

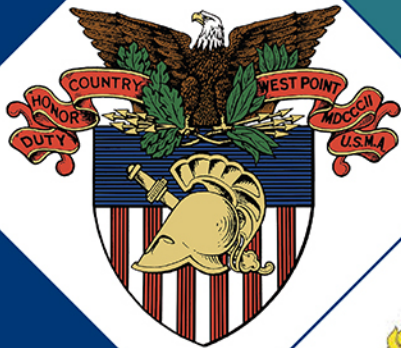


DEPARTMENT OF DEFENSE
SEXUAL ASSAULT PREVENTION
AND RESPONSE OFFICE



FY2017 – 2018 CONSOLIDATED REPORT TABLE OF CONTENTS

DoD Annual Report on Sexual Harassment and Violence at the MSAs.....	7
Appendix A: U.S. Military Academy.....	35
Appendix B: U.S. Naval Academy.....	42
Appendix C: U.S. Air Force Academy	50
Appendix D: Statistical Data on Sexual Assault and Sexual Harassment.....	58
Appendix E: Data Matrices and MSA Case Synopsis.....	79
Appendix F: List of Acronyms.....	139
Enclosure 1: U.S. Military Academy Self-Assessment.....	142
Enclosure 2: U.S. Naval Academy Self-Assessment.....	158
Enclosure 3: U.S. Air Force Academy Self-Assessment.....	173
OPA 2018 Service Academy Gender Relations Survey	191



Annual Report on Sexual Harassment and Violence at the Military Service Academies

Academic Program Year 2017-2018



PERSONNEL AND
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE

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

The Honorable Adam Smith
Chairman
Committee on Armed Services
U.S. House of Representatives
Washington, DC 20515

JAN 25 2019

Dear Mr. Chairman:

Section 532 of the John Warner National Defense Authorization Act for Fiscal Year 2007 (Public Law 109-364) requires an annual report for each Academic Program Year (APY) on the effectiveness of the policies, training, and procedures of each Military Service Academy (MSA), with respect to sexual harassment and violence involving personnel at the United States Military Academy (USMA), United States Naval Academy (USNA), and United States Air Force Academy (USAFA).

The enclosed "Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2017-2018" meets this requirement, and provides survey results, self-assessment reports, and data on reported cases of sexual harassment and assault involving MSA students occurring between June 1, 2017 and May 31, 2018. The Office of People Analytics' "2018 Service Academy Gender Relations Survey Overview Report" is also enclosed.

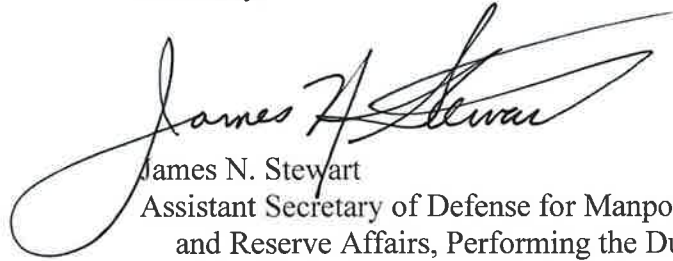
This year's report finds an overall increase in the past-year prevalence of unwanted sexual contact and sexual harassment for both men and women at the MSAs, compared to rates last measured in 2016. Reporting rates of sexual assault also remain about the same as in 2016; about 12 percent of victimized cadets and midshipmen made a report to a Department of Defense authority during the past APY. However, these overall findings do not well represent the outcomes at each MSA. For example, unwanted sexual contact rates only increased for men and women at USMA and for women at USAFA, and stayed the same for men and women at USNA and men at USAFA. Other outcomes, including measures of sexual harassment, problematic alcohol use, and reporting, also varied by MSA and sex of respondent.

The results this year do not reflect the large investment of attention, time, and resources dedicated to these problems, including the recent implementation of the Secretary's June 2017 requirement for the MSAs to develop plans to address sexual harassment and sexual assault. A likely contributing reason is that the required survey of cadets and midshipmen occurred in March/April 2018, before the MSAs fully implemented their Secretary of Defense-directed plans. Nonetheless, each MSA continues to execute comprehensive plans put in place last summer.

