** As part of WPLDS cadets receive assessments from multiple sources including peers, instructors, cadet chain of command, tactical teams, and coaches. These assessments focus on values including dignity and respect. These assessments address a cadet's strengths and weaknesses. Comments on support or non-support of SHARP may be included in these assessments. This system provides feedback to cadets on performance and helps teach the tenets of counseling.

q. **Outreach.** In September 2013, the command leadership met with representatives from the USMA class of 1983 to address concerns and misunderstandings they had regarding the SHARP program. This conversation helped shape our SHARP summit roundtable discussion topics.

1.2 Describe your Academy's efforts to update and integrate gender-responsive and culturally competent programs for cadets and midshipmen to address healthy relationships, active bystander intervention, social courage, and core values that support the establishment of mutual respect. In addition, describe your efforts to review policies that influence culture and behavior at your Academy, and adjust policy as appropriate.

a. **USMA SHARP Summit.** In October 2013, USMA hosted a SHARP summit that included cadets, staff and faculty, graduates, students from other universities/Academies, USNA, representatives from Safe Homes of Orange County and the garrison SARC. As a result of this event, USMA implemented the top five recommendations: small group dialogues between the senior leadership and selected cadets, better intervention training skills for cadet guards dealing with unruly cadets particularly those senior to them, partnering with the Association of Graduates (AOG) to write an article on USMA's SHARP program, the use of 360 degree assessment feedback for cadets, and a Gettysburg leadership trip (as recommended by USNA) that focused on junior leader decision making and their impact on successful

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operations. We will conduct this very effective conference again in September 2014. Potential topics for discussion include building inclusive teams where everyone is a valued member, bystander intervention, courageous communication, the importance of self esteem, pornography and objectification, and managing social media negativity.

b. **Nat'l Conference on Ethics in America: "Inspire Honorable Living/Trust"** In April 2014, USMA hosted a National Conference on Ethics in America, which focused on Honorable Living. Included in this conference were numerous cadet forums focused on living an honorable life while addressing a variety of ethical issues at West Point, including athletic sub-cultures, toleration, by-stander's inaction, and how the SHARP program ties directly into character development and living honorably.

c. **SCPME Education.** The Simon Center for the Professional Military Education provides oversight for all character development classes for cadets over their 47 month experience at the USMA. SHARP training including annual, refresher, and initial entry has been incorporated into the SCPME program of instruction. The professional military ethic education (PME2) and cadet summer training program provides the cadets reinforcing efforts that serve to galvanize the corps of cadet's commitment to treating all with dignity and respect.

d. **White Paper.** USMA published a white paper on "Honorable Living and Building Trust." The Honorable Living initiative is designed to generate open, candid discussion between cadets, staff and faculty. The purpose is to transition from compliance to inspiring cadets to serve and live honorably in accordance with West Point and the Army values. The final outcome of this effort is to establish a positive command climate that informs the Cadet Character Development Strategy for the Corps of Cadets embodying the Army ethic and promoting honorable living. With this holistic approach, the cadets are challenged to view the internalization of the tenets of SHARP as an overall part of the journey to honorable living.

1.3 Describe your efforts to enhance awareness of POSH and SAPR programs, prevention strategies, and command personnel roles and responsibilities, including available resources for victims on and off Academy grounds.

a. **West Point Hotline.** The hotline number is posted on line as well as in hard copy around post. This is maintained 24/7 for easy community access.

b. **Sexual Assault Awareness Month.** The West Point community has a robust SAAM program. Mile walks, cross-fit challenges, and NCO runs are a few of the activities that occur during the month. Additionally, this year, the cadets hosted a colloquium where they invited other service academies to USMA to share best practices in programs to enhance student development.

c. **Community Events.** Newcomer's Orientation, town hall meetings, special weekends for family and friends, and ready and resiliency training are all intended to help spread awareness of the SHARP program. Pamphlets, contact information, and guidebooks are provided for information.

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d. **Monthly Sexual Assault Review Board.** The Superintendent chairs this meeting. Senior leadership attendees include the commandant, the dean of the academic board, the director of intercollegiate athletics, garrison commander, hospital commander, the USMA and USCC command sergeants major, the community SARCS and VAs, counselors from the cadet professional development center, and other staff members. At one time, the garrison army substance abuse program (ASAP) sent a representative. A representative stopped attending. The representative will be reinvited. These review boards serve multiple purposes including case management, training, and an update of actions taken based on guidance from previous meetings. These meetings serve to ensure that everyone clearly understands the commander's intent and enhances discussion on the sustains and improves of the SHARP program.

e. **Association of Graduate Article.** A recommendation from the SHARP summit was to publish an article on USMA's SHARP program to inform old graduates, friends, and family of the academy of the purpose, mission, and status update of the SHARP program. The intent of the article was one not only of information, but also to co-opt this patronage to support our efforts whenever engaging with cadets.

f. **Founder's Day Circuit.** From January to March, the senior leaders of the USMA provide updates to various groups, but particularly West Point Societies both CONUS and OCONUS on the "state of the academy." This year's talking points addressed the commander's intent, the tenets of the SHARP program and the grassroots initiative of the CASH/A.

g. **Pointer View, Posters, and Pamphlets.** Information on SHARP and the SHARP hotline are provided through a number of sources that are posted around the cadet barracks, the academic buildings, and public locations like the commissary, post exchange, MWR gym, and various eating establishments.

1.4 Provide updates on your efforts to integrate sexual assault and harassment prevention into the full spectrum of Academy life and learning.

a. **Engagement at all levels/pillars of development.** Personal leadership from engaged military staff and faculty, civilians, coaches and community at the Academy is essential to ensuring academy-wide understanding and internalization (adherence) of an Army ethic that promotes a command climate of dignity and respect and precludes the growth of negative sub-cultures that are antithetical. Leaders at all levels are tasked to be proactive, and vigilant, and role models for all to emulate.

b. **White Paper.** USMA published a white paper on "Honorable Living and Building Trust." The Honorable Living initiative is designed to generate open, candid discussion amongst cadets, staff and faculty, and among cadets with staff and faculty. The purpose is to transition from compliance to inspiring cadets to serve and live honorably in accordance with West

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Point's and the Army's values. The final outcome of this effort is to establish a positive command climate that informs the Cadet Character Development Strategy for the Corps of Cadets embodying the Army ethic and promoting honorable living. With this holistic approach, the cadets are challenged to view the internalization of the tenets of SHARP as an overall part of the journey to honorable living.

c. **Oversight and Integration.** The USMA responded to several in progress reviews and updates throughout the academic year in reference to the status of the SHARP program. These update and reviews afforded the opportunity to highlight prevention actions as well as assess the current state of the program. The academy remains diligent in its efforts to grow the knowledge base and skills of the SHARP program along the five lines of effort.

d. **Leading from the Front.** Subordinates pay attention to what their leader is paying attention to as a priority. The Superintendent along with his board of directors including the commandant, the dean of the academic board, the directorate of collegiate athletics, and the command sergeants major have made the prevention and elimination of sexual harassment and assault their number one priority. This message is passed down through the chain of command through multiple forums including town hall meetings, directorate meetings, policy letters, training, small group discussion and daily actions. Their leadership permeates throughout the organization to the lowest levels.

1.5 Describe your progress in ensuring curricula is provided within 14 days after the initial arrival of a new cadet or midshipman and repeated annually (initial to graduation) that outline honor, respect, and character development pertaining to sexual assault in the Armed Forces. Such curricula section shall include a brief history of the problem of sexual assault in the Armed Forces, a definition of sexual assault, information relating to reporting a sexual assault, victims' rights, and dismissal and dishonorable discharge for offenders in accordance with section 1746 of the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2014.

## **Cadet Basic Training (CBT)/Cadet Candidate Basic Training (CCBT).**

a. **Initial Training.** USMA begins instilling respect and dignity training upon arrival to both CBT and CCBT, CCBT is for the United States Military Academy Preparatory School (USMAPS). New Cadets and Cadet Candidates receive education within 48 hours on the basic tenants of the sexual harassment and assault response and prevention program (SHARP) with emphasis on definitions, recognizing unprofessional behavior, bystander intervention, and a history of the program. The education is conducted by trained SARCs who can hold the attention of over 1200 new cadets and answer any question that arises. Cadets don't conduct this initial training as they do not have the depth of experience to answer some, at times, tough question. This information becomes the foundation for all future SHARP training over cadets 47 month or 57 month, for CCBT, West Point experience.

B. **Cadet Summer Training.** To compliment SHARP training during the academic year, cadets who will be the leaders of the new cadets for summer training as well as cadets participating in advanced military training at Camp Buckner receive refresher

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SHARP training based on the training packet provided by HQDA. This training revisits prevention techniques including bystander intervention, reviews definitions, discusses their role as leaders in assisting victims, provides a roll up of cadet cases from the year, and provides an opportunity for questions and answers so that any rumors about what may have occurred with a certain case may be alleviated. Only information that can be shared is shared; confidentiality is essential. This training is conducted by credentialed SARCs.

1.6 Describe your Academy's efforts to comply with DoD SAPR core competencies and learning objectives and methods for assessing training effectiveness for all SAPR and POSH training to ensure consistency. Include improvements made as a result of your assessment. Include SAPR and POSH training for:

- Academy Leadership
  - Enhancements to Pre-Command and Senior Enlisted Leadership POSH and SAPR training, Tactical Officers, and Company Leadership
- Academy faculty and staff
  - Professors, instructors, coaches, and other personnel
- First responders such as:
  - SARC, SAPR VA, Army Sexual Harassment/Assault Response and Prevention (SHARP) personnel, Equal Opportunity Advisors, special victims' advocacy/counsel, Chaplains, Military Criminal Investigative Organization (MCIO) agents, Staff Judge Advocate General (JAG), Law Enforcement agents, Drug and Alcohol Abuse officers, off-base providers, and Victim Witness Assistance Program (VWAP) personnel

a. **Training Assessment.** USMA used feedback from the DOD compliance assessment performed in May 2013, the USMA IG SHARP inspection out-briefed in April 2013, results of the DEOMI command climate survey, CASH/A feedback, small group discussion feedback with cadets, and case analysis to assess training methods and success. Cadet feedback indicates that small group discussion is the most effective. The Superintendent hosted meetings with cadet company commanders, regimental commanders, and the brigade first captain. The cadets provided some insightful feedback on various topics including lack of intervention by cadets, peer pressure to conform, and negative sub culture climate. They shared thoughts that had not been considered before by the leadership. This frank discussion helped to formulate/shape future discussions with select groups of cadets like team captain, first sergeants etc. These sessions will enable USMA to approach negative subcultures in an informed and systemic way. The good news is that cadets are really stepping up to provide frank/insightful feedback.

b. **Sustain/Improves.** Based on a year of feedback from multiple sources and personal observations, the Superintendent revised his priorities. This reshaping of his priorities has been incorporated into all training for leadership, academy staff and faculty, and first



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responders. Changes this year included providing scenarios to the staff and faculty for discussion as part of training, discussing actual cases at USMA for better understanding, expanding the SHARP Summit program to include more topics for discussion, and soliciting feedback from instructors on cadet concerns. Through this encouragement, it was a staff and faculty member who brought the cadets use of Yik Yak to the leadership's attention in March 2014.

1.7 Describe your Academy's efforts to develop and provide an MSA-modified version of your Service's Pre-Command training for all faculty, company/squadron officers, and senior enlisted leaders prior to beginning of classes or within 30 days of reporting for duty.

a. **Annual Training for Staff and Faculty.** Training is adjusted based on the population of personnel receiving the training. SHARP training is incorporated into newcomers training as well as the ready and resilient program. All current and newly assigned personnel must participate in annual training. This year's training directive signed by the Superintendent stated that the subordinate units will conduct annual SHARP training IAW regulatory guidance in order to promote an environment of dignity and respect for all personnel. Organizations will conduct refresher training in two parts. Part one consists of face to face training using training support materials provided and part two consists of the online training titled "Team Bound." USMA will host multiple sessions of "Got Your Back" training. The "Got Your Back" training is an acceptable substitute for the Team Bound on-line training. Subordinate units will conduct annual refresher SHARP training in order to reinforce USMA's goal to eliminate sexual harassment and assault. As part of your discussions, candid dialogue about uncomfortable topics related to sexual harassment and assault should occur in order to lessen misunderstandings among employees thus enhancing organizational climates characterized by dignity and respect where all are valued members of the team. All training will be completed NLT 15 Sep. Report completion updates to the USMA G3 by 1 Jul, Aug, and Sep. Provide final completion to G3 NLT 15 Sep. This training is designed for military, civilian, and contractor personnel.

b. **Monthly Annual Training Program.** The garrison SARC conducts a monthly annual SHARP training session for all new arrivals. USMA Staff and faculty use this resource to ensure compliance with annual training requirements for those whom arrive off cycle.

c. **Eisenhower Leaders Development Program.** Incoming tactical officers earn a master's degree from Columbia University as part of the Eisenhower Leadership Development Program. The tactical officers are essentially the company commanders of a unit consisting of 120 cadets from all four classes. Their role is to develop, mentor, and counsel a cadet on all aspects of cadet life including character development. The incoming leaders receive SHARP training from the USCC SARC as part of their program of instruction. Their education includes a discussion on SHARP resources both internal and external, SHARP organization at West Point and initiatives

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unique to the academy like CASH/A.
1.8 Provide updates on your Academy's efforts to develop and implement sexual harassment and sexual assault learning objectives and incorporate them in related classes within core academic curricula. Include an assessment of effectiveness.
<p><b>Enhance Comprehension:</b> 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.</p> <p>a. <b>Background.</b></p> <ul style="list-style-type: none"> <li>Approximately two years ago the Superintendent formed a special committee to develop a comprehensive Sexual Harassment/Assault Response and Prevention (SHARP) curriculum for the Academy. One of the committee's primary recommendations was to identify areas in the core curriculum where USMA was teaching concepts which are integral to understanding and preventing sexual harassment and assault.</li> <li>Five academic program courses (PL100, PY201, SS202, PL300, LW403), two physical program courses (PE215, PE450) and one military program course (MX400), which are interspersed throughout all four years of a cadet's career, were identified as including relevant material.</li> </ul> <p>b. <b>Approach.</b></p> <ul style="list-style-type: none"> <li>First Year: The Course Directors identified the course and lesson objectives that incorporate concepts relevant to enhancing comprehension of SHARP. Some of the SHARP concepts included in the core curriculum are: Alcohol and Substance Abuse, Civil Military Relations, Civil Rights and Civil Liberties, Conformity and Obedience, Constitutional Law, Counseling, Emotional Intelligence, Gender Integration, Group Conflict and Cohesion, Leader Development, Moral Decision Making, Organizational Behavior, Organizational Culture, Prejudice, Resiliency, Respect, Social Justice, Team Building, Toxic Leadership and UCMJ.</li> </ul> <p>c. <b>Core Curriculum.</b> The following outlines the 2014 SHARP Core Curriculum:</p> <p>(1) PL100: Introductory Psychology 3.0 credit hours  4<sup>th</sup> Class Year  Offered twice per year  Method(s) of delivery: lecture, small group discussions and applications</p> <p>(a) Scope: This course develops the ability to apply current psychological principles. Psychology is a broad and expanding discipline and the introductory course is necessarily a survey. The focus of the course is the development of an awareness and understanding of one's own behavior and the behavior of others. Emphasis is</p>

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placed on applying the behavioral principles learned to the cadets' current lives and their functioning as future officers.

(b) Related Lesson Concepts: Prejudice; Conformity and Obedience; Moral Decision Making; Gender Integration; Leader Development; Organizational Behavior; Officership; Leader Development

(2) PY201: Philosophy 3.0 credit hours

3<sup>rd</sup> Class Year

Offered twice per year

Method(s) of delivery: lecture, discussions and applications

(a) Scope: This course helps third class cadets develop their capacities to think clearly and critically. It acquaints cadets with various viewpoints on major philosophic issues; assists them in acquiring a facility with the language, arguments, and methods of moral discourse; and gives special attention to the subject of war and morality.

(b) Related Lesson Concepts: Prejudice, Conformity and Obedience, Moral Decision Making

(3) SS202: American Politics 3.5 credit hours

3<sup>rd</sup> Class Year

Offered twice per year

Method(s) of delivery: lecture, discussions and applications

(a) Scope: This course explores the American political system to include how it works, its strengths, its weaknesses, its conflicts, its controversies and the civil-military relationship. The course emphasizes how our nation makes decisions about politics and policy to balance the various competing values and demands of a free society. The course begins with a study of the constitutional foundations of American government and then examines political behavior, institutions of government and the policy making process. The course integrates civil-military relations and the broader study of political sciences as a discipline throughout the material.

(b) Related Lesson Concepts: Civil Rights and Civil Liberties, Civil Military Relations, Social Justice, Officership, Leader Development

(4) PL300: Military Leadership 3.0 credit hours

2<sup>nd</sup> Class Year

Offered twice per year

Method(s) of delivery: lecture, discussions and applications

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(a) Scope: This course is a multi-disciplinary study of leadership in an organizational context which focuses on the integration of theory and practice. The cadet studies the leader's direct influence on individual motivation and group processes through the application of leadership theories, skills and attributes. The cadet also learns how to influence subordinates indirectly through organizational systems and procedures, organizational culture and ethical climate. Cadets apply the knowledge gained in the classroom to their experiences as cadet leaders in the Corps of Cadets. In addition, the course helps each cadet develop usable leadership products in the form of a reflective leadership notebook, which helps the cadet define and inform his or her own personal approach to leading. The cadets will also develop a detailed and theoretically sound leadership philosophy, as well as comprehensive leader plans which have direct application to their roles as leaders in the Corps of Cadets and as future Army officers.