The Department is also forging ahead with efforts designed to support the academies, including technical assistance, programmatic evaluations, and new avenues for reporting. This summer's on-site assessment visits will focus on primary prevention efforts and leverage the help of subject matter experts, including the Department's newly-hired Highly Qualified Expert for prevention. Observations from these assessments will be included in the forthcoming APY 2018-2019 report.

I am sending a similar letter to the Chairman of the Senate Armed Services Committee.

Sincerely,

A handwritten signature in black ink, appearing to read "James N. Stewart". The signature is fluid and cursive, with a large loop at the end.

James N. Stewart
Assistant Secretary of Defense for Manpower
and Reserve Affairs, Performing the Duties
of the Under Secretary of Defense for
Personnel and Readiness

Enclosures:
As stated

cc:
The Honorable William M. "Mac" Thornberry
Ranking Member



PERSONNEL AND
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE

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

The Honorable James M. Inhofe
Chairman
Committee on Armed Services
United States Senate
Washington, DC 20510

JAN 25 2019

Dear Mr. Chairman:

Section 532 of the John Warner National Defense Authorization Act for Fiscal Year 2007 (Public Law 109-364) requires an annual report for each Academic Program Year (APY) on the effectiveness of the policies, training, and procedures of each Military Service Academy (MSA), with respect to sexual harassment and violence involving personnel at the United States Military Academy (USMA), United States Naval Academy (USNA), and United States Air Force Academy (USAFA).

The enclosed "Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2017-2018" meets this requirement, and provides survey results, self-assessment reports, and data on reported cases of sexual harassment and assault involving MSA students occurring between June 1, 2017 and May 31, 2018. The Office of People Analytics' "2018 Service Academy Gender Relations Survey Overview Report" is also enclosed.

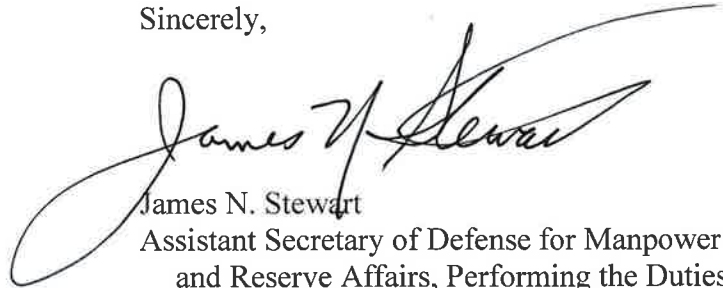
This year's report finds an overall increase in the past-year prevalence of unwanted sexual contact and sexual harassment for both men and women at the MSAs, compared to rates last measured in 2016. Reporting rates of sexual assault also remain about the same as in 2016; about 12 percent of victimized cadets and midshipmen made a report to a Department of Defense authority during the past APY. However, these overall findings do not well represent the outcomes at each MSA. For example, unwanted sexual contact rates only increased for men and women at USMA and for women at USAFA, and stayed the same for men and women at USNA and men at USAFA. Other outcomes, including measures of sexual harassment, problematic alcohol use, and reporting, also varied by MSA and sex of respondent.

The results this year do not reflect the large investment of attention, time, and resources dedicated to these problems, including the recent implementation of the Secretary's June 2017 requirement for the MSAs to develop plans to address sexual harassment and sexual assault. A likely contributing reason is that the required survey of cadets and midshipmen occurred in March/April 2018, before the MSAs fully implemented their Secretary of Defense-directed plans. Nonetheless, each MSA continues to execute comprehensive plans put in place last summer.

The Department is forging ahead with efforts designed to support the academies, including technical assistance, programmatic evaluations, and new avenues for reporting. This summer's on-site assessment visits will focus on primary prevention efforts and leverage the help of subject matter experts, including the Department's newly-hired Highly Qualified Expert for prevention. Observations from these assessments will be included in the forthcoming APY 2018-2019 report.

I am sending a similar letter to the Chairman of the House Armed Services Committee.

Sincerely,

A handwritten signature in black ink, appearing to read "James N. Stewart". The signature is fluid and cursive, with a large loop at the beginning and a long, sweeping tail that extends to the right.

James N. Stewart
Assistant Secretary of Defense for Manpower
and Reserve Affairs, Performing the Duties
of the Under Secretary of Defense for
Personnel and Readiness

Enclosures:
As stated

cc:
The Honorable Jack Reed
Ranking Member



**Department of Defense
Annual Report on Sexual Harassment and Violence at the Military
Service Academies, Academic Program Year 2017-2018**

The estimated cost of report or study for the Department of Defense (DoD) is approximately 881,078.00 in Fiscal Years 2017-2018. This includes 476,000.00 in expenses and 405,078.00 in DoD labor.

Generated on 2019Jan17 RefID: 3-FB56874

Table of Contents

Executive Summary	3
Spotlight: APY 17-18 MSA Infographic.....	6
Introduction and Methodology	7
Academy Specific Infographics	8
Action One: Promote Responsible Alcohol Choices	8
Action Two: Reinvigorate Prevention of Sexual Assault	15
Action Three: Enhance a Culture of Respect	20
Action Four: Improve Sexual Assault and Harassment Reporting	22
Way Forward for the Academies	26
Conclusion	27

List of Appendices

- Appendix A: United States Military Academy
- Appendix B: United States Naval Academy
- Appendix C: United States Air Force Academy
- Appendix D: Statistical Data on Sexual Harassment and Sexual Assault
- Appendix E: APY 17-18 Data Matrices and MSA Case Synopses
- Appendix F: List of Acronyms

List of Enclosures

- Enclosure 1: United States Military Academy Self-Assessment
- Enclosure 2: United States Naval Academy Self-Assessment
- Enclosure 3: United States Air Force Academy Self-Assessment

Annex

- Annex 1: 2018 Service Academy Gender Relations Survey Report



REPORTING REQUIREMENT

Congress requires the Department to conduct an annual assessment of the Military Service Academies to determine the effectiveness of policies, training, and procedures with respect to sexual harassment and sexual violence. This year, the Department of Defense accomplished this by reviewing Academy self-assessments and conducting a survey of cadets and midshipmen.

WHAT WE FOUND

- The Academies are executing the plans they provided to the Department to address alcohol consumption, sexual assault prevention, academy culture, and sexual assault and sexual harassment reporting. These plans were mostly in place by September 2018 for the start of classes.
- The Department's biennial survey of cadets and midshipmen from March-April 2018 does not reflect the impact of this new programming.

Continued next page

DoD Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2017-2018

Executive Summary

The Military Service Academies (United States Military Academy, United States Naval Academy, and United States Air Force Academy) make considerable investments in activities to prevent and respond to sexual harassment and sexual assault by implementing programs that follow Department of Defense policy and federal law. Each year, the Department assesses these efforts.

In June 2017, on behalf of the Secretary of Defense, the Under Secretary of Defense for Personnel and Readiness issued a memorandum for the Academies to develop plans to address four key areas identified as requiring immediate attention:

- Promotion of responsible alcohol choices
- Reinvigoration of prevention of sexual assault
- Enhancement of a culture of respect
- Improvement in reporting of sexual assault and sexual harassment

The Academies submitted their plans to the Department in October 2017 for implementation for incoming cadets and midshipmen arriving in the summer of 2018. The Department fielded its biennial scientific survey of cadets and midshipmen from March/April 2018 prior to the Academies' implementation of their plans. Therefore the results of the survey do not fully reflect the changes in programming. This year's report provides an update on the Academies' progress in each of the four areas directed by the Under Secretary of Defense.

Although strengths exist in different areas for each of the Academies, the activities and fidelity of approaches varied substantially. An effective approach to preventing and responding to sexual assault and sexual harassment at the Academies involves the following actions:

- Integration of activities into a comprehensive strategy
- Evaluation of activities before or during implementation

- Survey results indicate the estimated occurrence of unwanted sexual contact increased for women at the United States Military Academy and United States Air Force Academy, and for men at the United States Military Academy. Estimated occurrence of unwanted sexual contact remained statistically unchanged for men and women at the United States Naval Academy and for men at the United States Air Force Academy.
- The estimated occurrence of sexual harassment increased for men at the United States Military and United States Naval Academies and for women at the United States Naval Academy. Estimated sexual harassment rates remained statistically unchanged for women at the United States Military Academy and for men and women at the United States Air Force Academy.
- The United States Military Academy observed an increase in reports of sexual assault, however reporting of the crime did not change appreciably across the three academies. Overall reporting of sexual harassment decreased.