(b) Related Lesson Concepts: Organizational Behavior; Team Building; Group Conflict & Cohesion; Organizational Culture; Leader Development; Emotional Intelligence; Toxic Leadership

(5) MX400: Officership 3.0 credit hours

1<sup>st</sup> Class Year

Offered twice per year

Method(s) of delivery: lecture, discussions and applications

(a) Scope: This is a capstone course that challenges cadets to reflect upon, integrate and synthesize their experiences in the six Cadet Leader Development System domains as they commence the transformation to commissioned officership. Cadets will achieve a thorough intellectual understanding of the four clusters of expert knowledge of the military professional--military-technical, moral-ethical, political-cultural and human development. Successful completion of this course will enable each cadet to achieve competence and confidence in a new self-identity in the four facets of the role of a commissioned officer--a Soldier, a leader of character, a servant of the Nation and a member of the profession of arms. Each graduate will be capable of executing the fundamental practices of the military professional--the repetitive exercise of discretionary judgment in decision making and taking actions that fulfill the moral and legal responsibilities of commissioned officers. Upon graduation, each new 2LT will be fully prepared for the immediate challenges of junior officership and capable of a lifetime of professional growth as an officer in the United States Army.

(b) Related Lesson Concepts: Gender Integration, Team Building, Leader Development, Organizational Culture, Officership, Moral Decision Making, Resiliency

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(6) LW403: Constitutional/Military Law 3.5 credit hours

1<sup>st</sup> Class

Offered twice per year

Method(s) of delivery: lecture, discussions and applications

(a) Scope: This course studies the U.S. Constitution and the Military Justice System. Cadets will acquire information and skills in order to recognize and resolve constitutional and legal problems. The course provides analytical models for dealing with problems regarding societal and military order. Finally, the course seeks to enable the cadet to make an intelligent commitment to the values and preferences embodied in the Constitution and our system of military and civilian law. Examples from military law are used to model fundamental principles examined in the course. Significant court decisions are explored to support the course goals. Specific substantive areas include: separation of powers, judicial review, war powers, equal protection, privacy, individual rights, searches and inspections, military justice processes and military criminal law.

(b) Related Lesson Concepts: UCMJ, Civil Rights and Civil Liberties, Gender Integration, Social Justice

(7) PE215: Personal Fitness 1.5 Credits

3<sup>rd</sup> Class Year

Offered twice per year

Method(s) of delivery: lecture, discussions and applications

(a) Scope: This course provides cadets the experience and knowledge to develop a personal fitness plan that links to the Army's doctrinal approach to physical readiness. Cadets will participate in a variety of active learning experiences designed to develop, monitor, maintain and assess physical fitness for their future army careers and a lifetime of physical activity.

(b) Related Lesson Concepts: Gender Integration, Team Building, Leader development, Physical Resiliency, Respectful Interaction, Role Model

(8) PE450: Army Fitness Development 1.5 Credits

1<sup>st</sup> Class

Offered twice per year

Method(s) of delivery: lecture, discussions and applications

(a) Scope: This course prepares future company grade officers for their roles as fitness leaders by equipping them with knowledge to plan, implement and assess unit physical fitness in a variety of conditions, and by giving them the opportunity to



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apply this knowledge.

(b) Related Lesson Concepts: Gender Integration, Team Building, Leader development

d. **Assessment of Core Curriculum:**

- Course directors in the participating courses form a team that discuss ways to integrate the SHARP concepts across the curriculum. In keeping with common assessment procedures, course directors annually assess the SHARP lesson objectives to monitor the cadets' comprehension and awareness. The team leader consolidates all of the courses' assessments to make modifications to core content as necessary.
- Instructors evaluate whether course objectives are met through a variety of methods including comprehensive, quiz and term end test questions; student projects that can be group or individual; reflection essays; case studies; oral presentations; class discussions; and input provided by the cadets through end of course surveys.
- Adjustments made for FY14/15 included MX400 adding a lesson on the basics of changing culture in an organization and the value added of all team members. PE215 will continue to emphasize the need of leading from the front physically and continue to encourage a lifetime of physical fitness which will enable them to meet the challenges of all future environments with potentially mixed-gender teams.

1.9 Provide an update and outcomes of your Academy's submission of locally produced sexual harassment related training plans to Defense Equal Opportunity Management Institute (DEOMI) for review.

a. **Current Education.** USMA uses the resources and education materials provided by HQDA for annual training for both sexual harassment and sexual assault training. The garrison EEO officer provided some training materials for sexual harassment training which the USMA SARC uses for audiences that have civilian personnel.

b. **EO Collaboration.** The USMA SARC routinely coordinates with the USMA EO office for guidance on sexual harassment topics.

c. **Submission to DEOMI.** USMA is working toward submitting a copy of its sexual harassment training through the USMA EO office to DEOMI NLT 15 Jan 2015.

1.10 Provide updates on your progress in reviewing and systematically expanding institutional alcohol policies to address risk factors beyond the individual use of alcohol. Include matters to train alcohol providers, alcohol availability, and community

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outreach. If review is complete, briefly describe results and next steps; include plans to measure effectiveness if available.

a. **Alcohol Use Policy.** The USMA leadership understands that clear alcohol policies, enforcement of these policies, responsible use of alcohol education for cadets, and swift action when violation of policy occurs are essential to creating a healthy command climate. USMA has developed and implemented policies that focus on both individual development as well as community action. The current alcohol policy for each class is as follows:

- Cadet Privates (Freshman/Plebes who are 21 years or older):
  - Not authorized to drink at any location at any time on West Point.
  - Can only consume alcohol while on pass or leave and of legal age.
- Cadet Corporals (Sophomores/Yearlings who are 21 years or older and completed 21<sup>st</sup> birthday training):
  - Only authorized to drink at the Hotel Thayer or West Point Club when physically sitting down and eating a meal, no more than 3 drinks (Beer and Wine only). May drink at sponsor's home.
  - May participate in company wine tasting (no hard liquor).
- Cadet Sergeants (Cows/Juniors who are 21 years or older and completed 21<sup>st</sup> birthday training):
  - Authorized to drink at the West Point establishments and sponsor's house and an authorized picnic or post game tailgate site (must be in uniform at tailgates).
  - May drink hard liquor at company brandy/whiskey tasting.
- Cadet Officers (Seniors/Firsties who are 21 years or older and completed 21<sup>st</sup> birthday training):
  - Authorized same privileges as Cadet Sergeants but are permitted to drink hard liquor at West Point establishments.

b. **Alcohol Training during AY 14-1/2.** As part of its overall training program, the responsible use of alcohol is formally discussed in classroom environments and informally addressed as part of routine safety briefings. During reorganization week of AY 14-1, cadets attended a briefing with their respective classes sponsored by a North Carolina Highway patrolman detailing the risks associated with alcohol consumption, guidelines for responsible drinking and responsible driving. A similar presentation will occur for AY15.

- All cadets over the age of 21 must undergo "21<sup>st</sup> birthday training" before they are permitted to consume alcohol on post.
  - Tac Teams teach the training and highlighted the adverse affects that irresponsible alcohol use can have on not only a LTs career but also on a cadet's presence at the academy a alcohol related incident on a LTs career.
  - CDTs are allowed to consume 3/4 beers and then given field sobriety tests/breathalyzers.
  - Issued a 21<sup>st</sup> Bday card with CoC information.

c. **Self Policing.** At the suggestion of cadets, **The "Knight Rider Van"** was created. This is a cadet run service established to provide transportation from alcohol venues in Highland Falls back to West Point. The van driver makes periodic stops at bars and informs cadets of his/her presence and the option to get a free ride back to the cadet area. Its schedule is available through the automatic phone system in CGR under number option 3. During long weekends

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the schedule is adjusted with additional runs. Since its inception on 21 September, 2013, 613 cadets utilized this service.

d. Responsible **Use Alcohol Intake and Exposure to Alcohol.** With authorization from the BTD CoC, cadet companies are permitted to organize wine, scotch and whiskey tastings for the of age cadets in their unit. These events are sponsored by TAC officers/NCOs and allow cadets an opportunity to familiarize themselves with social drinking in a more formal setting and educated on the process of how these drinks are produced.

e. **Incentives:** The following incentives were provided for companies with zero alcohol related offenses. A similar program will be utilized in the future.

- 10<sup>th</sup> Mountain Division- If a regiment has no alcohol-related incidents for ten consecutive days, then one day of PMI (afternoon inspection) will be authorized in lieu of the more intensive AMI (morning inspection) to that regiment.
- 25<sup>th</sup> Infantry Division- If a regiment has no alcohol-related incidents for twenty-five consecutive days, then two days of PMI will be authorized in lieu of the more intensive AMI to that regiment.
- 45<sup>th</sup> Infantry Division- If a regiment has no alcohol-related incidents for forty-five consecutive days, then a week of PMI will be authorized in lieu of the more intensive AMI to that regiment.
- 75<sup>th</sup> Ranger Regiment- If a regiment has no alcohol-related incidents for seventy five days, then a performance pass will be granted to all proficient cadets for the semester.
- 101<sup>st</sup> Airborne Division (Air Assault)- If a regiment has no alcohol-related incidents for one hundred and one days, then the next SAMI will be cancelled for that regiment and hard liquor will be reinstated for first class cadets, pending Commandant Approval.

f. **Outcome:** Through this training and education for the first time in many years, the Corps of Cadets did not had a DUI during AY 14-1 and 2 while having over 4400 CDTs between the ages of 18 and 25.

g. **Way Ahead.** Selected individuals from USMA will again engage with establishments on post and Highland Falls that serve alcohol and seek their cooperation in responsible use of alcohol by cadets and their guests. USMA will use breathalyzer training at the cadet clubs to highlight the impacts of alcohol. USMA will continue to take swift action for any alcohol related incident, use these cases as a form of education, and ask the garrison commander to place wrecked vehicles that were a part of an alcohol related accident at the gates as he has done in the past.

h. **Assessment.** Assessment will include a comparison of alcohol related incidents from AY to AY. This assessment will also include analysis of the circumstances surrounding the incident including who, what, when, where, and how in order to enhance education programs.

1.11 Describe collaboration efforts concerning sexual harassment and sexual assault

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<p>prevention with external experts, advocacy organizations, and educational institutions, to include prevention subject matter experts. Describe results and/or implementations of lessons learned from collaboration efforts.</p>
<p>a. <b>Community Collaboration.</b> The USMA's SHARP program is a community effort maximizing expertise from internal and external resources. The Garrison SARC routinely shares information with the USMA and USCC SARC on POCs/experts available in the surrounding counties typically from Rockland, Orange and Putnam Counties. During USMA's SHARP summit conducted in October 2013, representatives from Orange County SAFE homes participated as well as the USNA SAPRO. There was much exchange of information at this event. SARB meetings and SART training are avenues for collaboration that we in the West Point Community have made part of our up-tempo.</p>
<p>b. <b>University and Sister Service Collaboration.</b> This past academic year, the USMA SARC participated in several other universities SHARP training programs including the University of Northern Iowa and Norwich University. The intent of these programs was to provide best practices with particular focus on changing culture and prevention. This will continue this year with more focus on local schools particularly in New York City. Preliminary meetings have already occurred between USMA and City College of NY.</p>
<p>c. <b>Education Panel.</b> As part of the cadet SHARP military individual advanced development course conducted at USMA from 28 July through 8 August by HQDA trained instructors, a panel of subject matter experts presented their specialty to the cadets. This panel of guest speakers encompassed the CID, SJA, and the sexual assault nurse examiner, several counselors from the center for professional development including a cadet who worked with cadet basic training, a representative from Safe Homes of Orange County and a representative from the Women's Resource Center of Putnam/Westchester Counties. This panel provided the opportunity for cadet education as well as networking for future contact.</p>
<p>1.12 Describe your efforts to establish and implement policies that prevent individuals convicted of a Federal or State offense of rape, sexual abuse, sexual assault, incest, or other sexual offenses, from being provided a waiver for commissioning from the Academy.</p>
<p>a. A cadet has not and would not be granted a waiver for commissioning for criminal acts of sexual violence including rape, sexual abuse, sexual assault, incest, or other criminal sexual offenses.</p> <p>b. USMA's leadership works closely with the Criminal Investigation Division and Staff Judge Advocate to coordinate with both local and federal authorities as necessary. Any cadet suspected of a federal or state offense is sent to CID for further investigation.</p>
<p>1.13 Provide updates on your Academy's efforts to innovate and implement solutions that address concerns of social retaliation among peers for reporting sexual assault or for taking action against inappropriate conduct, leaders, and cadet/midshipman organizations (e.g. sport teams and clubs); employ purposeful and direct engagement</p>

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with leaders and supervisors of teams, clubs, and other cadet and midshipman organizations to advance a climate of dignity and respect; and provide influencers with the skills and knowledge to strengthen ongoing mentorship programs.

a. **Bystander Intervention.** Bystander intervention is a key task emphasized by all of West Point's senior leaders, Superintendent, Commandant, Dean, and Brigade Tactical Officer, during their Reorganization Week addresses to the Corps of Cadets. The force protection mantra of "See something, Say something," applies to the prevention of sexual assault as it does to physical security. Presenters, such as Catharsis Productions "Got Your Back Training," provided reinforcing messages, as well as risk reduction (watching your beverage, open it yourself). We are starting to see examples of cadets encouraging other cadets to file a report rather than just suffer in silence and isolation.

b. **X&Y Cases.** We continue to develop, update, and disseminate "X&Y" sexual assault cases. The anonymous cases, with all identifying information removed are used in training of the Corps of Cadets as discussion starters. The intent behind the cases is to inform the Cadets, and staff and faculty members of what kinds of sexual assault events happen to Cadets and community members. The cases, with lessons learned included, help illustrate the challenge. The command has to weigh the facts, support the victim and afford due process to the alleged offender. The cases also demonstrate closure for the lengthy timelines often associated with these cases. The lessons learned bring to light the opportunities for others to intervene or reduce risk, as necessary.

c. **Collapse Plan.** Updates to USMA and USCC policies included improved force protection, withholding adjudication of collateral duty misconduct, and response timeliness. The USCC leadership incorporated the a collapse plan policy contained in the force protection initiative into the Standard Operating Procedure published in September 2012. The policy requires all first year Cadets (men and women), Cadets in Respect or Honor Mentorship Programs, and other Cadets of concern (such as, those undergoing a misconduct investigation) to collapse to another room, so as prevent them from sleeping in a room alone during weekends. This effort improves accountability, supervision and oversight by requiring defined checks by various levels of key personnel. All cadets must lock their doors after midnight every night. Compliance is checked through cadet duty officers.

d. **CASH/A,** The CASH/A cadets established a newsletter that addresses various topics each month including the meaning of words, there's no magic upon graduation----one should uphold the highest standards as a cadet and not wait until pinning on Lieutenant bars, and bystander intervention. As one cadet commented in the bystander edition, "I truly believe the CASH/A program is helping all the Plebes



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begin to develop their own sense of what constitutes respectful, professional behavior not only as a future Officers, but simply as a person. If these discussions and briefs did not exist, the average student at West Point may never even consider altering their potentially disrespectful and inappropriate behavior.”

e. **Superintendent Meetings with Honor, Respect, and CASH/A.** The Superintendent meets at the beginning of each semester and periodically throughout the semester with the executive committees of these cadet groups in order to discuss program execution for the corps. These meetings enhance communication of the Superintendent’s intent throughout the corps of cadets.

f. **Club Team Assessment.** In February of 2014, USMA conducted a comprehensive cadet climate survey developed by USMA’s office of institutional research for all 118 Cadet clubs in order to substantiate or dismiss some of our observations of cadet behavior. This assessment has enabled USMA to sharpen its focus on changing culture. Overall the results were very good; however, it did confirm our observations that cadets may have a problem with bystander intervention which they must overcome in order to uphold the values not only of the Army, but also USMA.

g. **Athletic Team Professional Development.** West Point has taken a number of steps to reinforce our core institutional values and their application within the Corps and in our athletic teams. These actions by USMA leaders will be conducted again this year:

- The Superintendent and senior leader meetings with all our NCAA Coaches and Director of Cadet Activities (DCA) coaches (who lead club sport activities) to discuss standards, values, and the integration of athletic teams into the Corps of Cadets.
- Meet with all NCAA athletic team Officer Representatives (OR) and all DCA officers in charge (OIC) to clearly articulate acceptable standards of behavior and review roles and responsibilities to assist the team or club in maintaining a proper and professional organizational culture and command climate. The ORs and OICs instill the Army ethic as representatives of the Superintendent.

h. **NCAA Officer Representatives Training.** The "Faculty Athletic Representative (FAR)" meets with ORs throughout the year to share best practices; for example, the Rugby mentors recently shared lessons learned with all the Head ORs. USMA has also changed the selection process of Head ORs so that new Head ORs meet with the FAR, Dean, Director of Intercollegiate Athletics and Commandant before being submitted to the Superintendent for his approval. Furthermore, very concerned with the adverse impact that negative team cultures can produce, ORs regularly calendar time at practice to speak with cadets. ORs are encouraged to conduct exit interviews; some teams even identified a respect leader on the team; ORs conduct professional development sessions. These actions promote open dialogue with the intent to promote positive culture and eliminate negative cultures.

1.14 Describe your efforts to ensure Academy facilities promote an environment of dignity and respect and are free from materials that create a degrading or offensive

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environment. Include findings and actions taken from regular visual inspections.
<p>a. <b>Tactical Team Oversight.</b> There is a standard operating procedure for cadet rooms and living space that all cadets must comply with daily. These guidelines include an environment free from offensive material. Cadet leadership and the tactical teams make daily checks to ensure compliance with all standards.</p> <p>b. <b>Operation Sanitize the Workspace.</b> Last June, as a part of the DOD directed stand-down day, all supervisors were tasked to inspect all areas in the work environment to ensure freedom from offensive material. The USMA successfully completed this effort. After last year, a recommendation from several supervisors was to wait until after everyone returns for the academic year to perform the check. Hence, this year, this check will occur in September of October 2014.</p> <p>c. <b>Professional Enforcement.</b> Everyone in the workplace knows that if they see or hear something offensive or disrespectful, they are to act on it themselves or bring it to the attention of a supervisor.</p>
1.15 Describe progress, assessment, efforts, and/or approved plans for requiring Academy commanders to conduct an organizational climate assessment within 120 days of assuming command and annually thereafter. Include policy for providing results to the next level in the chain of command.
<p>a. <b>Command Climate Assessments.</b> The USMA is in compliance with this requirement. Upon assuming command, surveys were performed for the Superintendent and the Headquarters and Headquarters Company Commander. Results were provided to the appropriate next level chain of command designee.</p> <p>b. <b>Command Climate Survey Execution.</b> The USMA equal opportunity (EO) office is the lead for coordinating these assessments with the commanders and DEOMI. The EO office is then responsible for compiling the results, providing assessment of the results, and offering solutions for improving areas that may not be to standard.</p> <p>c. <b>Command Feedback.</b> For FY14, the Superintendent performed a town hall to share the results with all personnel and provide an opportunity for questions and answers on the results.</p>
1.16 Provide updates on your efforts to implement an Academy-focused sexual assault and sexual harassment prevention and response strategic plans, aligned with your respective Department of Service SAPR strategic plans.
<p>a. <b>Enhance Strategic Planning:</b> The USMA has aligned and will continue to align its sexual harassment and assault prevention program along the five lines of efforts (LOEs) established by the department of the army including prevention, investigation, advocacy, accountability and assessment.</p> <p>b. <b>Clear Commander' Intent.</b> The prevention and ultimate elimination of SH/SA is USMA's number one priority. At every opportunity as appropriate, the USMA leadership clearly articulates this intent both verbally and in writing in a variety of settings including meetings with</p>

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cadets, staff and faculty, congressional visitors, HQDA and DOD visitors, graduates and parents. During this year's Founder's Day circuit which reaches out to multiple West Point Society Groups both nationally and internationally, this intent was presented and open for discussion. The USMA Superintendent's intent is to change culture by changing behavior. To change behavior, open and candid dialogue must occur. In order for open, candid discussion to occur, the Superintendent must create the conditions for a common ground. Using every opportunity for discussion to address any questions regarding the intent is essential to garner support from all groups, but more important, to resolve any misunderstandings that may exist.

c. **Update of the USMA Strategic Plan.** The USMA is in the process of updating the published USMA Strategy Plan for 2013-2019. The USMA SARC is a member of the sub-committee which is focusing on cadet development with regard to honorable living with focus on a culture of dignity and respect. This sub-committee is using assessment tools like the army war college survey, internal cadet club assessment, the DOD annual report on sexual harassment and violence at the MSAs, instructor and cadet surveys, the command climate assessment, and feedback from multiple small group discussions to determine the way ahead. The integration of the USMA SARC into this working group results in a better integration of SHARP into the written strategic plan and allows for transparency when USMA addresses character development in terms of honor, respect, and dignity in support of culture change.

1.17 Describe your plans for APY 14-15 that pertain to delivering consistent and effective prevention methods and programs, including how these efforts will help your Academy plan, resource, and make progress in your SAPR and POSH programs. Include a brief description of data used to inform your Academy's plans.

a. **LOE Guidance.** We have designed our ends, ways, and means of our program around prevention, investigation, advocacy, accountability, and assessment.

b. **Assessment.** USMA used feedback from DOD compliance assessment performed in May 2013, the USMA IG SHARP inspection out-briefed in April 2013, results of command climate surveys, CASH/A feedback, small group discussion feedback with cadets, and case analysis to assess training methods and success. Cadet feedback indicates that small group discussion is the most effective. The Superintendent hosted meetings with cadet company commanders, regimental commanders, and the brigade first captain. The cadets provided some insightful feedback on various topics including lack of intervention by cadets, peer pressure to conform, and negative sub cultures. They shared thoughts that had not been considered before by the leadership. This frank discussion helped to formulate/shape future discussions with select groups of cadets like team captain, first sergeants etc. These sessions will enable USMA to approach negative subcultures in an informed and systemic way. The good news is that cadets are really stepping up to provide frank/insightful feedback.

c. **CASH/A Training.** The USCC SARC led a CASH/A class training session for all unit CASH/A representatives during reorganization week. This 8 hour session provided updated training to the cadets and also afforded the cadets the opportunity to

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develop monthly SHARP training topics for discussion on that small group level during the semester.

## 2. LOE 2: Investigation –The objective of investigation is to “achieve high competence in the investigation of sexual assault.”

2.1 Summarize your Academy’s efforts to achieve the Investigation Endstate: “investigative resources yield timely and accurate results.”

a. **Uniqueness of Case.** Each case is unique so CID will use various investigative tools including polygraph,-USACIL, legal support, digital forensic equipment and training, personnel expertise, and crime scene processing for each case to ensure competency in execution of the investigation.

b. **Victim Confidence.** Once CID receives the initial report, CID does everything to accommodate the needs of the victim understanding that each individual will respond to a situation differently. The investigative process is thoroughly explained to the victim and the agent allows the victim to take the time needed to process and answer questions and answers. The agents try very hard to get the information the first time so that victims do not have to relive a negative experience over and over again which can be traumatic.

c. **Collaboration.** CID will collaborate with individuals and agencies as necessary to ensure timely and accurate case processing. This collaboration may be with SJA, SARC, hospital, local police, campus security of colleges, and organizations in the community who may offer support to victims.

2.2 Describe efforts to ensure all investigators of sexual violence receive required initial training prior to assignment at the Academy and attend annual refresher training on essential tasks specific to investigating sexual assault. Include knowledge of Military Rule of Evidence (MRE) 514 (Victim Advocate-Victim Privilege).

a. **Training.** The USMA SJA ensures compliance with all regulatory guidance for the legal community. All CID agents receive annual training on sexual assault and all have attended the special victim unit investigation course. This training enables the agents to use various investigative and interview techniques. The goal of any interview of a victim is to ensure comprehensive, but compassionate questioning so that a victim does not have to be re-victimized with multiple follow-up interviews. Both groups are well versed on MRE 514 which outlines confidentiality for survivors as part of the investigation and accountability process.

b. **SARB/SART Training.** The USMA SJA and CID participate in Sexual Assault Review Board (SARB) meetings and shares information from those meetings with subordinates. The USMA SJA staff and CID chief also participate in quarterly Sexual Assault Responder Training (SART) training.

2.3 Describe your Academy’s efforts to ensure MCIOs initiate investigations of all offenses of sexual assault involving cadets/midshipmen of which they become aware, that occur within their jurisdiction regardless of severity of the allegation, and

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<p>regardless of the sexual orientation of either the victim or the subject of the investigation.</p>
<p>a. <b>Compliance.</b> The command investigation division (CID) that supports USMA is also based on the West Point garrison. The CID chief clearly understands regulatory guidance and policy of investigating all allegations of sexual assault including those made against cadets regardless of jurisdiction.</p>
<p>b. <b>SARB Participation.</b> The CID chief participates in monthly SARB meetings to address any questions regarding a case regardless of severity.</p>
<p>c. <b>Availability.</b> CID has a 24/7 hotline and publishes a monthly duty roster with contact information for SART members and commander.</p>
<p>2.4 Describe your Academy's continuing efforts to foster early coordination between investigators and judge advocates when initiating a sexual assault investigation.</p>
<p>a. <b>Collaboration between CID and SJA.</b> West Point CID coordinates with the supporting Staff Judge Advocate beginning with the initiation of the investigation. CID conducts an internal review process which concentrates on timely reporting, timely investigative efforts, and thoroughness of the entire investigation. During the investigative process, CID provides investigative updates to the SJA including new discovery, statements, and the identification of subjects, suspects, or witnesses. At the conclusion of each investigation, CID provides the entire case file to the SJA and briefs the attorney, before requesting a final legal opine. During this process, if the SJA identifies additional leads for CID to investigate, CID will investigate. CID and SJA work together to ensure timely case execution and prosecution as supported by the facts.</p>
<p>b. <b>Pre-SARB meetings.</b> The USMA SJA, CID, and SARC meet prior to all SARB meetings which occur monthly to resolve any case issues prior to discussion with the SARB.</p>
<p>2.5 Describe your Academy's efforts to ensure MCIO investigators assigned to an adult sexual assault investigation accomplish the following:</p> <ul style="list-style-type: none"> <li>• Notifies commanders and the SARC as soon as possible;</li> <li>• Ensures the victim has received a completed Department of Defense (DD) Form 2701, "Initial Information for Victims and Witnesses of Crime" and an explanation of the information provided on the form;</li> <li>• Informs the sexual assault victim of the availability of legal assistance and the services of a SARC or SAPR VA, and that the legal assistance and services of a SARC or SAPR VA are optional and may be declined, in whole or in part, at any time;</li> <li>• Provides unrestricted sexual assault data elements (e.g. investigative case number) to the SARC for incorporation into the Defense Sexual Assault Incident Database (DSIID).</li> </ul>
<p>a. <b>Notification.</b> Upon notification, CID will contact the commander and SARC. We have had no instances where communication did not occur.</p>



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<p>b. <b>DD Form 2701.</b> Copies are provided to all victims.</p> <p>c. <b>Review of Services.</b> If a victim has not already been informed of services available, the CID investigator would inform the victim. There has not been a time when a CID counselor spoke with a victim without a SARC present. Both the SARC and investigator can explain services available.</p> <p>d. <b>Information Sharing.</b> CID and USMA SARC work together to ensure the accuracy of the DSAID. Sharing of information is not an issue.</p>
<p>2.6 For Unrestricted and Restricted Reports, describe your Academy's efforts to ensure sexual assault documentation (DD Forms 2910 and 2911) is retained for 50 years in accordance with Section 1723 of the NDAA for FY14.</p>
<p><b>Report Intake.</b> All survivors receive a copy of the appropriate forms. All forms are kept in hard copy by year and survivor by the appropriate SARC. Unrestricted reports are uploaded onto the computer for upload to DSAID.</p>
<p>2.7 Describe your Academy's progress in implementing Special Victim Capability case assessment protocol for open and closed sexual assault cases.</p>
<p><b>SVC Assessment.</b> The SJA office is reviewing the requirements for this protocol.</p>
<p>2.8 Describe efforts, policies, and/or programmatic changes undertaken to improve cadet/midshipman confidence and/or victim participation in the investigative and military justice process, as well as how you are addressing the number of victims declining to participate. Include rate of conversion from Restricted to Unrestricted reporting. Include the number of victims who declined to participate in the military justice system and why (if known).</p>
<p>a. <b>Reporting.</b> USMA makes every effort particularly during training sessions to ensure everyone knows the two different reporting options and to whom they can report.</p> <p>b. <b>Education.</b> Educating cadets through multiple venues whether formal classes or informal discussions is the best way to encourage cadets to report. Also, appealing to the cadets' sense of professionalism seems to work. While cadets report that they don't want to be "that cadet" who gets someone in trouble, they also don't want to allow someone else to be hurt through an assault.</p> <p>c. <b>Restricted to Unrestricted.</b> One case changed from restricted to unrestricted. The survivor in this case did choose to cooperate with the investigation.</p>
<p>2.9 Describe your efforts to ensure the victim's commander provides investigative updates to the victim throughout the investigative process. Include efforts for the victim's commander to attend and provide updates at the monthly Case Management Group (CMG) meetings.</p>

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<p>a. <b>Case Management Execution.</b> At USMA, commanders/tactical officers rely on the assistance of the USCC SARC and USMA SARC to help manage cases. Commanders/tactical officers and the SARCs routinely coordinate with each other to ensure that everyone has the same information and are looking out for the welfare of the cadet.</p> <p>b. <b>CID Updates.</b> Monthly SARB meetings of which the senior leaders at USMA are members provide case status and updates as necessary. Additionally, for each survivor, CID provides a choice on update frequency once an investigation begins. The update frequency choices include on a monthly basis, when a significant change or discovery occurs in the investigation, or at the conclusion of the investigation. If CID has trouble contacting a survivor, CID will work with the SVC or one of the SARCs to contact the cadet.</p>
<p>2.10 Describe your plans for APY 14-15 that pertain to the achievement of high competence in the investigation of sexual assault. Include a brief description of data used to inform your Academy's plans.</p>
<p>a. <b>Competence in Investigation.</b> USMA has a solid investigative process grounded in cooperation among all first responders. Monthly SARB meetings, quarterly SART training, pre-SARB meetings, and monthly DSAID reconciliation will continue. The Superintendent and Commandant are effective in their communication as necessary with CID. Both officers respond to CID in an extremely timely manner and vice versa as the situation dictates.</p> <p>b. <b>Feedback.</b> For FY14/15, the USMA SARC's intent is to develop a feedback mechanism for use by survivors for future program enhancement. This will be a short survey focusing on support received and recommendations for improvement from a survivor's perspective.</p> <p>c. <b>Special Victim Prosecutor (SVP) Support.</b> In AY 14/15, the OSJA will continue to involve Special Victim Prosecutors (SVPs) early on in the investigative process. This will allow us to leverage their experience to guide the focus of the investigation, where appropriate, in order to insure that all potentially corroborating evidence in support of the victim or the accuser's allegations is followed up.</p>

## 3. LOE 3: Accountability –The objective of accountability is to “achieve high competence in holding offenders appropriately accountable.”

3.1 Summarize your Academy's efforts to achieve the Accountability Endstate: “perpetrators are held appropriately accountable.”

a. **Sexual Assault Allegations.** All unrestricted sexual assault allegations are immediately referred to CID for investigation. A SARC or VA escorts the survivor to CID and remains with the survivor in the CID interview. Coordination throughout the investigative process occurs between CID, SJA, and the command. USMA ensures

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<p>execution of all cases IAW regulating guidance and policy and abides by the same for the ultimate outcome which will determine alleged perpetrator accountability. All final decisions are coordinated between the appropriate senior leadership and SJA.</p> <p>b. <b>Sexual Harassment.</b> USMA abides by the guidance established in regulations for both informal and formal sexual harassment cases. Again, coordination between the appointing authority, investigating officer, designated SARC and SJA occurs throughout the process. All final decisions are coordinated between senior leadership and SJA.</p>
<p>3.2 Describe your efforts to establish and evaluate a special victims' advocacy/counsel program at your Academy to provide legal advice and representation to the victim throughout the justice process. Include any challenges encountered in providing this program.</p>
<p>a. <b>Special Victim Counsel (SVC) Mission.</b> USMA has two trained SVCs available to all survivors of sexual assault. Currently, one SVC is dedicated full time to victim advocacy. The SVCs are school trained. The SVC dedicated to victim advocacy participates in monthly SARB meetings, and in quarterly SART training.</p> <p>b. <b>SVC Availability.</b> The SVC is available 24/7.</p>
<p>3.3 Describe your Academy's progress in ensuring those who are affiliated with the special victims' capability program (paralegals, JAGs, Judges, special victims' counsel/victim legal counsel, and victim-witness assistance personnel) receive specialized SAPR training for responding to allegations of sexual assault.</p>
<p>a. <b>Training.</b> All assigned personnel either are trained or receive the required training upon assignment to USMA.</p> <p>b. <b>SVC and SVP:</b> The USMA has two special victim counsels assigned. Special victim prosecutor support comes from Fort Drum.</p>
<p>3.4 Describe your efforts in implementing policy that mandates judge advocates serve as investigating officers for all Article 32 hearings on sexual assault offense charges.</p>
<p><b>In Compliance.</b> USMA is in compliance with this requirement and had no problems with it for FY13/14. There are not projected issues for FY14/15.</p>
<p>3.5 Describe any treatment or rehabilitation programs implemented by your Academy for those who have been convicted of a sexual assault. Include any pertinent referrals, such as drug and alcohol counseling, or other types of counseling or intervention.</p>
<ul style="list-style-type: none"> <li>• A cadet convicted of sexual assault does not remain at USMA long. However, while pending separation, the cadet is afforded the same resiliency support any cadet would be including access to mental health, chaplain services, the cadet personal development center, and army substance abuse program if necessary. The tac team and other support network personnel would keep an eye out to ensure the cadet did not hurt him/herself.</li> </ul>

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3.6 Describe your Academy's educational programs designed to change the behavior of those members issued non-judicial and/or administrative punishments for an offense related to a report of sexual assault or a report of sexual harassment.
<p>a. <b>Respect Mentor Program.</b> In conjunction with the cadet disciplinary system, cadets who do not uphold the army values particularly of dignity and respect are placed in the respect mentor program. The USMA has been using this program for almost twenty years to assist in the rehabilitation of cadets whose actions and/or words show a flaw in character development. A typical program lasts for an entire semester where the cadet meets with an assigned mentor usually a staff and faculty member, to discuss various topics focused on the cadet's transgression and plan for improvement. There is much reflection and personal assessment. At the end of the semester, the mentor determines whether or not the cadet has successfully completed the program. The mentor does not work in isolation. The mentor coordinates with the respect officer of the Simon Center and the tactical team to ensure that the cadet is on the right track. Monthly reports of progress are submitted each month. Upon successful completion, the cadet is removed from the program. Feedback from the cadets is usually, "This is one of the best things that I have participated in my life for personal growth."</p> <p>b. <b>Honor Mentor Program.</b> Very similar to the respect mentor program; however, its focus is on an honor violation.</p> <p>c. <b>Army Mentor Program.</b> This program allows for a cadet who shows much potential but really needs a long pause to reflect on one's commitment to the Army ideals to go into the active duty army for a period of 12-24 months, and then reapply to USMA . This is not by choice of the cadet, but rather through recommendation of the chain of command and support of the Superintendent. M&amp;RA must support this course of action and approve it before it can be implemented.</p>
3.7 Describe your Academy's progress in ensuring that if a cadet or midshipman is convicted by court-martial or receives a non-judicial punishment or punitive administrative action for a sex-related offense, a notation to that effect shall be placed in the Academy personnel record and is reviewed by command.
<p>a. <b>Chain of Command Routing.</b> Any disciplinary action packet associated with a cadet has a standard routing process including tactical officer, regimental tactical officer, brigade tactical officer, commandant and superintendent. This ensures notification throughout the chain of command.</p> <p>b. <b>S1 Action/Maintenance.</b> After the routing has made its way through the aforementioned process, the brigade S1 files the packet for future reference.</p>
3.8 List updates or efforts to update Academy policies requiring the processing for administrative separation of any cadet or midshipman convicted of a sexual assault.
a. <b>Separation.</b> Any cadet convicted of sexual assault by court-martial is

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administratively separated from the academy.

b. **Approval.** Depending on the cadet's class, freshman, sophomore etc. department of the army is the final approving authority on the separation.

c. **Discharge Type.** Never honorable.