Continued next page

- Implementation of activities in a supportive culture and climate with appreciable fidelity

This year, the Department's scientific survey of the Academies found that overall estimated past-year prevalence (occurrence) of unwanted sexual contact¹ increased for cadets and midshipmen compared to rates last measured in 2016. Among all female cadets and midshipmen, 15.8 percent experienced unwanted sexual contact in the past year in the 2018 survey, an increase from 12.2 percent in 2016. Similarly, 2.4 percent of men experienced unwanted sexual contact in the past year, compared to 1.7 percent in 2016. Unwanted sexual contact estimates only increased for women at the United States Military Academy and United States Air Force Academy, while estimates for men only increased at the United States Military Academy. No statistical changes in estimates of unwanted sexual contact were observed among female and male midshipmen at the United States Naval Academy or for male cadets at the United States Air Force Academy.

While the overall prevalence of sexual assault increased this year, reporting of the crime remained at about the same as last year. The Academies received a total of 117 reports of sexual assault involving cadets and midshipmen in Academic Program Year 2017-2018, five more reports than last year. Among these reports, 69 were Unrestricted and 48 remained Restricted at the close of the academic period. The United States Military Academy observed an increase in reports of sexual assault, receiving 56 total reports (43 Unrestricted and 13 Restricted Reports), up from 50 reports last year. The United States Naval Academy received 32 reports (17 Unrestricted and 15 Restricted), an increase of three reports from the previous year. The United States Air Force Academy received 29 reports (9 Unrestricted and 20 Restricted), down from 33 reports last year.

This year's survey showed that an estimated 50 percent of women and 16 percent of men experienced sexual harassment in the past year. The rate of sexual harassment at

¹ Although the term "unwanted sexual contact" does not appear in Articles 120, 125, or 80 of the Uniform Code of Military Justice (UCMJ), for the purposes of the Service Academy Gender Relations Survey (SAGR) and this report, it is used to refer to a range of sex-related offenses that the UCMJ prohibits. These offenses include completed or attempted oral, anal, or vaginal penetration by a body part or an object and the unwanted touching of genitalia, buttocks, breasts, or inner thighs when the victim did not or could not consent. The survey is conducted in April of even numbered years. Respondents to the survey are asked about their experiences of unwanted sexual contact in the 12 months that constitute the Academic Program Year (APY) (June 1 to April 30). The definition of unwanted sexual contact used in the SAGR is behaviorally based and not intended to designate specific UCMJ offenses or establish crime rates.

ACTION ITEMS FOR THE ACADEMIES:

- Continue to execute and implement respective plans.
- In execution of plans, ensure activities are integrated into a cohesive comprehensive strategy, have been or are being evaluated, and are implemented with fidelity in a supportive climate.
- Employ the technical assistance recently provided by the Department to address gaps in these areas.

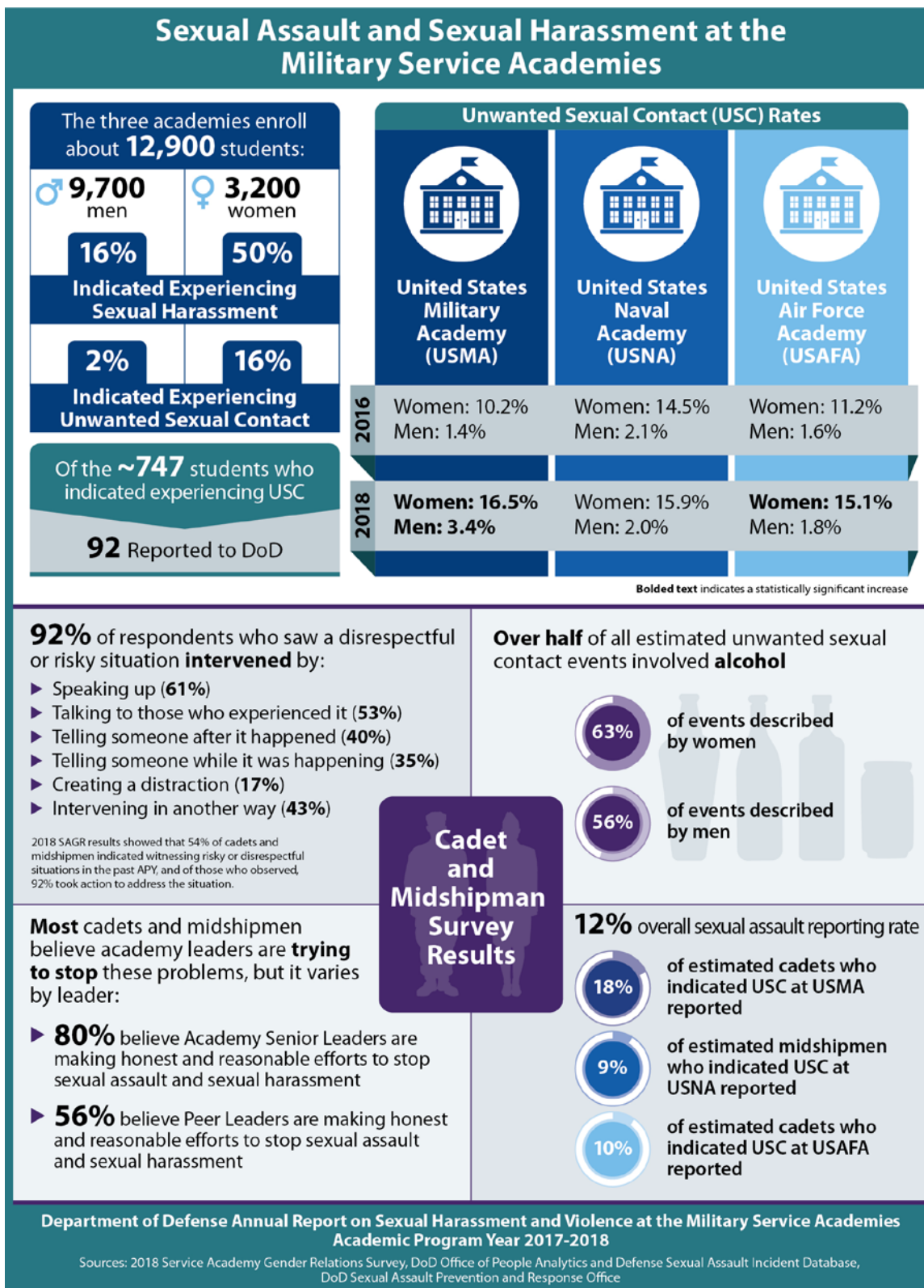
The entire report is available on-line at *SAPR.mil*

the United States Military Academy remained statistically unchanged for women (46 percent in 2016 to 48 percent in 2018) and increased for men (13 percent in 2016 to 17 percent in 2018). Estimated rates also increased at the United States Naval Academy for both women (56 percent in 2018 versus 51 percent in 2016) and men (17 percent in 2018 versus 12 percent in 2016). At the United States Air Force Academy, the estimated rate of sexual harassment remained statistically unchanged at 46 percent for female cadets (47 percent in 2016), and 13 percent of male cadets (11 percent in 2016).

Fewer cadets and midshipmen chose to make sexual harassment complaints this year than last year. Across the Academies, there were seven informal complaints and zero formal complaints. The total seven complaints are down from the 16 received last year. Of the seven total complaints of sexual harassment made this year, the United States Military Academy received four informal complaints, the United States Naval Academy received two, and the United States Air Force Academy received one.

The Department will focus its 2019 on-site assessment visits to review and assist with prevention and response programming. In addition, the Department will assess the Academies' continued progress in executing action plans prepared at the direction of the Under Secretary of Defense for Personnel and Readiness.

Spotlight: APY 17-18 MSA Infographic



Introduction and Methodology

The Department of Defense (DoD) annually assesses the Military Service Academies' (MSA) programs that address sexual harassment and sexual assault in accordance with Section 532 of the John Warner National Defense Authorization Act for Fiscal Year 2007 (Public Law 109-364). DoD assessments for Academic Program Years (APYs) beginning in odd-numbered years, as in this year's report, include self-assessments and an anonymous, scientific survey of cadets and midshipmen. The biennial survey, known as the *Service Academy Gender Relations Survey (SAGR)*, covers topics such as the past-year estimated prevalence of unwanted sexual contact (USC) and sexual harassment, factors that affect reporting, and aspects of command climate. The results of the 2018 SAGR are in Annex 1.