3.9 Describe your Academy's plans for APY 14-15 that pertain to the achievement of high competence in holding offenders appropriately accountable.

a. **Case Cooperation.** The strength of the USMA's program is the cooperation among the first responders including the SJA, CID, SARC, counselors, and chaplain. This team routinely works together to ensure all required actions occur. When and if a physical medical exam is needed, the team also works closely with the hospital SANE to ensure compassionate care.

b. **Transparency in Sharing Information.** Sharing information on cases and ultimate outcomes help the community, but particularly the cadets to understand a situation. Training, small group instruction, meetings with staff and faculty, and the posting of information on a website to be constructed will enhance faith in the system which will encourage people to come forward and report unprofessional conduct.

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## 4. LOE 4: Advocacy/Victim Assistance –The objective of advocacy/victim assistance is to “deliver consistent and effective victim support, response, and reporting options.”

4.1 Summarize your Academy's efforts to achieve the Advocacy/Victim Assistance Endstate: “high quality services and support to instill confidence and trust, strengthen resilience, and inspire victims to report.” Include responsibilities established in DoDI 6400.07, enclosure 2.

a. **Teamwork of SART/First Responders.** The West Point Community has an outstanding working relationship among all the key officers associated with advocacy support for survivors of sexual violence. The first responders perform quarterly training with each other, attend the monthly SARB meetings, and reach out to each other as necessary to ensure quality advocacy at any given time.

b. **Reporting.** There is continual education on restricted and unrestricted reporting. Additionally, senior leader discussions with the staff and faculty, community, and cadets are very transparent. Any questions on the who, what, when, where, why, and outcome of a case is discussed as appropriate in order to dispel rumors. Many times, the rumors associated with a case hurt future reporting. Open, honest communication, this enhances confidence in the system.

c. **Support Networks.** USMA has a robust support network with leadership, CASH/A



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cadets, cadet chain of command, tactical teams, CPD, chaplain, medical personnel SARC's, staff and faculty, and teams working together to ensure positive advocacy.
4.2 Describe your Academy's efforts to ensure appropriate command notification of a sexual assault involving cadets/midshipmen for Unrestricted and Restricted Reports. Include the type of information provided, and precautions in place to protect privacy and confidentiality of victim and subject.
<p>a. <b>Education.</b> The difference between restricted and unrestricted reporting is taught as part of the annual training requirement. It is also posted on multiple education boards throughout the barracks and academic area.</p> <p>b. <b>SARC Role.</b> Typically, one of the SARC's will take the report and ensure appropriate distribution. Occasionally, the cadet personal development center, akin to a counseling center, will have a cadet who wants to make a report so the CPD representative will call the SARC to go to CPD or the cadet will go to the SARC;</p> <p>c. <b>SART Training/SARB.</b> The protection of sensitive information is discussed at one of the quarterly training sessions as a refresher. Additionally, protection of information is addressed at SARBs. Information forwarded through email is marked as sensitive in nature. Many will put a note on correspondence reminding others of the sensitivity of the information. Finally, only those with a need to know are informed.</p>
4.3 List the total number of special victims' advocacy/counselors providing legal services to victims of sexual assault during APY 13-14. Include type of services provided, feedback from recipients of services, and other related legal services.
<ul style="list-style-type: none"> <li>USMA had two victim advocacy counselors providing legal services. Three cadets sought guidance from them during the conduct of an investigation. There were no negative reports from the cadets regarding the legal services provided.</li> </ul>
4.4 Describe your efforts to establish processes for selecting individuals to serve in victim-sensitive personnel positions. Include process for reviewing credentials, qualifications, and refresher training. Also describe your efforts to address inappropriate behavior demonstrated by those in victim-sensitive personnel positions. Include policy for revocation of certification if appropriate.
<p>a. <b>Background Check.</b> All full time SARC's/VAs must abide by the DOD guidance for credentialing which includes an extensive background check. For uniformed collateral duty SARCS, the same process is essentially used whereby a local CID/MPI checks are performed and names submitted to Human Resources Command for records, IG, disciplinary etc checks.</p> <p>b. <b>Refresher Training.</b> The USMA program managers track training and credentialing requirements for anyone working in the SHARP program.</p>

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<p>c. <b>Revocation of Certification.</b> Revocation of certification occurs upon notification of HQDA of adverse information in a person's file. Additionally, any person who demonstrates inappropriate conduct while performing duties as part of the SHARP program will be removed from the position held.</p>
<p>4.5 Describe your Academy's progress in ensuring all SARC and SAPR VAs are certified through the DoD Sexual Assault Advocate Certification Program (D-SAACP) <u>prior to performing</u> the duties of a SARC and SAPR VA. List the total number SARCs and SAPR VAs certified in APY 13-14. If not at 100%, describe your efforts to achieve 100% certification.</p>
<ul style="list-style-type: none"> <li>USMA has one SARC certified through D-SAACP. The VA just hired is school trained and is in the process of submitting required information. Two collateral duty SARCs who will work directly with the corps of cadets just completed the 80 hour training course and are pending approval from NOVA.</li> </ul>
<p>4.6 Describe efforts to ensure all assigned sexual assault health care providers receive required training and remain proficient in medical treatment resources, in conducting sexual assault patient interviews, and in conducting Sexual Assault Forensic Examinations (SAFE).</p>
<ul style="list-style-type: none"> <li>All medical personnel have completed the required training. The hospital is currently coordinating with local hospitals for future refresher training.</li> </ul>
<p>4.7 List the number of victims, if any, whose care was hindered due to lack of SAFE kits or timely access to appropriate laboratory testing resources and describe the measures taken to remedy the situation. Also, include the number of cases where evidence gained from a SAFE kit was used in a Courts Martial.</p>
<p>a. <b>SAFE Kits.</b> USMA had no sexual assault cases that required the use of a SAFE kit. However, if it did, SAFE kits are available at the Keller Army Community Hospital (KACH) emergency room.</p>
<p>b. <b>Court Martials.</b> USMA had no court-martials for sexual assault; therefore, no SAFE kits were used.</p>
<p>4.8 Describe any sexual assault related health care initiatives undertaken by your Academy in APY 13-14. Include mental health treatment programs and follow-up procedures that are gender-responsive, culturally competent, and recovery-oriented; and outcomes of measures of effectiveness.</p>
<p>a. <b>Cadet Professional Development Center.</b> This center consists of clinical psychologists available to the cadets for all types of counseling services. They are available 24/7. Counselors include both men and women, uniformed and non-uniformed personnel so the cadets have a choice of whom they are most comfortable. The CPD has both restricted and unrestricted report privileges. CPD works closely with the SARCs to ensure the best care for the cadets.</p>
<p>b. <b>Center for Enhanced Performance (CEP).</b> The mission of the center is to educate</p>

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and train the Corps of Cadets on comprehensive performance psychology and academic skills to develop their full potential. This center assists cadets with positive thinking techniques, provides resources for effective studying and helps with performance issues through meditation. The CEP helps cadets achieve excellence in the three areas of development academic, military, and physical as well as with their character development. Many of the assigned personnel offer another resource for mentoring and professional counseling/guidance.

c. **Psychiatrists.** The West Point community also has several uniformed psychiatrists available for counseling and development. They offer another source of support for cadets.

d. **Medical Leave of Absence (MLOA).** The USMA routinely offers MLOAs to any cadet who is recovering from an assault. Coordination between appropriate offices like the dean, tactical department, CPD, and SARC occurs confidently and swiftly upon request. While on MLOA, cadets can seek counseling at an off-post location. The USCC SARC will periodically check on the cadet to ensure all needs are being met.

4.9 Provide the following information about coverage for SAFEs for the Military Treatment Facility (MTF).

- The hours of emergency room coverage
- The number of full-time Sexual Assault Nurse Examiners (SANEs) assigned at the MTF that operates an emergency room 24 hours per day
- A list of the number of qualified SAFE examiners, listed separately by employees and contractors, if any
- The number and types of providers (i.e. Registered nurse, Advanced Practice Registered Nurse, Medical doctor, Physician Assistant, Independent Duty Corpsman)
- The dates of Service-certification to perform SAFEs (and or national certification date) by provider
- The number of full-time equivalents (FTEs) assigned for sexual assault examiner response per facility and the types of providers assigned to those FTEs
- A listing of all MOU/MOAs to provide SAFE services, with the location, distance from the facility, and execution and termination dates for each agreement
- How many SAFE kits were processed and results used to inform command action

a. **SAFE Kits.** There were no safe kits used during AY13/14. SAFE kits are available when necessary.

b. **KACH Emergency Room.** West Point is fortunate to have an emergency room on post that is operational 24/7. The hospital also has two trained SANE and one trained SAFE.

4.10 Describe your Academy's expedited transfer policy and procedures. If transfer is approved, include the average wait time (days) to move the victim. Include an

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assessment of the implementation of your expedited transfer policy/program.
USMA Policy for expedited transfer is that a transfer will occur within 24 hours of an incident as determined by the alleged victim. If the alleged victim and alleged perpetrator are in the same company, the alleged victim can choose to leave or ask that the alleged perpetrator move. If the alleged victim and perpetrator are not in the same organization, the victim can request transfer to another company. This is an effective tool which empowers the alleged victim to take control of the recovery process.
4.11 Describe your policies and procedures allowing administrative reassignment or transfer of a cadet or midshipman who is accused of committing sexual assault or related offense, balancing interests of victim and accused. If approved, include the average wait time (days) to move the subject.
<b>Unit Reassignment.</b> A victim of sexual violence has the option to remain in the company of assignment or request reassignment. A move occurs within 24 hours of the request. If the victim and alleged perpetrator are in the same company and the victim desires to remain in the company, then the alleged perpetrator is moved within 24 hours.
4.12 List initiatives and programs implemented to reduce the stigma and overcome barriers associated with reporting sexual assault.
<p>a. <b>CASH/A.</b> One of the purposes of this program is to provide training and support to cadets to reinforce the SHARP program. These cadets can become an informal support network to encourage cadets to report.</p> <p>b. <b>Education.</b> Education at all levels is essential. Part of the education program at all levels is an appeal to one's sense of responsibility as a leader and future leader in the Army. Cadets have a professional obligation to live by all standards including upholding the SHARP program.</p> <p>c. <b>SHARP Summit.</b> Helps identify the "means" to attack an issue which helps shape the SHARP program of instruction and the messages for the entire population.</p> <p>d. <b>IDEO Workshop.</b> In April 2014, USMA hosted a workshop for cadets conducted by IDEO to identify ways to enhance the positive aspects of USMA culture in supporting SHARP and opportunities for improving SHARP climate. About 50 cadets along with 10 staff and faculty participated in the workshop. It was a fabulous opportunity to reflect, discuss, and recommend. Ideas that came from it and briefed to the Superintendent by the cadets included establishing a facebook page to get at the tough topics like "slut shaming," and "being that cadet," redesigning professional military ethic education, having a reflection in action program for all cadets, developing a grey talk similar to you tube to address tough topics, and finally a peer accountability system which the cadets dubbed, "Ethical Battle Buddies." These ideas and recommendations will be explored further as part of the SHARP Summit in September</p>

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e. **Experience Sharing.** As part of small group discussions and in the classroom, survivors and people who know survivors are encouraged to share their experiences so that cadets gain a better appreciation for how to handle harassment and assault situations and to have a better understanding of how devastating harassment and assault can be. For this AY, the USMA SARC intends to reach out to leaders of survivors or to survivors themselves to ask them to share their stories with cadets.

4.13 Describe your efforts to strengthen local service providers' participation in an integrated victim services network of care. Include measures of effectiveness.

a. **Community Effort.** The West Point community SHARP team consists of sexual assault response coordinators (SARCs) and victim advocates (VAs) assigned to three major commands including USMA, garrison (IMCOM) and KACH (MEDCOM). Each command has one SARC and one VA authorized. As a community, we work together providing support to victims as necessary. For example, the garrison SARC on several occasions has provided victim advocacy to a cadet at the request of the cadet,

b. **Training.** As a team, we meet at least quarterly for SART training and to discuss topics pertinent to the West Point SHARP program including sexual assault awareness month, reception day for parents of new cadets, plebe (freshman) parent weekend, and readiness and resiliency training.

c. **Hotline.** We share 24/7 hotline duties by rotating the West Point community hotline phone.

d. **MOU.** The garrison has a memorandum of understanding with safe homes of Orange county that USMA would use if ever necessary.

e. **Outreach.** We have an established relationship with safe homes of Orange county as well as with one of the women's centers in Putnam county. Both of these alliances provide contact information and reach out capability to other resources if needed.

4.14 Describe your efforts to implement and monitor methods to improve reporting and enhance efforts to encourage male victims to seek assistance. Describe your efforts to solicit male victim input in the development of these methods.

a. **Training Topics.** SHARP training for cadets, staff, and faculty emphasizes that victims of sexual harassment and sexual assault can be of both genders. Instructors are very sensitive to ensuring that men are not characterized as perpetrators. Training will include video clips of male victims which prompt discussion for the cadets.

b. **Demographics.** CASH/A representatives include male cadets.



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c. **Teamwork.** The USMA and USCC SHARP and VAs are both men and women.

4.15 Describe your Academy's plans for APY 14-15 that pertain to the achievement of high quality services and support to instill confidence and trust, strengthen resilience, and inspire victims to report.

a. **Effective System.** USMA has a robust support system for any victim of sexual violence whether the incident occurred prior to accession or after accession. The response team works closely together as do all of the SARCs and VAs on post to ensure confidence in the system.

b. **Challenges to Reporting.** The fact is that we may never get all the reports we want to because regardless of how much training we provide, there will always be a reluctance to report because the cadets believe that they can and should be able to handle any difficult situation presented to them. Having said this, the best way to combat this reluctance is to appeal to the cadet's sense of responsibility as leaders as well as to combat rumors by providing accurate information on all cases as appropriate and in accordance with privacy guidance. This is typically achieved in training sessions using X/Y cases.

c. **Training Video.** USMA will incorporate a video of a victim at USMA ostracized by her classmates for turning in a perpetrator who was eventually found guilty of the crime and sent to Fort Leavenworth. Also on the video is a male cadet who talks about why cadets ostracized her and the lessons for folks to learn from it.

## 5. LOE 5: Assessment –The objective of assessment is to “effectively standardize, measure, analyze, assess, and report program progress.”

5.1 Summarize your Academy's efforts to achieve the Assessment Endstate: “responsive, meaningful, and accurate systems of measurement and evaluation into every aspect of the SAPR program.”

a. **Cadet Club Assessment.** Based on both an internal 15-6 investigation and a department of the army inspector general investigation, USMA had good evidence that there were some issues with sub cultures in some cadet groups particularly athletic teams. USMA performed an extensive review of its club activities which include 118 athletic teams and non athletic clubs. In order to perform this review, USMA coordinated with its office of institutional research (OIR) to develop surveys for both cadet club participants and Officer in Charges (OICs) to evaluate their dedication to USMA and Army values. USMA vetted the survey through the Superintendent, Chief of Staff, Equal Opportunity Office, Sexual Assault Response Coordinator, and the department of sociology to ensure the survey focused on the objectives. Objectives included finding out if clubs harbor an atmosphere of non-adherence to Army and USMA values, determining whether club culture promotes or resists adherence to such values and why, obtaining feedback from club members and OICs on how clubs contribute to cadet leader development, and receiving input from survey respondents on how USMA can help

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improve cadets' club experience. 1670 of 3104 cadets (54%) and 176 of 313 faculty/OICs (56%) provided feedback. This assessment among other tools helped with updating training requirements for the prevention LOE.

b. **Command Climate Surveys and Annual Reports.** Results were reviewed and compared to other comments/observations. These, along with the club assessment, have helped us update training and briefings on where we currently are, where we need to be, and how we will get there. These tools also help us identify topics for discussion at the SHARP summit.

c. **Dean Curriculum Review.** The Dean's office is performing a curriculum review which will include those courses that have SHARP topics for discussion.

d. **Update of the USMA Strategic Plan.** The USMA is in the process of updating the published USMA Strategy Plan for 2013-2019. The USMA SARC is a member of the sub-committee which is focusing on cadet development with regard to honorable living with focus on a culture of dignity and respect. This sub-committee is using assessment tools like the army war college survey, internal cadet club assessment, the DOD annual report on sexual harassment and violence at the MSAs, instructor and cadet surveys, the command climate assessment, and feedback from multiple small group discussions to determine the way ahead. The integration of the USMA SARC into this working group results in a better integration of SHARP into the written strategic plan and allows for transparency when USMA addresses character development in terms of honor, respect, and dignity in support of culture change.

5.2 Provide updates on your Academy's efforts to 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.

a. **Command Climate Survey.** The USMA equal opportunity office coordinated with DEOMI to execute a command climate survey for staff, faculty, and cadets. The survey was conducted from November 2013 through January 2014. The Superintendent briefed the results of the survey to the staff and faculty in April 2014.

b. **Annual Requirement.** USMA will comply with the annual requirement to conduct a command climate survey which includes cadets.

5.3 Describe your Academy's methods to assess the performance of commanders in establishing command climates of dignity and respect and incorporating SAPR prevention and victim care principles in their commands.

a. **PME2 Training.** This training is mandatory for all and is regularly scheduled for teaching during various times of the semester by company and class. Tactical officers are responsible for overseeing cadet compliance with the requirements.

b. **Assessment Tools.** Comments in command climate surveys, number of disciplinary boards by unit, number of resignations, number of informal EO complaints and comments from cadets to various mentors are all ways of measuring whether a tactical team is upholding the tenets of a command climate based on dignity and

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respect. The USMA has removed both tactical officers and regimental tactical officers for unhealthy unit climates in the past.
5.4 Describe your efforts to ensure integrity of data collected in DSAID (e.g., victim case management, subject investigative and legal case information as applicable, storage of DD Form 2910 in Unrestricted Reports).
<b>Efforts.</b> Efforts include timely uploading of information, crosswalk and information sharing with CID as necessary, and using the quality control reports provided by HQDA to verify information. Also, phone calls to the DSAID team at HQDA always prove helpful.
5.5 Provide a summary of your SAPR and POSH research and data collection activities conducted in APY 13-14, and planned activities as a result of this research. Include documentation in the appendix.
<p>a. <b>Cadet Club Assessment.</b> Based on both an internal 15-6 investigation and a department of the army inspector general investigation, USMA had good evidence that there were some issues with sub cultures in some cadet groups particularly athletic teams. USMA performed an extensive review of its club activities which include 118 athletic teams and non athletic clubs. In order to perform this review, USMA coordinated with its office of institutional research (OIR) to develop surveys for both cadet club participants and Officer in Charges (OICs) to evaluate their dedication to USMA and Army values. USMA vetted the survey through the Superintendent, Chief of Staff, Equal Opportunity Office, Sexual Assault Response Coordinator, and the department of sociology to ensure the survey focused on the objectives. Objectives included finding out if clubs harbor an atmosphere of non-adherence to Army and USMA values, determining whether club culture promotes or resists adherence to such values and why, obtaining feedback from club members and OICs on how clubs contribute to cadet leader development, and receiving input from survey respondents on how USMA can help improve cadets' club experience. 1670 of 3104 cadets (54%) and 176 of 313 faculty/OICs (56%) provided feedback. This assessment among other tools helped with updating training requirements for the prevention LOE. <b>Outcome.</b> This survey confirmed the USMA's position that more training and emphasis must be placed on bystander intervention. USMA will update the survey and consider execution with NCAA teams this year.</p> <p>b. <b>Command Climate Surveys and Annual Reports.</b> Results were reviewed and compared to other comments/observations. These, along with the club assessment, have helped us update training and briefings on where we currently are, where we need to be, and how we will get there. These tools also help us identify topics for discussion at the SHARP summit.</p> <p>c. <b>Update of the USMA Strategic Plan.</b> The USMA is in the process of updating the published USMA Strategy Plan for 2013-2019. The USMA SARC is a member of the sub-committee which is focusing on cadet development with regard to honorable living with focus on a culture of dignity and respect. This sub-committee is using assessment tools like the army war college survey, internal cadet club assessment, the DOD annual report on sexual harassment and violence at the MSAs, instructor and cadet surveys, the command climate assessment, and feedback from multiple small group discussions to determine the way ahead. The integration of the USMA SARC into this working group results in a better integration of SHARP into the written strategic plan and allows for transparency when USMA addresses</p>

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character development in terms of honor, respect, and dignity in support of culture change.

d. **Case Review/Comparison.** Analysis of current cases and comparison with former years assisted with determining trends if any thus highlighting opportunities for improvement along all five LOEs.

e. **Direct Feedback.** Direct feedback from all sources cadets, staff and faculty, coaches, SART members is always appreciated and considered. During staff and faculty annual training this summer, consistent feedback was that there is a need to capitalize on social media for information sharing so that Staff and Faculty can be informed if different topics arise in class and other venues. Cadets expressed concern with being “that cadet” not wanting to get a buddy in trouble or being responsible for another cadet’s departure from the academy. Again, this comment points to getting at “bystander intervention.”

f. **Way Ahead.**

- Based on all of the above, the SHARP Summit will focus on a number of topics including “bystander intervention,” how to create conditions so everyone feels like a valued member of the team, courageous communication, pornography and the objectification of people just to name a few. Recommendations from this Summit will be incorporated into the appropriate LOE.
- The USMA SARC will collaborate with the Office of Institutional Research to develop an assessment matrix tool like the one used for the revision of the Strategic Plan.

5.6 Describe your Academy’s plans for APY 14-15 that pertain to the achievement of responsive, meaningful, and accurate systems of measurement and evaluation into every aspect of the SAPR program.

a. **Use of DOD Developed Survivor Survey.** The USMA will incorporate feedback received, if any, from the survivor surveys.

b. **OIR Assessment Tool.** The USMA SARC will work with OIR to develop an assessment tool to address topics identified internally to review along the five LOEs.

c. **Classroom Feedback.** Continue to use comments/recommendations from end of year class evaluations provided by cadets and instructors.

5.7 Provide an analysis and discussion of your Academy’s Statistical Report as presented in Statistical Data Template.

5.7.1 Provide an analytic discussion of your Academy’s Statistical Report. This section should include such information as:

- Notable changes in the data since APY 12-13 (in percentages) and other time periods, as appropriate.
- Insight or suspected reasons for noted changes, or lack of change, in data
- Implications the data may have for programmatic planning, oversight, and/or

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<p>research</p> <ul style="list-style-type: none"> <li>• Other (Please explain)</li> </ul>
<p>a. <b>Case Analysis.</b> USMA conducts continual analysis of reporting trends as part of the Sexual Assault Review Board and for numerous updates/oversight visits through the year. We reviewed our unrestricted cases from AY 12/13 to determine if there were any trends that would inform our program for AY 13/14</p> <ul style="list-style-type: none"> <li>• <b>Trends from AY 12/13 Unrestricted Cases:</b> <p>4 of 7 Cases had Female Cadet Victims (1 Female Civilian, 2 Male Cadets)</p> <p>4 of 7 Subjects were Cadets (3 Civilian)</p> <p>3 of 7 Cases occurred away from West Point (2 Barracks, 1 Academic Building, 1 On Post)</p> <p>2 of 3 Cases occurred between Classmates</p> <p>3 of 7 Cases involved inappropriate touching or kissing</p> <p>2 of 7 Cases involved potential date rape drugs (Excessive drinking with Civilians).</p> <p>Based on this information prevention training for the cadets continued to emphasize “rape myths” and the that subjects often know their victims. We highlight the importance of respect and setting personal boundaries to stop behaviors before they begin. Lastly, we continue to educate on the use of alcohol, date rape drugs, fraternization, social media, attire, and healthy relationships based on dignity and respect.</p> </li> <li>• <b>Trends from AY 13/4 Unrestricted Cases:</b> <p>1 of 8 Cases occurred during the AY 12/13 reporting time period</p> <p>2 of 8 Cases were women cadets participating in OCONUS Foreign Exchange Programs</p> <p>8 of 8 survivors were cadets (1 man and 7 women)</p> <p>5 of 8 Subjects were cadets (3 men and 2 women)</p> <p>2 of 8 Subjects were foreign nationals (Men)</p> <p>1 of 8 Cases involved alcohol by subject and victim</p> <p>3 of 8 Cases occurred on post (2 in barracks, 1 in bivouac area)</p> <p>3 of 8 Cases occurred off post (2 during pass/leave, 1 during cadet troop leadership training)</p> </li> </ul> <p>b. <b>Notable Changes.</b></p> <ul style="list-style-type: none"> <li>• The most notable change was that 25% of the cases occurred while cadets were participating in foreign exchange programs. This year was the first time cadets made the leadership aware of sexual assaults occurring during this program. As a result, the USMA reviewed its policies for cadets participating in foreign exchange programs with particular emphasis on what information cadets receive prior to departure from the USMA for participation in the programs. The USCC SARCs is part of the information</li> </ul>



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<p>briefings and all contact information is provided to cadets prior to departure. The USMA Superintendent also engaged the leadership of one of the exchange programs and shared information with them on U.S. Army policy regarding sexual harassment and assault. Part of the information briefings to cadets prior to departure includes cultural differences and ensuring they are vigilant at all times.</p> <ul style="list-style-type: none"> <li>• Another notable change was that 25% of the cases involved women perpetrators. SHARP training addresses that perpetrators can be both men and women, and this statistic supports that comment and is shared with the cadets.</li> </ul>
<p>5.7.2 Unrestricted Reporting - Victim Data Discussion and Analysis. This section should include an overview of such information as:</p> <ul style="list-style-type: none"> <li>• Type of offenses</li> <li>• Demographic trends</li> <li>• Victim referrals</li> <li>• Military Protective Orders Issued as a result of an Unrestricted Report (e.g., Number issued, number violated)</li> <li>• Approved expedited transfers and general reasons why transfers were not approved</li> <li>• Others (Please explain)</li> </ul>
<p>a. <b>Types of Offenses.</b> 75% of the cases reported were alleged abusive sexual contact and 25% were rape/sexual assault. The discussion of changes to Article 120 and what constitutes sexual assault as part of the training classes may be contributing to an increased awareness, understanding, and reporting of abusive sexual contact.</p> <p>b. <b>Demographic trends.</b> 87.5% of victims were women cadets and 12.5% was a male cadet. This is a decrease in male victims from the previous year.</p> <p>c. <b>Victim Referrals.</b> All victims were offered referral services including medical attention, counseling through the center for personal development, chaplain support, and legal services. 75% of the cadets took advantage of the counseling services. 25% of the cadets chose not to cooperate with the CID investigation. Both of those cadets have since left the academy.</p> <p>d. <b>Military Protective Orders.</b> Three no contact orders were issued at the request of the victim or decision by the tactical teams.</p> <p>e. <b>Transfers.</b> One transfer between cadet companies occurred as a result of an assault. One victim was granted a medical leave of absence for a semester without prejudice for return.</p>
<p>5.7.3 Unrestricted Reporting - Subject Data Discussion and Analysis. This section should include an overview of such information as:</p> <ul style="list-style-type: none"> <li>• Demographic trends</li> </ul>

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<ul style="list-style-type: none"> <li>• Disposition trends</li> <li>• Other (Please explain)</li> </ul>
<p>a. <b>Demographic Trends.</b> Two perpetrators were foreign nationals and two perpetrators were women cadets. One perpetrator was a soldier reported by a woman cadet while she was participating in cadet troop leadership training. There were no cases of this nature during AY11/12. 50% of the cases were cadet peer on cadet peer and 12.5% was fraternization with a woman being the perpetrator.</p> <p>b. <b>Disposition Trends.</b> 33% of the perpetrators, both women, had other misconduct issues and left the academy. The one perpetrator who had charges preferred against him for abusive sexual contact resigned in lieu of court-martial. His discharge was under other than honorable conditions.</p>
<p>5.7.4 Unrestricted Reporting - Reporting Data Discussion and Analysis. This section should include an overview of such information as:</p> <ul style="list-style-type: none"> <li>• Trends in descriptive information about Unrestricted Reports (e.g., Did more reported incidents occur on/off Academy grounds)</li> <li>• Investigations</li> <li>• Other (Please explain)</li> </ul>
<p>a. <b>Descriptive Information.</b> Two cases (25%) occurred OCONUS with foreign nationals as perpetrators. For the other six cases, 50% occurred on post and 50% occurred off post. Two of the cases on post occurred in the barracks and one occurred on the military reservation during bivouac. For the cases off post, two occurred while cadets were on leave/pass and one occurred while a cadet was at military training during the summer.</p> <p>b. <b>Investigative Information.</b> For the foreign nationals, CID had no jurisdiction, but did take a report from the survivors. For two cases, survivors chose not to participate in the investigation. One case was handled in conjunction with another CID office. One case resulted in resignation in lieu of court-martial. One case was unfounded and another case had insufficient evidence to prove that an assault occurred.</p>
<p>5.7.5 Restricted Reporting - Victim Data Discussion. This section should include such information as:</p> <ul style="list-style-type: none"> <li>• Demographics trends</li> <li>• Service referrals</li> <li>• Other (Please explain)</li> </ul>
<p>a. <b>Demographic.</b> All three restricted reports were by cadet upperclassmen.</p> <p>b. <b>Services.</b> All acknowledged understanding of services. All three sought counseling services from the CPD.</p>

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<p>5.7.6 Restricted Reporting - Reporting Data Discussion. This section should include such information as:</p> <ul style="list-style-type: none"> <li>• Trends in descriptive information about Restricted Reports (e.g., Did more reported incidents occur on/off Academy grounds)</li> <li>• Trends in Restricted Reporting conversions</li> <li>• Other (Please explain)</li> </ul>
<p>a. <b>Descriptive Information.</b> There was one report of incident that occurred on post and two for incidents that occurred off post. One report was made within 31 days and two were made after 31 days but within 365 days of incident occurrence. There was no significant trend in numbers or location.</p>
<p>b. <b>Restricted to Unrestricted.</b> One report from restricted to unrestricted. Nothing unusual.</p>
<p>5.7.7 Referrals for Victims of Sexual Assault - Unrestricted Report Referral Data Discussion. This section should include such information as:</p> <ul style="list-style-type: none"> <li>• Summary of referral data and how your Academy counts a “referral”</li> <li>• Discussion of any trends of interest identified in referral data</li> <li>• Other (Please explain)</li> </ul>
<p><b>Accountability of Referrals.</b> The USMA counts referrals by services offered and sought. Services include SVC support, mental health support, medical support, and chaplain. Sometimes a survivor wants a SARC escort and sometimes they do not. USMA also offers counseling off post if the survivor chooses that option.</p>
<p>5.7.8 Referrals for Victims of Sexual Assault - Restricted Report Referral Data Discussion. This section should include such information as:</p> <ul style="list-style-type: none"> <li>• Summary of referral data and how your Academy counts a “referral”</li> <li>• Discussion of any trends of interest identified in referral data</li> <li>• Other (Please explain)</li> </ul>
<p><b>Referral.</b> All three restricted report survivors were briefed on services available. Since all three reported several months after the initial assault, all three declined physical medical services; however, all three did choose to use the center for professional development.</p>
<p>5.7.9 Sexual Harassment - Provide a narrative that describes the number of formal and informal sexual harassment complaint dispositions for investigation of sexual harassment complaints.</p>
<p>a. <b>Informal.</b> 0</p>
<p>b. <b>Formal.</b> 1. There was one formal investigation for a complaint of inappropriate comments made by a cadet to other cadets. The investigation is not complete and will be reported next year.</p>

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<b>6. Overarching Tenet: Communication and Policy</b>
6.1 Describe your efforts to post and widely disseminate sexual assault and sexual harassment information (e.g., SAFE Helpline, hotline phone numbers and internet websites) to cadet/midshipman, staff and faculty, and sponsors.
<ul style="list-style-type: none"> <li>The USMA and West Point Community use posters, bulletin boards, internal and external websites, and pamphlets to advertise SAFE Helpline, hotline phone numbers and websites for the cadets, staff and faculty and sponsors. During special weekends like plebe parent weekend, reception day, and SAAM, SHARP tables are set up to provide information to parents and other visitors as necessary. USCC has a contact card distributed to cadets that will be updated this year.</li> </ul>
6.2 Describe your efforts to develop, resource, and execute Sexual Assault or Sexual Harassment Awareness Month activities.
<ul style="list-style-type: none"> <li><b>Sexual Assault Awareness Month (SAAM).</b> SAAM events this year included a mile walk throughout the day where pamphlets, pins, t-shirts, and other items were given to participants. The cadets organized a cross-fit competition for the corps of cadets. The NCOs sponsored a run against sexual violence and the CASH/A cadets hosted a colloquium for their counterparts at other service academies to discuss and share information from their respective programs.</li> </ul>
6.3 Describe your efforts to sustain policy for General or Flag officer review of and concurrence in adverse administrative actions and separation of victims making an Unrestricted Report of sexual assault in APY 13-14.
<ul style="list-style-type: none"> <li>General Officer review is inherent in the USMA system. The commandant of cadets and the Superintendent are both in the review process.</li> </ul>
<b>7. 2013 Service Academy Gender Relations Focus Group Report</b>
<p>If available, please review the findings of the <i>2013 Service Academy Gender Relations Focus Group Report</i> conducted by the Defense Manpower Data Center (DMDC). Explain how this data reflects your Academy's achievement, progress or need for improvement in:</p> <ul style="list-style-type: none"> <li>Climate of confidence to report and seek help</li> <li>Prevention of sexual assault</li> <li>Access and knowledge of resources for medical care and counseling</li> <li>Understanding of Restricted and Unrestricted reporting options</li> <li>Knowledge of the reporting process for sexual harassment and sexual assault</li> <li>Training on how to avoid situations that increase risk of sexual violence</li> <li>Underreporting of sexual harassment and sexual assault</li> </ul>
<p>a. <b>Command Climate.</b> The Senior USMA leadership starting with the Superintendent is fully engaged and has established clear expectations regarding a culture based on dignity and respect so that everyone is a valued member of the team. This emphasis is important to change any subversive attitudes that may exist among various groups which are contrary to a climate grounded in dignity and respect for everyone. At the</p>

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foundation of this change is consistent messaging by the senior leaders at multiple venues including town halls, class addresses, staff and faculty annual training, small group discussions with selected personnel, meetings with coaches, mentors, officer representatives, and setting the example in both word and deed. At all times, the senior leadership encourages open dialogue as open dialogue sets the conditions for positive behavior change. Topics that the cadets misunderstand and frankly, inhibit positive team building include some minority groups are here as the result of a quota, women shouldn't go combat arms as they don't have to meet the same physical standards as men, people file false reports to avoid personal trouble and accountability, and women in leadership positions are selected to appease political correctness. There is strong consensus that the open dialogue will encourage victims to have confidence in reporting. An opportunity for improvement exists by using more social media resources like facebook, homepages, blogs, etc. This is an avenue the USMA SHARP team will pursue this year.

b. **Prevention of Sexual Assault.** The USMA has robust prevention training and education program at all levels of the organization. We will continue to educate on bystander intervention, risk reduction techniques, and see something, say something actions. One area that the USMA wants to expand on for training is team building techniques so that everyone feels like a valued member of the team. As future leaders in a totally mixed gender environment, USMA has an obligation to train these young people on how to create a positive environment for the whole team. Another area for focus is on courageous communication in terms of providing and receiving constructive criticism for both personal and professional growth. These topics among others will be a key part of the SHARP Summit discussion with follow on recommendations.

c. **Medical Availability.** Cadets are made aware of services through training, the CASH/A cadets, tactical teams, SARCs and other offices as necessary. An area for improvement is ensuring that SANE personnel keep up to date with their training as they have very few cases at USMA.

d. **Unrestricted/Restricted Options.** Everyone receives this training in annual and refresher training. One correction USMA has made from previous years is to ensure everyone knows that the chaplain is a confidential source for sharing information; however, the chaplain is not a confidential source for taking an actual report in writing. Another improvement USMA will implement is ensuring that flow diagrams for the different options are published in the cadet barracks and other community areas so that there is always a reminder of how to pursue a report.

e. **Knowledge of Sexual Harassment/Assault Reporting.** Sexual assault reporting is well understood by everyone. Because sexual harassment can be either formal or informal sexual harassment procedures are not as well understood and need further



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attention. Similar to a flow chart for unrestricted and restricted reporting, a flow chart for sexual harassment will be developed and posted in cadet barracks and other common areas NLT 30 November 2014.

f. **Prevention Techniques.** The monthly CASH/A training in cadet companies will focus on this topic to augment the training already received in annual training. The CASH/A newsletter will also address this area. The CASH/A newsletter is for the cadets by the cadets. Last year, there were some great conversations in the newsletter. This year, wider distribution to include staff and faculty and coaches will occur.

g. **Underreporting.** Leadership from the top and appealing to the cadets' sense of professionalism and responsibility are two courses of action the USMA will continue to pursue. One data point from this summer indicates progress as illustrated by a woman cadet not wanting to make a report. It was a male cadet peer who convinced her to make a report by appealing to her responsibility as a leader in the corps. His basic argument to her was there might be future victims; therefore, she had an obligation to report.