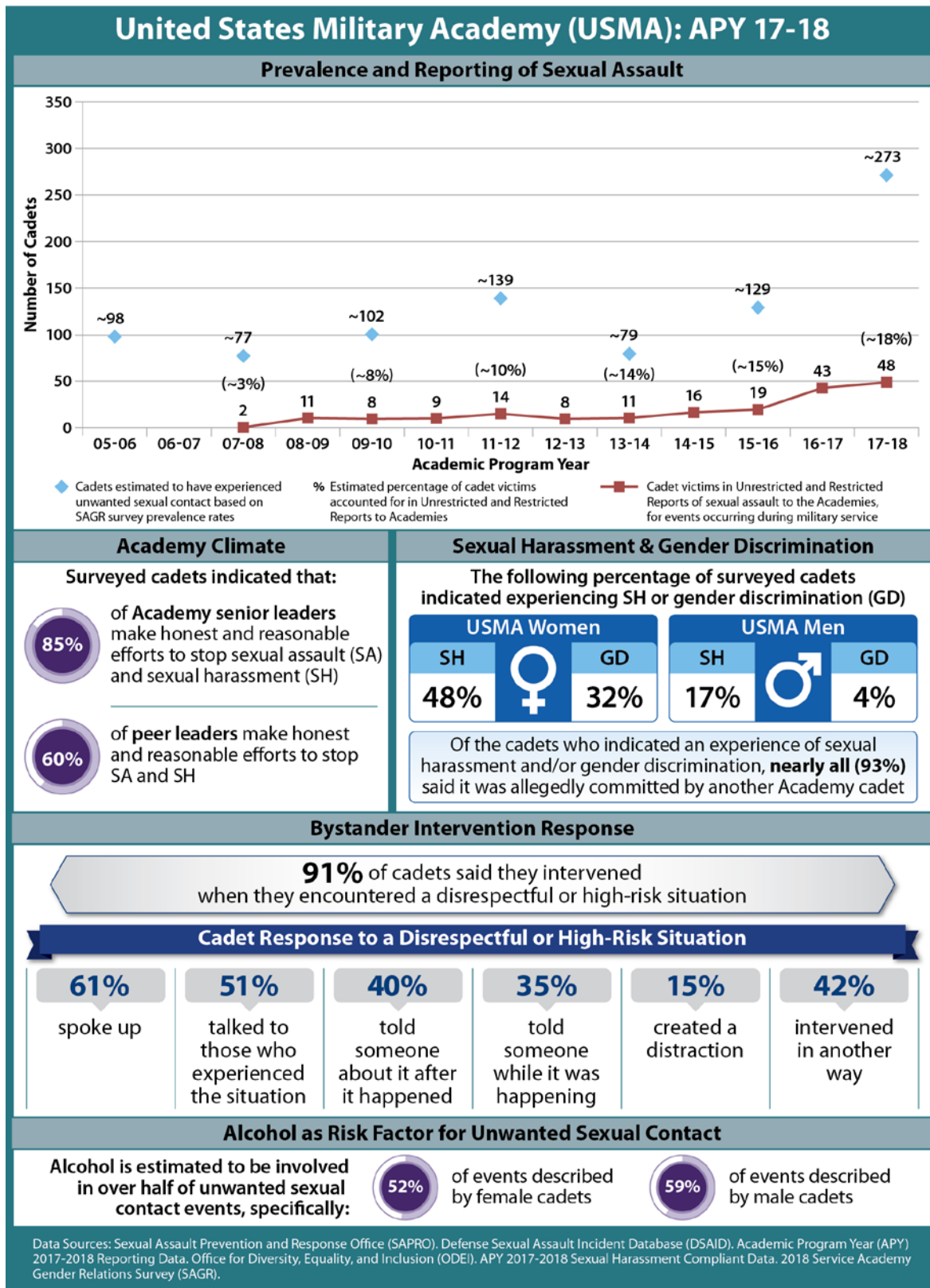
The Under Secretary of Defense for Personnel and Readiness (USD(P&R)) June 2017 Memorandum requested the MSAs to develop plans addressing four key areas identified as needing immediate action, including:

1. Promotion of responsible alcohol choices
2. Reinvigoration of prevention of sexual assault
3. Enhancement of a culture of respect
4. Improvement in reporting of sexual assault and sexual harassment

The MSAs submitted these plans to the Department in October 2017 for implementation the following APY. The United States Military Academy (USMA), United States Naval Academy (USNA), and United States Air Force Academy (USAFA) self-assessments describe progress in their Sexual Assault Prevention and Response (SAPR) programs, new initiatives, and steps taken to accomplish their USD(P&R) plans. Additionally, the MSAs reviewed efforts made to satisfy required action items assigned from the Department's Sexual Assault Prevention and Response Strategic Plan. Enclosures 1 through 3 include the MSAs' self-assessments and Appendices A through C include a summary of the actions taken by each Academy.