## 8. Status of Past Action Items and Recommendations in previous reports

For the following section, refer to the *APY12-13 Report on Sexual Harassment and Violence at the MSAs* for a list of the current action items and past recommendations for your Academy. This includes the:

- Items listed under "Improve" in the analysis section of each MSA's initiatives by LOE, and
- Any action items listed as "In progress" in each MSA's "Assessment of Recommendations from Previous Reports" section.

List each action item or recommendation verbatim from the APY 12-13 Report and describe in detail your progress in addressing the item.

For each item provide or describe evidence of compliance, your assessment of the item's completion (e.g. in progress, closed), and an estimated completion date for those items considered to be in progress.

### a. **Assessment of Recommendations from the APY 12/13 Report.**

- **Action:** Develop outcome-based metrics for prevention and efforts and trend analysis around changes to the SAPR Program.
- **Status: In progress.** This year, the USMA used results from the DEOMI command climate survey, club assessment survey developed by the USMA

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office of institutional research, rugby team investigations/recommendations, and the OIR produced assessment for the USMA Strategic plan. The results both wording and statistical information provided the foundation for conclusion and recommended courses of action for the way ahead. Future intent is to coordinate with OIR to see if metrics can be developed by the five LOEs with priority to prevention and advocacy.

- **Action:** USMA should request resources to support the employment of one or more full-time SAPR VA(s) who will exclusively focus on providing advocacy services to the cadet population. The level of confidentiality a SAPR VA would have under this arrangement will need to be explored.
- **Status:** USMA has hired both a SARC and VA for support to the USMA community. The both have full confidentiality.

## b. Items to Improve by LOE in FY 12/13 Report.

### Line of Effort 1: Prevention

**Improve:** Review and strengthen leadership oversight of cadets' groups, teams, and clubs that allow for mentoring and consultation between leaders and ensure all formal cadet group communications include coach or faculty sponsor on distribution list.

**Action:** Leadership oversight has been strengthened through Superintendent discussions with coaches, team captains, officer representatives for NCAA teams, and officers in charge of cadet clubs. The Superintendent reiterated his expectations regarding the maintenance of a command climate grounded in dignity and respect as well as the USMA and Army values to these groups in March 2014 and August 2014. Coaches and faculty sponsors are on formal distribution lists. The challenge is the informal distribution lists that cadets may create. We are attacking this through dialogue and expectation management.

**Improve:** Ensure all faculty, TAC Officers, and Tac NCOs take a USMA-specific version of the Army SHARP pre-command training before the beginning the school year or within 30 days of arrival.

**Action:** Everyone participates in annual training which is based on the HQDA slide deck provided for annual training. As part of training, examples of opportunities for improvement are discussed using cadet cases. This training is posted on a shared website monitored by the G3 who has visibility on statistics for completion. For the future, the USMA SARC will obtain monthly training statistics for briefing at SARB meetings.

**Improve:** Develop a mechanism to quickly inform the Corps of Cadets and West Point community of crime incidents, while respecting victims' need for confidentiality.

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**Action:** This is feedback continually received by cadets, staff and faculty. USMA SARC will coordinate with the SJA and PAO to discuss the best way ahead for use of social media for information sharing to include lessons learned.

**Improve:** Conduct outreach to the alumni, cadet parents groups, and athletic communities to ensure that all USMA-sanctioned or private activities involving cadets align with USMA standards of conduct.

**Action:** The USMA currently does a good job at outreach, but recognizes more can be done. The Superintendent's message regularly appears in the community newspaper as well as the association of graduate (AOG) quarterly magazine. The USMA sponsorship guidebook was recently updated with standards of conduct expectations including SHARP and alcohol use. Parents club are contacted through the West Point facebook page and other blogs. The Founder's day circuit provides opportunities for updating graduates and friends of the academy regarding expectations of professionalism for cadets. The USMA SARC provided a class to the AOG this year, and OICs and ORs brief cadets on standards of conduct prior to departure from the academy and as part of the team/club mentoring. This year, USMA will look at a "grey talk" capability similar to "you tube" to share information.

**Line of Effort 2: Investigation**-No deficient area requiring improvement identified

**Line of Effort 3:** Accountability

**Improve:** Ensure all legal assistance attorneys receive specialized sexual assault training

**Action:** USMA will ensure it complies with this requirement and will establish a tracking mechanism to ensure that routine personnel changes are projected/tracked and do not result in a loss of capability.

**Line of Effort 4:** Advocacy/Victim Services

**Improve:** Remove the Chaplains from the Corps of Cadets' intranet website that erroneously includes them in a list of personnel who can take Restricted Reports.

**Action:** Completed.

**Improve:** The Department of the Army implements the recommendation from the DOD Observation of SARC/SAPR VA SAPR Training Report to enhance existing practical exercises to provide greater opportunities for practice and application of new knowledge and skills.

**Action:** The USMA SARC and VA will seek the use of practical exercise to practice and apply new knowledge and skills.

**Improve:** Submit the locally produced POSH or SHARP-developed training plans, to the DEOMI for review and comment consistent with DOD policy NLT 15 January 2015.

# Academic Program Year (APY) 2013-2014 Annual Report on Sexual Harassment and Violence at the Military Service Academies: Program Review Data Call: Instructions and Template

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**Action:** USMA will update its training plan for the prevention of sexual harassment and submit it to DEOMI for guidance and comment.

**Improve:** Identify appropriate level of sexual assault response training and procedures and provide on an annual basis to officer, enlisted, and civilian representatives (to include those leading off-campus activities)

**Action:** The USMA performs quarterly SART training with first responders. First responders participate in SARB meetings. The garrison SARC has an MOU with Orange County for assistance as needed. While USMA has multiple personnel who have taken the 80 hour course, USMA limits the number of people who can act as collateral SARCs and VAs with the responsibility of taking sexual assault reports for processing.

## **Line of Effort 5: Assessment**

**Improve:** Appoint an office of primary responsibility at USMA to develop, implement, and track metrics.

**Action:** Completed. The USMA SARC has the responsibility to coordinate with the office of institutional research (OIR). USMA used OIR to help develop the club assessment and interpret the results and assist with the strategic plan assessment.

**Improve:** Consider conducting command climate assessment surveys at the small unit-level (for cadets and Prep School cadet candidates) and provide results of the survey to the cadet leadership and to the next level up the chain of command.

**Action:** Completed this year and will occur annually as directed by HQDA.

APY 13-14 SUMMARY OF UNRESTRICTED SEXUAL ASSAULT REPORTS INVOLVING USMA Cadets and Midshipmen		APY13-14 Totals
Total Cadet/Midshipman victims in all investigations closed in APY13-14 *		9
Cadet/Midshipman victims whose reports of sexual assault could be substantiated*		6
Total Cadet/Midshipman subjects in all investigations closed in APY13-14 **		5
Cadet/Midshipman subjects against whom sexual assault reports could be substantiated **		3
*Does not include victims from Restricted Reports, per mandate in PL 111-383; Also does not include victims from investigations where command action has yet to be reported.		
**Does not include subjects from investigations where command action has yet to be reported.		
APY 13-14 SUMMARY OF RESTRICTED SEXUAL ASSAULT REPORTS INVOLVING USMA Cadets and Midshipmen		APY13-14 Totals
# Cadet/Midshipman Victims initially making Restricted Reports		3
# Cadet/Midshipman Victims who converted from Restricted Report to Unrestricted Report in the current APY*		1
# Cadet/Midshipman Victim Reports Remaining Restricted		2



APY13-14 UNRESTRICTED REPORTS OF SEXUAL ASSAULT AT THE UNITED STATES MILITARY ACADEMY	
<b>A. APY13-14 REPORTS OF SEXUAL ASSAULT</b> (rape, aggravated sexual assault, aggravated sexual contact, abusive sexual contact, wrongful sexual contact, non-consensual sodomy, and attempts to commit these offenses) <b>BY or AGAINST</b> Cadets/Midshipmen. <b>Note:</b> The data about Unrestricted Reports in Sections A and B below is raw, uninvestigated information about allegations received during APY13-14. These Reports may not be fully investigated by the end of the academic program year.	<b>APY13-14 Totals</b>
<b># VICTIMS in APY13-14 Unrestricted Reports</b>	<b>9</b>
# Cadet/Midshipman victims	9
# Non-Cadet/Midshipman victims	0
<b># Unrestricted Reports in the following categories</b>	<b>9</b>
# Cadet/Midshipman on Cadet/Midshipman	5
# Cadet/Midshipman on Non-Cadet/Midshipman	0
# Non-Cadet/Midshipman on Cadet/Midshipman	3
# Unidentified Subject on Cadet/Midshipman	1
<b># Unrestricted Reports of sexual assault occurring</b>	<b>9</b>
# On military installation	3
# Off military installation	6
# Unidentified location	0
<b># Investigations Initiated (From APY13-14 Unrestricted Reports)</b>	<b>9</b>
# Investigations pending completion as of 31 May 14	1
# Completed Investigations as of 31 May 14	8
<b># All Restricted Reports received in APY13-14</b>	<b>3</b>
# Converted from Restricted Report to Unrestricted Report*	1
<b># APY13-14 RESTRICTED REPORTS REMAINING RESTRICTED</b>	<b>2</b>
<b>B. DETAILS OF UNRESTRICTED REPORTS RECEIVED IN APY13-14</b>	<b>APY13-14 Totals</b>
<b>Length of time between sexual assault and Unrestricted Report</b>	<b>9</b>
# Reports made within 3 days of sexual assault	4
# Reports made within 4 to 30 days after sexual assault	2
# Reports made within 31 to 365 days after sexual assault	2
# Reports made longer than 365 days after sexual assault	1
# Unknown	0
<b>Time of sexual assault</b>	<b>9</b>
# Midnight to 6 am	3
# 6 am to 6 pm	0
# 6 pm to midnight	3
# Unknown	3
<b>Day of sexual assault</b>	<b>9</b>
# Sunday	0
# Monday	0
# Tuesday	0
# Wednesday	0
# Thursday	0
# Friday	6
# Saturday	0
# Unknown	3
<b>C. SUMMARY OF ALL INVESTIGATIONS OF UNRESTRICTED REPORTS COMPLETED IN APY13-14</b>	<b>APY13-14 Totals</b>
<b># Total Investigations completed during APY13-14</b>	<b>8</b>
# Investigations opened in APY13-14 and completed in APY13-14	8
# Of these investigations with more than one victim, more than one subject, or both	0
# Investigations opened prior to APY13-14 and completed in APY13-14	0
# Of these investigations with more than one victim, more than one subject, or both	0
<b># SUBJECTS in all investigations completed during APY13-14</b>	<b>8</b>
# Cadet/Midshipman subjects in completed investigations	5
# Your Cadet/Midshipman subjects investigated by your Service	5
# Other Cadet/Midshipman subjects investigated by your Service	0
# Non-Cadet/Midshipman subjects in your Service's investigations	3
# Unidentified subjects in your Service's investigations	0
<b># VICTIMS in all investigations completed during APY13-14</b>	<b>8</b>
# Cadet/Midshipman victims	8
# Cadet/Midshipman victims own Service's investigations	8
# Other Cadet/Midshipman victims in your Service's investigations	0
# Non-Cadet/Midshipman victims in your Service's investigations	0
# Unidentified victims in your Service's investigations	0

D. FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED APY13-14 INVESTIGATIONS		APY13-14 Totals	D1. ASSOCIATED VICTIM DATA FOR COMPLETED APY13-14 INVESTIGATIONS		APY13-14 Totals
# Investigations opened in APY13-14 and completed in APY13-14		8	# VICTIMS in investigations opened in APY13-14 and completed in APY13-14		9
# SUBJECTS in investigations opened in APY13-14 and completed in APY13-14		8	# Cadet/Midshipman Victims in investigations opened and completed in APY13-14		9
# Cadet/Midshipman Subjects in investigations opened and completed in APY13-14		5	# Total Victims associated with MCIO unfounded allegations		0
# Total Subjects with allegations unfounded by a Military Criminal Investigative Organization		0	# Cadet/Midshipman Victims involved in MCIO unfounded allegations		0
# Cadet/Midshipman Subjects with allegations unfounded by MCIO		0	# Non-Cadet/Midshipman Victims involved in MCIO unfounded allegations		0
# Non-Cadet/Midshipman Subjects with allegations unfounded by MCIO		0			
# Total Subjects Outside DoD Prosecutive Authority		2	# Cadet/Midshipman Victims in substantiated Unknown Offender Reports		0
# Unknown Offenders		0	# Cadet/Midshipman Victims in remaining Unknown Offender Reports		0
			# Cadet/Midshipman Victims in substantiated Civilian/Foreign National Subject Reports		2
# US Civilians or Foreign National Subjects not subject to the UCMJ		2	# Cadet/Midshipman Victims in remaining Civilian/Foreign National Subject Reports		0
			# Cadet/Midshipman Victims in substantiated reports against a Cadet/Midshipman who is being Prosecuted by a Civilian/Foreign Authority		0
# Cadets/Midshipmen Prosecuted by a Civilian or Foreign Authority		0			
			# Cadet/Midshipman Victims in substantiated reports with a deceased or deserted subject		0
# Subjects who died or deserted		0	# Cadet/Midshipman Victims in remaining reports with a deceased or deserted subject		0
# Total Command Action Precluded or Declined for Sexual Assault		3			
# Cadet/Midshipman Subjects where victim declined to participate in the military justice action		2	# Cadet/Midshipman victims who declined to participate in the military justice action		2
# Cadet/Midshipman Subjects whose investigations had insufficient evidence to prosecute		1	# Cadet/Midshipman victims in investigations having insufficient evidence to prosecute		1
# Cadet/Midshipman Subjects whose cases involved expired statute of limitations		0	# Cadets/midshipmen victims whose cases involved expired statute of limitations		0
# Cadet/Midshipman Subjects with allegations that were unfounded by Command		0	# Cadet/Midshipman victims whose allegations were unfounded by Command		0
# Cadet/Midshipman Subjects with victims who died before completion of military justice action		0	# Cadet/Midshipman victims who died before completion of the military justice action		0
# Subjects still awaiting command action as of 31 May 14		0	# Cadet/Midshipman Victims still awaiting command action on a subject as of 31 May 14		0
# Subjects for whom command action was completed as of 31 May 14		3			
# APY13-14 Cadet/Midshipman Subjects where evidence supported Command Action		3	# APY13-14 Cadet/Midshipman Victims in cases where evidence supported Command Action		4
# Cadet/Midshipman Subjects: Courts-Martial charge preferred (Initiated)		1	# Cadet/Midshipman Victims involved with Court-martial preferrals (Initiations) against subject		0
# Cadet/Midshipman Subjects: Nonjudicial punishments (Article 15 UCMJ)		0	# Cadet/Midshipman Victims involved with Nonjudicial punishments (Article 15) against subject		0
# Cadet/Midshipman Subjects: Administrative discharges		0	# Cadet/Midshipman Victims involved with Administrative discharges against subject		1
# Cadet/Midshipman Subjects: Other adverse administrative actions (including Cadet Disciplinary System)		0	# Cadet/Midshipman Victims involved with Other administrative actions against subject (including Cadet Disciplinary System)		0
# Cadet/Midshipman Subjects: Courts-Martial charge preferred for non-sexual assault offense		0	# Cadet/Midshipman Victims involved with Court-martial preferrals for non-sexual assault offenses		0
# Cadet/Midshipman Subjects: Non-judicial punishment for non-sexual assault offense		0	# Cadet/Midshipman Victims involved with Nonjudicial punishment for non-sexual assault offenses		0
# Cadet/Midshipman Subjects: Administrative discharges for non-sexual assault offense		0	# Cadet/Midshipman Victims involved with administrative discharges for non-SA offense		1
# Cadet/Midshipman Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)		2	# Cadet/Midshipman Victims involved with Other administrative actions for non-SA offense (including Cadet Disciplinary System)		2

E. FINAL DISPOSITIONS FOR SUBJECTS IN Pre-APY13-14 INVESTIGATIONS (Prior year investigations completed in APY13-14)		APY13-14 Totals	E1. ASSOCIATED VICTIM DATA FOR COMPLETED Pre-APY13-14 INVESTIGATIONS		APY13-14 Totals
# Total Number of Pre-APY13-14 Investigations pending completion at the end of APY12-13 (31 May 13)		0			
# Pre-APY13-14 Investigations STILL PENDING completion as of 31 May 14		0			
# Pre-APY13-14 Investigations completed as of 31 May 14		0			
# SUBJECTS in Pre-APY13-14 Investigations completed by 31 May 14		0	# VICTIMS in investigations opened prior to APY13-14 and completed in APY13-14		0
# Cadet/Midshipman Subjects in Pre-APY13-14 investigations completed in APY13-14		0	# Cadet/Midshipman Victims in investigations opened prior to APY13-14 and completed in APY13-14		0
# Total Pre-APY13-14 Subjects with allegations unfounded by a Military Criminal Investigative Organization		0	# Total Pre-APY13-14 Victims associated with MCIO unfounded allegations		0
# Cadet/Midshipman Subjects with allegations unfounded by MCIO		0	# Cadet/Midshipman Victims involved in MCIO unfounded allegations		0
# Non-Cadet/Midshipman Subjects with allegations unfounded by MCIO		0	# Non-Cadet/Midshipman Victims involved in MCIO unfounded allegations		0
# Total Pre-APY13-14 Subjects Outside DoD Prosecutive Authority		0			
# Unknown Offenders		0	# Cadet/Midshipman Victims in substantiated Unknown Offender Reports		0
			# Cadet/Midshipman Victims in remaining Unknown Offender Reports		0
# US Civilians or Foreign National Subjects not Subject to the UCMJ		0	# Cadet/Midshipman Victims in substantiated Civilian/Foreign National Subject Reports		0
			# Cadet/Midshipman Victims in remaining Civilian/Foreign National Subject Reports		0
# cadets/midshipmen Prosecuted by a Civilian or Foreign Authority		0	# Cadet/Midshipman Victims in substantiated reports against a Cadet/Midshipman who is being Prosecuted by a Civilian/Foreign Authority		0
# Subjects who died or deserted		0	# Cadet/Midshipman Victims in substantiated reports with a deceased or deserted subject		0
			# Cadet/Midshipman Victims in remaining reports with a deceased or deserted subject		0
# Total Command Action Precluded or Declined for Sexual Assault		0			
# Cadet/Midshipman Subjects where victim declined to participate in the military justice action		0	# Cadet/Midshipman victims who declined to participate in the military justice action		0
# Cadet/Midshipman Subjects whose investigations had insufficient evidence to prosecute		0	# Cadet/Midshipman victims in investigations having insufficient evidence to prosecute		0
# Cadet/Midshipman Subjects whose cases involved expired statute of limitations		0	# Cadets/midshipmen victims whose cases involved expired statute of limitations		0
# Cadet/Midshipman Subjects with allegations that were unfounded by Command		0	# Cadet/Midshipman victims whose allegations were unfounded by Command		0
# Cadet/Midshipman Subjects with victims who died before completion of military justice action		0	# Cadet/Midshipman victims who died before completion of the military justice action		0
# Subjects still awaiting command action as of 31 May 14		0	# Cadet/Midshipman victims still awaiting command action on a subject as of 31 May 14		0
# Subjects for whom command action was completed as of 31 May 14		0			
# Pre-APY13-14 Cadet/Midshipman Subjects where evidence supported Command Action		0	# Pre-APY13-14 Cadet/Midshipman Victims in cases where evidence supported Command Action		0
# Cadet/Midshipman Subjects: Courts-Martial charge preferred (Initiated)		0	# Cadet/Midshipman Victims involved with Court-martial preferences (Initiations) against subject		0
# Cadet/Midshipman Subjects: Nonjudicial punishments (Article 15 UCMJ)		0	# Cadet/Midshipman Victims involved with Nonjudicial punishments (Article 15) against subject		0
# Cadet/Midshipman Subjects: Administrative discharges		0	# Cadet/Midshipman Victims involved with Administrative discharges against subject		0
# Cadet/Midshipman Subjects: Other adverse administrative actions (including Cadet Disciplinary System)		0	# Cadet/Midshipman Victims involved with Other administrative actions against subject (including Cadet Disciplinary System)		0
# Cadet/Midshipman Subjects: Courts-Martial charge preferred for non-sexual assault offense		0	# Cadet/Midshipman Victims involved with Court-martial preferences for non-sexual assault offenses		0
# Cadet/Midshipman Subjects: Non-judicial punishment for non-sexual assault offense		0	# Cadet/Midshipman Victims involved with Nonjudicial punishment for non-sexual assault offenses		0
# Cadet/Midshipman Subjects: Administrative discharges for non-sexual assault offense		0	# Cadet/Midshipman Victims involved with administrative discharges for non-SA offense		0
# Cadet/Midshipman Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)		0	# Cadet/Midshipman Victims involved with Other administrative actions for non-SA offense (including Cadet Disciplinary System)		0
* Restricted Reports that convert to Unrestricted Reports are counted with the total number of Unrestricted Reports.					

<b>F. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Sexual Assault Charge).</b> This section reports the outcomes of courts-martial for sexual assault crimes completed during the APY. It combines outcomes for court actions reported in Sections D and E above.	<b>APY13-14 Totals</b>
<b># Total Subjects with Courts-Martial Charge Preferred (Initiated) for a Sexual Assault Charge in APY13-14</b>	<b>1</b>
# Subjects whose courts-martial action was NOT completed by the end of APY13-14	0
# Subjects for whom no court-outcome data was available	0
<b># Subjects whose courts-martial action was completed by the end of APY13-14</b>	<b>1</b>
# Subjects whose court-martial charges were dismissed	0
# Subjects with dismissed court charges who subsequently received NJP	0
# Subjects who resigned or were discharged in lieu of court-martial	1
# Officer subjects who were allowed to resign in lieu of court-martial	0
# Cadet subjects who were discharged in lieu of court-martial	1
<b># Subjects with court-martial charges proceeding to trial on a sexual assault charge</b>	<b>0</b>
# Subjects Acquitted of Charges	0
<b># Subjects Convicted of Any Charge at Trial</b>	<b>0</b>
Punishments Imposed (For each convicted subject, count all forms of punishment imposed)	
# Subjects receiving confinement	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving a punitive discharge (Dishonorable, Bad Conduct, or Dismissal)	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects to be processed for administrative discharge or separation subsequent to sexual assault conviction	0
# Convicted subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	0
<b>G. Nonjudicial Punishments Imposed (Sexual Assault Charge).</b> This section reports the outcomes of nonjudicial punishments for sexual assault crimes completed during the APY. It combines outcomes for nonjudicial punishment actions reported in Sections D and E above.	<b>APY13-14 Totals</b>
<b># Total Subjects with Nonjudicial Punishment (Article 15) for a Sexual Assault Charge in APY13-14</b>	<b>0</b>
# Subjects whose nonjudicial punishment action was not completed by the end of APY13-14	0
# Subjects for whom nonjudicial punishment data was not available	0
<b># Subjects whose nonjudicial punishment action was completed by the end of APY13-14</b>	<b>0</b>
# Subjects whose nonjudicial punishment was dismissed	0
<b># Subjects administered nonjudicial punishment</b>	<b>0</b>
Punishments Imposed (For each punished subject, count all forms of punishment imposed)	
# Subjects receiving correctional custody	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects receiving a reprimand	0
# Subjects processed for an administrative discharge or separation subsequent to nonjudicial punishment on a sexual assault charge	0
<b>H. Other Actions Taken.</b> This section reports other disciplinary action taken for subjects who were investigated for sexual assault. It combines outcomes for subjects in these categories listed in Sections D and E above.	<b>APY13-14 Totals</b>
<b># Subjects receiving an administrative discharge or other separation for a sexual assault offense</b>	<b>0</b>
<b># Subjects receiving other adverse administrative action for a sexual assault offense</b>	<b>0</b>
<b>I. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Non-sexual assault offense).</b> This section reports the outcomes of courts-martial for subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for subjects in this category listed in Sections D and E above.	<b>APY13-14 Totals</b>
<b># Total Subjects with Courts-Martial Charge Preferred for a non-sexual assault offense in APY13-14</b>	<b>0</b>
# Subjects whose courts-martial action was NOT completed by the end of APY13-14	0
# Subjects for whom no court-outcome data was available	0
<b># Subjects whose courts-martial action was completed by the end of APY13-14</b>	<b>0</b>
# Subjects whose court-martial was dismissed	0
# Subjects with dismissed court charges who subsequently received NJP	0
# Subjects who resigned or were discharged in lieu of court-martial for a non-sexual assault offense	0
# Officer subjects who were officers that were allowed to resign in lieu of court-martial	0
# Enlisted subjects that were discharged in lieu of court-martial	0
<b># Subjects with court-martial charges proceeding to trial on a non-sexual assault offense</b>	<b>0</b>
# Subjects Acquitted of Charges	0
<b># Subjects Convicted of Any Charge at Trial</b>	<b>0</b>
Punishments Imposed (For each convicted subject, count all forms of punishment imposed)	
# Subjects receiving confinement	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving a punitive discharge (Dishonorable, Bad Conduct, or Dismissal)	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects processed for an administrative discharge or separation subsequent to conviction at trial	0
# Convicted subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	0
<b>J. Nonjudicial Punishments Imposed (Non-sexual assault offense).</b> This section reports the outcomes of nonjudicial punishments for subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for subjects in this category listed in Sections D and E above.	<b>APY13-14 Totals</b>
<b># Total Subjects with Nonjudicial Punishment (Article 15) for a non-sexual assault offense in APY13-14</b>	<b>0</b>
# Subjects whose nonjudicial punishment action was not completed by the end of APY13-14	0
# Subjects for whom nonjudicial punishment data was not available	0
<b># Subjects whose nonjudicial punishment action was completed by the end of APY13-14</b>	<b>0</b>
# Subjects whose nonjudicial punishment was dismissed	0
<b># Subjects administered nonjudicial punishment for a non-sexual assault offense</b>	<b>0</b>
Punishments Imposed (For each punished subject, count all forms of punishment imposed)	
# Subjects receiving correctional custody	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects receiving a reprimand	0
# Subjects receiving an administrative discharge subsequent to nonjudicial punishment	0
<b>K. Other Actions Taken (Non-sexual assault offense).</b> This section reports other disciplinary action taken for subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for subjects in these categories listed in Sections D and E above.	<b>APY13-14 Totals</b>
<b># Subjects receiving an administrative discharge or other separation for a non-sexual assault offense</b>	<b>0</b>
<b># Subjects receiving other adverse administrative action for a non-sexual assault offense</b>	<b>2</b>

## APY13-14 UNRESTRICTED REPORTS (UR) OF SEXUAL ASSAULT - Cadet/Midshipman STATUS BY GENDER

L. REPORTED SEXUAL ASSAULTS INVOLVING Cadets/Midshipmen (BY or AGAINST Cadets/Midshipmen) IN THE BELOW CATEGORIES FOR ALL APY13-14 INVESTIGATIONS (UR) [Investigation opened within the reporting period]	Male on Female	Male on Male	Female on Male	Female on Female	Unknown on Male	Unknown on Female	Multiple Mixed Gender Assault	APY13-14 Totals
Note: The data in this section is drawn from raw, uninvestigated information about Unrestricted Reports received during APY13-14. These Reports may not be fully investigated by the end of the APY.	5	0	1	2	0	1	0	9
# Cadet/Midshipman on Cadet/Midshipman	2	0	1	2	0	0	0	5
# Cadet/Midshipman on Non-Cadet/Midshipman	0	0	0	0	0	0	0	0
# Non-Cadet/Midshipman on Cadet/Midshipman	3	0	0	0	0	0	0	3
# Unidentified subject on Cadet/Midshipman	0	0	0	0	0	1	0	1

## APY13-14 UNRESTRICTED REPORTS OF SEXUAL ASSAULT BY MATTER INVESTIGATED TYPE (May not reflect what crimes can be charged upon completion of investigation)

UNRESTRICTED REPORTS MADE IN APY13-14	Incidents Occurring In Prior Academic Program Years, but Reported In APY13-14								Incidents Occurring and Reported In APY13-14								
M. REPORTED SEXUAL ASSAULTS INVOLVING cadets/midshipmen (BY or AGAINST cadets/midshipmen) IN THE FOLLOWING CATEGORIES FOR ALL APY13-14 INVESTIGATIONS [Investigation opened within the reporting period] Note: The data in this section is drawn from raw, uninvestigated information about Unrestricted Reports received during APY13-14. These Reports may not be fully investigated by the end of the APY.	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	APY13-14 Totals
	1	0	0	0	0	0	0	0	0	1	0	7		0		0	9
# Cadet/Midshipman on Cadet/Midshipman	0	0	0	0	0	0	0	0	0	1	0	4		0		0	5
# Cadet/Midshipman on Non-Cadet/Midshipman	0	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Non-Cadet/Midshipman on Cadet/Midshipman	1	0	0	0	0	0	0	0	0	0	0	2		0		0	3
# Unidentified subject on Cadet/Midshipman	0	0	0	0	0	0	0	0	0	0	0	1		0		0	1
# TOTAL Cadet/Midshipman Victims in APY13-14 Reports	1	0	0	0	0	0	0	0	0	1	0	7		0		0	9
# Cadet/Midshipman Victims: Female	1	0	0	0	0	0	0	0	0	1	0	6		0		0	8
# Cadet/Midshipman Victims: Male	0	0	0	0	0	0	0	0	0	0	0	1		0		0	1
TIME OF INCIDENT BY OFFENSE TYPE FOR UNRESTRICTED REPORTS OF SEXUAL ASSAULT MADE IN APY13-14																	
Time of sexual assault	1	0	0	0	0	0	0	0	0	1	0	7		0		0	9
# Midnight to 6 am	0	0	0	0	0	0	0	0	0	1	0	2		0		0	3
# 6 am to 6 pm	0	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# 6 pm to midnight	0	0	0	0	0	0	0	0	0	0	0	3		0		0	3
# Unknown	1	0	0	0	0	0	0	0	0	0	0	2		0		0	3
Day of sexual assault	1	0	0	0	0	0	0	0	0	1	0	7		0		0	9
# Sunday	0	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Monday	0	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Tuesday	0	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Wednesday	0	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Thursday	0	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Friday	0	0	0	0	0	0	0	0	0	1	0	5		0		0	6
# Saturday	0	0	0	0	0	0	0	0	0	0	0	0		0		0	0
# Unknown	1	0	0	0	0	0	0	0	0	0	0	2		0		0	3



	Rape (Art. 120)	Aggravated Sexual Assault (Oct07- Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07- Jun12) (Art. 120)	Non- Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07- Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07- Jun12) (Art. 120)	Non- Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	
N. DEMOGRAPHICS ON VICTIMS IN INVESTIGATIONS COMPLETED IN APY13-14 [Investigation Completed within the reporting period by the Service Investigation Agencies, regardless of when Investigation was opened] Note: The information below is drawn from all investigations that were closed during APY13-14, and does not correspond to the data reported in sections F and G, above.																	APY13-14 Totals
	Victim Data From Investigations Opened In Prior Years, but Investigation completed during APY13-14								Victim Data From Investigations Opened and Investigation Completed in APY13-14								
Gender of VICTIMS	1	0	0	0	0	0	0	0	0	1	0	6	0	0	0	0	8
# Male	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
# Female	1	0	0	0	0	0	0	0	0	1	0	5	0	0	0	0	7
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age of VICTIMS	1	0	0	0	0	0	0	0	0	1	0	6	0	0	0	0	8
# 16-19	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	2
# 20-24	1	0	0	0	0	0	0	0	0	1	0	4	0	0	0	0	6
# 25-34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 50-64	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 65 and older	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
VICTIM Type	1	0	0	0	0	0	0	0	0	1	0	6	0	0	0	0	8
# Service Member	1	0	0	0	0	0	0	0	0	1	0	6	0	0	0	0	8
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Other US Government Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# US Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Foreign national	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Foreign military	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade of Service Member VICTIMS	1	0	0	0	0	0	0	0	0	1	0	6	0	0	0	0	8
# E1-E4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# E5-E9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# O4-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	1	0	0	0	0	0	0	0	0	1	0	6	0	0	0	0	8
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service of Service Member VICTIMS	1	0	0	0	0	0	0	0	1	0	0	6	0	0	0	0	8
# Army	1	0	0	0	0	0	0	0	1	0	0	6	0	0	0	0	8
# Navy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Marines	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Status of Service Member VICTIMS	1	0	0	0	0	0	0	0	0	1	0	6	0	0	0	0	8
# Active Duty	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Reserve (Activated)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# National Guard (Activated - Title 10)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	1	0	0	0	0	0	0	0	0	1	0	6	0	0	0	0	8
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12) and Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	
O. DEMOGRAPHICS ON SUBJECTS IN INVESTIGATIONS COMPLETED IN APY13-14 [Investigation Completed within the reporting period by the Service Investigation Agencies, regardless of when Investigation was opened] Note: The information below is drawn from all investigations that were closed during APY13-14, and does not correspond to the data reported in sections F and G, above.																	APY13-14 Totals
	Subject Data From Investigations Opened in Prior Years, but closed during APY13-14								Subject Data From Investigations Opened and Closed in APY13-14								
Gender of SUBJECTS	1	0	0	0	0	0	0	0	0	1	0	6	0	0	0	0	8
# Male	1	0	0	0	0	0	0	0	0	1	0	3	0	0	0	0	5
# Female	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	3
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age of SUBJECTS	1	0	0	0	0	0	0	0	0	1	0	6	0	0	0	0	8
# 16-19	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
# 20-24	0	0	0	0	0	0	0	0	0	1	0	5	0	0	0	0	6
# 25-34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 50-64	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 65 and older	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Subject Type	1	0	0	0	0	0	0	0	0	1	0	6	0	0	0	0	8
# Service Member	0	0	0	0	0	0	0	0	0	1	0	5	0	0	0	0	6
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Other US Government Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# US Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Foreign national	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
# Foreign military	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade of Service Member SUBJECTS	0	0	0	0	0	0	0	0	0	1	0	5	0	0	0	0	6
# E1-E4	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
# E5-E9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# O4-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	0	0	0	0	0	0	0	0	0	1	0	4	0	0	0	0	5
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service of Service Member SUBJECTS	0	0	0	0	0	0	0	0	0	1	0	5	0	0	0	0	6
# Army	0	0	0	0	0	0	0	0	0	1	0	5	0	0	0	0	6
# Navy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Marines	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Status of Service Member SUBJECTS	0	0	0	0	0	0	0	0	0	1	0	5	0	0	0	0	6
# Active Duty	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
# Reserve (Activated)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# National Guard (Activated - Title 10)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	0	0	0	0	0	0	0	0	0	1	0	4	0	0	0	0	5
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

USMA APY13-14 RESTRICTED REPORTS OF SEXUAL ASSAULT		
<b>A. APY13-14 RESTRICTED REPORTS OF SEXUAL ASSAULT</b> (rape, sexual assault, aggravated sexual contact, abusive sexual contact, non-consensual sodomy, and attempts to commit these offenses).		<b>APY13-14 TOTALS</b>
# TOTAL victims initially making Restricted Reports		3
# Cadet/Midshipman victims making Restricted Reports		3
# Non-Cadet/Midshipman Victims making Restricted Report involving a Cadet/Midshipman Subject		0
# Total victims who converted from Restricted Report to Unrestricted Report in the current APY*		1
# Cadet/Midshipman victims who converted from Restricted Report to Unrestricted Report in current APY		1
# Non-Cadet/Midshipman victims who converted from Restricted Report to Unrestricted Report in current APY		0
# TOTAL victim reports remaining Restricted		2
# Cadet/Midshipman victim reports remaining Restricted		2
# Non-Cadet/Midshipman victim reports remaining Restricted		0
# Reported sexual assaults involving cadets/midshipmen in the following categories		3
# Cadet/Midshipman on Cadet/Midshipman		2
# Non-Cadet/Midshipman on Cadet/Midshipman		0
# Cadet/Midshipman on Non-Cadet/Midshipman (entitled to a RR by DoD Policy)		0
# Unidentified subject on Cadet/Midshipman		1
<b>B. INCIDENT DETAILS</b>		<b>APY13-14 TOTALS</b>
# Reported sexual assaults occurring		3
# On military installation		1
# Off military installation		2
# Unidentified location		0
Length of time between sexual assault and Restricted Report		3
# Reports made within 3 days of sexual assault		0
# Reports made within 4 to 30 days after sexual assault		1
# Reports made within 31 to 365 days after sexual assault		2
# Reports made longer than 365 days after sexual assault		0
# Unknown		0
Time of sexual assault incident		3
# Midnight to 6 am		0
# 6 am to 6 pm		1
# 6 pm to midnight		1
# Unknown		1
Day of sexual assault incident		3
# Sunday		0
# Monday		0
# Tuesday		0
# Wednesday		0
# Thursday		0
# Friday		0
# Saturday		1
# Unknown		2
<b>C. RESTRICTED REPORTING - VICTIM SERVICE AFFILIATION</b>		<b>APY13-14 TOTALS</b>
# Cadet/Midshipman VICTIMS		3
# Army victims		3
# Navy victims		0
# Marines victims		0
# Air Force victims		0
# Coast Guard		0
# Unknown		0
<b>D. DEMOGRAPHICS FOR APY13-14 RESTRICTED REPORTS OF SEXUAL ASSAULT</b>		<b>APY13-14 TOTALS</b>
Gender of VICTIMS		3
# Male		1
# Female		2
# Unknown		0
Age of VICTIMS		3
# 16-19		0
# 20-24		3
# 25-34		0
# 35-49		0
# 50-64		0
# 65 and older		0
# Unknown		0
Grade of Service Member VICTIMS		3
# E1-E4		0
# E5-E9		0
# WO1-WO5		0
# O1-O3		0
# O4-O10		0
# Cadet/Midshipman		3
# Academy Prep School Student		0
# Unknown		0
Status of Service Member VICTIMS		3
# Active Duty		0
# Reserve (Activated)		0
# National Guard (Activated - Title 10)		0
# Cadet/Midshipman		3
# Academy Prep School Student		0
# Unknown		0
VICTIM Type		3
# Service Member		3
# DoD Civilian		0
# DoD Contractor		0
# Other US Government Civilian		0
# US Civilian (DoD Dependent Over Age 18)		0
# Foreign national		0
# Foreign military		0
# Unknown		0
<b>E. RESTRICTED REPORTING FOR A SEXUAL ASSAULT THAT OCCURRED PRIOR TO JOINING SERVICE</b>		<b>APY13-14 TOTALS</b>
# Cadet/Midshipman VICTIMS making a Restricted Report for Incidents Occurring Prior to Military Service		0
# Cadets/midshipmen Making A Restricted Report for an Incident that Occurred Prior to Age 18		0
# Cadet/Midshipman Making a Restricted Report for an Incident that Occurred After Age 18		0
# Cadets/midshipmen Choosing Not to Specify		0
<b>F. RESTRICTED REPORTS CONVERSION DATA (DSAID USE ONLY)</b>		<b>APY13-14 TOTALS</b>
Mean # of Days Taken to Change to Unrestricted		0
Standard Deviation of the Mean For Days Taken to Change to Unrestricted		0
Mode # of Days Taken to Change to Unrestricted		0
* The Restricted Reports are reports that converted to Unrestricted Reports are counted in the total number of Unrestricted		

USMA APY13-14 SUPPORT SERVICES FOR VICTIMS OF SEXUAL ASSAULT			
NOTE: Totals of referrals and military protective orders are for all activities during the reporting period, regardless of when the sexual assault report was made.			
A. SUPPORT SERVICE REFERRALS TO Cadet/Midshipman VICTIMS FROM UNRESTRICTED REPORTS:			APY13-14 TOTALS
# Support service referrals for VICTIMS in the following categories			
# MILITARY Resources (Referred by DoD)			24
# Medical			0
# Mental Health			8
# Legal			3
# Chaplain/Spiritual Support			4
# Rape Crisis Center			0
# Victim Advocate/Uniformed Victim Advocate			9
# DoD Safe Helpline			0
# Other			0
# CIVILIAN Resources (Referred by DoD)			1
# Medical			0
# Mental Health			1
# Legal			0
# Chaplain/Spiritual Support			0
# Rape Crisis Center			0
# Victim Advocate			0
# DoD Safe Helpline			0
# Other			0
# Cases where SAFEs were conducted			0
# Cases where SAFE kits or other needed supplies were not available at time of victim's exam			0
# Cadets/Midshipmen making an Unrestricted Report for an incident that occurred prior to military service			0
B. APY13-14 MILITARY PROTECTIVE ORDERS (MPO)* AND EXPEDITED TRANSFERS - UNRESTRICTED REPORTS			APY13-14 TOTALS
# Military Protective Orders issued during APY13-14			0
# Reported MPO Violations in APY13-14			0
# Reported MPO Violations by Subjects			0
# Reported MPO Violations by victims of sexual assault			0
# Reported MPO Violations by Both			0
*In accordance with DoD Policy, Military Protective Orders are only issued in Unrestricted Reports. A Restricted Report cannot be made when there is a safety risk for the victim.			
# Unit/Duty expedited transfer requests by Cadet/Midshipman victims of sexual assault			1
# Unit/Duty expedited transfer requests by Cadet/Midshipman victims Denied			0
# Installation expedited transfer requests by Cadet/Midshipman victims of sexual assault			0
# Installation expedited transfer requests by Cadet/Midshipman victims Denied			0
C. SUPPORT SERVICE REFERRALS FOR MILITARY VICTIMS IN RESTRICTED REPORTS:			APY13-14 TOTALS
# Support service referrals for VICTIMS in the following categories			
# MILITARY Resources (Referred by DoD)			9
# Medical			0
# Mental Health			3
# Legal			0
# Chaplain/Spiritual Support			3
# Rape Crisis Center			0
# Victim Advocate/Uniformed Victim Advocate			3
# DoD Safe Helpline			0
# Other			0
# CIVILIAN Resources (Referred by DoD)			1
# Medical			0
# Mental Health			1
# Legal			0
# Chaplain/Spiritual Support			0
# Rape Crisis Center			0
# Victim Advocate			0
# DoD Safe Helpline			0
# Other			0
# Cases where SAFEs were conducted			0
# Cases where SAFE kits or other needed supplies were not available at time of victim's exam			0
CIVILIAN DATA			
D. SEXUAL ASSAULT SERVICES TO NON-cadets/midshipmen (DOD CIVILIANS, DEPENDENTS, CONTRACTORS, ETC.)			APY13-14 TOTALS
# Non-cadets/midshipmen assisted in the following categories:			0
# Cadet/Midshipman on Non-Cadet/Midshipman			0
# Non-Cadet/Midshipman on Non-Cadet/Midshipman			0
# Unidentified Subject or Undisclosed Affiliation on Non-Cadet/Midshipman			0
Gender of Non-cadets/midshipmen Assisted			0
# Male			0
# Female			0
# Unknown			0
Age of Non-cadets/midshipmen Assisted			0
# 16-19			0
# 20-24			0
# 25-34			0
# 35-49			0
# 50-64			0
# 65 and older			0
# Unknown			0
Non-Cadet/Midshipman Type			0
# DoD Civilian			0
# DoD Contractor			0
# Other US Government Civilian			0
# US Civilian			0
# Foreign National			0
# Foreign Military			0
# Unknown			0
# Support service referrals for Non-cadets/midshipmen in the following categories			
# MILITARY Resources (Referred by DoD)			0
# Medical			0
# Mental Health			0
# Legal			0
# Chaplain/Spiritual Support			0
# Rape Crisis Center			0
# Victim Advocate/Uniformed Victim Advocate			0
# DoD Safe Helpline			0
# Other			0
# CIVILIAN Resources (Referred by DoD)			0
# Medical			0
# Mental Health			0
# Legal			0
# Chaplain/Spiritual Support			0
# Rape Crisis Center			0
# Victim Advocate			0
# DoD Safe Helpline			0
# Other			0
# Cases where SAFEs were conducted			0
# Cases where SAFE kits or other needed supplies were not available at time of victim's exam			0

Use the following categories or add a new category to identify the reason the requests were denied.	APY13-14 TOTALS
Total Number Denied	0
Reasons for Disapproval (Total)	0
Moved Alleged Offender Instead	0
Pre-existing Transfer Order Used Instead	0
Enter reason	0
Enter reason	0
Enter reason	0
Enter reason	0
Enter reason	0

APP13-14 Cadet/Midshipman Sexual Assault Synopsis Report: US Military Academy

RPV13-14 Cadet/Midshipman Sexual Assault Synopsis Report: US Military Academy																	Punishments										Administrative Actions				
No.	Offense Alleged/Investigated	Location	Subject Service	Subject Grade	Subject Gender	Subject Prior Investigation for Sex Assault?	Subject Moral Waiver Assessment?	Victim Service	Victim Grade	Victim Gender	Quarter/Disposition Completed	Case Disposition	Most Serious Offense Charged	Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 15 Hearing, if applicable.	Most Serious Offense Convicted	Confinement (Court Only)	Fines and Forfeiture	Reduction in Rank	Court-Martial Discharge	Restriction	Hard Labor	Extra Duty	Correctional Custody (NJP Only)	Adverse Administrative Action Type	Administrative Discharge Type	Must Register as Sex Offender	Alcohol Use	Narrative of the Crime		
1	Abusive Sexual Contact Art. 120	CONUS	Army	E-4	Male			Army	Cadet/Midshipman	Female	Q4	Insufficient Evidence of Any Offense																	Both Victim and Subject	While off post at a bar near Fort Bragg, the subject approached the victim and told the victim that she looks good tonight and then proceeded to grope her breast. Alcohol was involved for both individuals. Cadet was taken to a room near West Point. CID at USMA referred the matter to CID at Fort Bragg. A criminal investigation was conducted. However, the investigation did not produce evidence of the crime that could be acted upon. The case was closed at Fort Bragg for insufficient evidence of an offense to prosecute.	
2	Sexual Assault (After 28 Jan 12) Art. 120	CONUS	Army	Cadet/Midshipman	Male			Army	Cadet/Midshipman	Female	Q2	Non-Sexual Assault Offense: Adverse Administrative Actions																		Confronted from a prior year Restricted Report. Alleged assaults occurred both on post and off post. Victim stated that while on leave in California, the alleged perpetrator sexually assaulted her at his home. She also alleged forcible sodomy on two different occasions on post. A criminal investigation was conducted by CID but failed to produce evidence of sexual assault or forcible sodomy. However, the subject confessed to engaging in sexual activity in the barracks, a violation of the Cadet Disciplinary Code. The subject received punishment under the Cadet Disciplinary System.	
3	Abusive Sexual Contact Art. 120	CONUS	ARMY	Cadet/Midshipman	Male			Army	Cadet/Midshipman	Female	Q4	Sexual Assault Offense: Court-Martial Charge Preferred (instead)	Abusive Sexual Contact Art. 120	Discharge or Resignation in Lieu of Court-Martial															UOHC	The victim alleged that while sleeping at the land navigation site of the West Point military reservation, the subject, who was sleeping next to her, groped her inappropriately during the night through the sleeping bag. The matter was reported to CID who investigated the matter. No additional misconduct was identified during the investigation. The matter was preferred to court-martial, but the subject's request to resign in lieu of court-martial was granted. He was discharged under other than honorable circumstances.	
4	Rape, Art.120	OOCONUS	Foreign National	Male				Army	Cadet/Midshipman	Female	Q2	Civilian or Foreign Prosecution of Person Not Subject to UCMJ																		Victim reported that while on a foreign exchange academic enrichment program in Morocco, she was raped by an unidentified civilian in September 2012. A year later she disclosed the incident. The matter was referred to CID, who opened a criminal investigation. However, due to the length of time that had passed and the lack of identifying information about the perpetrator, the matter was closed due to insufficient evidence and lack of jurisdiction over the alleged perpetrator.	
5	Abusive sexual Contact Art.120	CONUS	ARMY	Cadet/Midshipman	Female			Army	Cadet/Midshipman	Male	Q4	Non-Sexual Assault Offense: Adverse Administrative Actions														Cadet/Midshipman Disciplinary System	Resigned from Academy			Victim reported that at about 0200 the subject entered his room and brought him to both the day room in the cadet barracks as well as her room in the cadet barracks. At some point, she touched him in a way that made him uncomfortable. He kept telling her that he wanted to return to his own barracks's room. She eventually allowed him to leave her room. After CID notified the case, the academy investigated her for multiple misconduct including harassment and abuse of authority. Subject resigned from Academy in November 2013.	
6	Abusive Sexual Contact Art.120	CONUS	Army	Cadet/Midshipman	Female			Army	Cadet/Midshipman	Female	Q4	Victim Declined to Participate in Military Justice Action																		Victim did not identify the subject, but alleged that she was sexually assaulted and harassed by another female in the corps. Victim would not cooperate with CID. Victim resigned from the Academy. Victim was the subject of a previous investigation listed on this report.	
7	Abusive Sexual Contact Art.120	CONUS	Army	Cadet/Midshipman	Female			Army	Cadet/Midshipman	Female	Q4	Victim Declined to Participate in Military Justice Action																		Victim alleged that while away on a weekend and sharing quarters with the subject, the subject continued to forcibly kiss and touch her. This was originally a restricted report. She did not want it to be unrestricted. When she went to CID, she did not cooperate. There was not enough evidence to go forward with the investigation. She resigned at the end of the academic year.	
8	Abusive Sexual Contact Art.120	OOCONUS	Army	Foreign Military	Male			Army	Cadet/Midshipman	Female	Q4	Civilian or Foreign Prosecution of Person Not Subject to UCMJ																		Victim reported that while on a foreign exchange program at St. Cyr military academy in France, a soldier from the French Army forcibly kissed her against her wishes. The incident was reported to the officials at St. Cyr, and upon request, the victim returned to USMA one week early. USMA leadership engaged with St. Cyr leadership for COAs to avoid similar circumstances in the future. Cadet provided both a verbal and written statement to CID.	



Sexual Harassment Reports at USMA APY13-14	
<b>A form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:</b> <b>a. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or</b> <b>b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or</b> <b>c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.</b>	<b>APY13-14 TOTALS</b>
<b>A. Sexual Harassment Complaints (total)</b>	<b>1</b>
<b>(1) Formal Complaints</b>	<b>1</b>
# Cadet/Midshipman Complainants	1
# Non-Cadet/Midshipman Complainants	0
<b>(2) Informal Complaints</b>	<b>0</b>
# Cadet/Midshipman Complainants	0
# Non-Cadet/Midshipman Complainants	0
<b>B. Location of Incident</b>	<b>1</b>
# On Academy Grounds	0
# Off Academy Grounds	1
# Unidentified location	0
<b>C. # Total Sexual Harassment Investigations opened during APY13-14</b>	<b>1</b>
# Investigations pending completion as of 31 May 14	1
# Completed investigations as of 31 May 14	0
<b>D. Sexual Harassment Details - Length of time between incident and formal report</b>	<b>1</b>
# Reports made within 60 days of the sexual harassment	1
# Reports made more than 60 days following the sexual harassment	0
# Unknown	0
<b>E. # Reports forwarded to General Court Martial Convening Authority</b>	<b>1</b>
# Reports forwarded to GCMCA within 72 Hours	0
# Reports forwarded to GCMCA beyond 72 Hours	1
<b>F. Time of Sexual Harassment Incident</b>	<b>1</b>
# Midnight to 6 am	0
# 6 am to 6 pm	1
# 6 pm to midnight	0
# Unknown	0
<b>G. Day of Sexual Harassment Incident</b>	<b>1</b>
# Sunday	0
# Monday	0
# Tuesday	0
# Wednesday	0
# Thursday	0
# Friday	0
# Saturday	0
# Unknown	1
<b>H. # APY13-14 COMPLETED INVESTIGATIONS</b>	<b>0</b>
# Investigations with more than one complainant, more than one subject, or both	0
# of Subjects in Completed Investigations	0
<b>I. APY13-14 FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED INVESTIGATIONS</b>	<b>0</b>
# Subjects with Unsubstantiated Complaints	0
# Pending command action as of 31 May 14	0
# Subjects for whom command action was completed of 31 May 14	0
<b>J. # Commander Actions (APY13-14 Subjects)</b>	<b>0</b>
# Courts-martial	0
# Nonjudicial Punishments	0
# Discharges in lieu of courts-martial	0
# Discharges in lieu of disciplinary actions	0
# Cadet Disciplinary System Actions	0
# Other adverse administrative actions	0

Synopsis of Sexual Harassment Investigations Involving Cadets/Midshipmen									
Number	Month Closed	Subject Status	Subject Gender	Complainant Status	Complainant Gender	Initial Allegation Reported	Misconduct Charged	Disposition	Brief Synopsis of Incident and Outcome