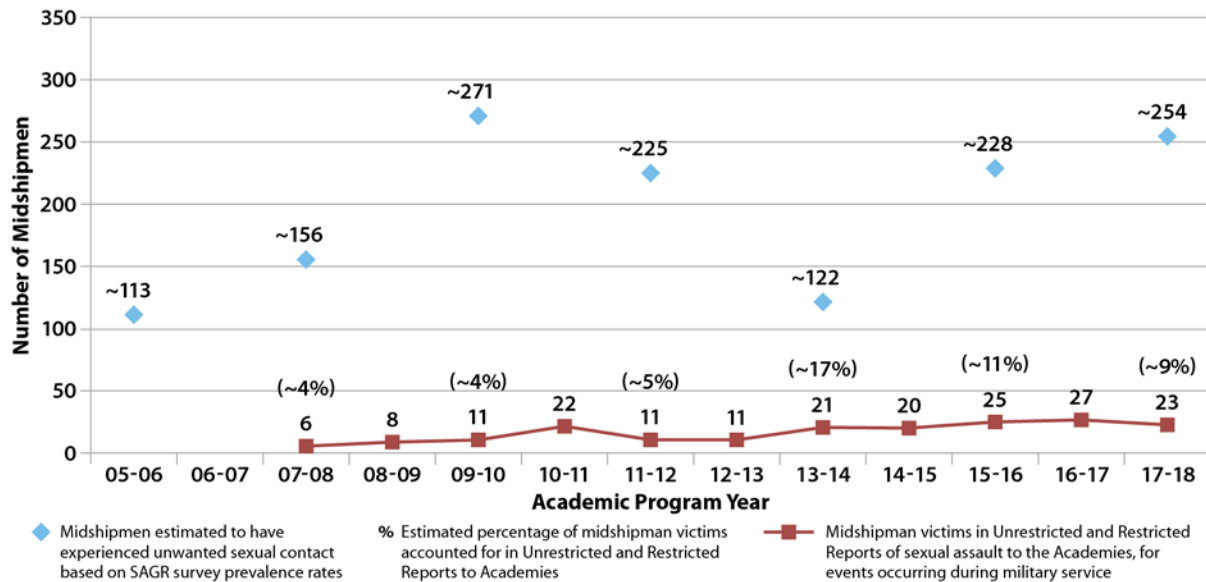
This year's report for APY 17-18 (June 1, 2017 – May 31, 2018) is organized by the four key areas identified in the USD(P&R) memorandum. The following section includes infographics that highlight 2018 SAGR survey and data on sexual assault reports and sexual harassment complaints made at the MSAs. More detailed statistical data from APY 17-18, and an analysis of these data, can be found in Appendices D and E of this report.

Academy Specific Infographics



United States Naval Academy (USNA): APY 17-18

Prevalence and Reporting of Sexual Assault



Academy Climate

Surveyed midshipmen indicated that:

76%

of Academy senior leaders make honest and reasonable efforts to stop sexual assault (SA) and sexual harassment (SH)

53%

of peer leaders make honest and reasonable efforts to stop SA and SH

Sexual Harassment & Gender Discrimination

The following percentage of surveyed midshipmen indicated experiencing SH or gender discrimination (GD)

USNA Women			USNA Men		
SH		GD	SH		GD
56%	♀	37%	17%	♂	4%

Of the midshipmen who indicated an experience of sexual harassment and/or gender discrimination, **nearly all (94%)** said it was allegedly committed by another Academy midshipman

Bystander Intervention Response

92% of midshipmen said they intervened when they encountered a disrespectful or high-risk situation

Midshipmen Response to a Disrespectful or High-Risk Situation

58%

spoke up

50%

talked to those who experienced the situation

41%

told someone about it after it happened

35%

told someone while it was happening

18%

created a distraction

44%

intervened in another way

Alcohol as Risk Factor for Unwanted Sexual Contact

Alcohol is estimated to be involved in over half of unwanted sexual contact events, specifically:

72%

of events described by female midshipmen

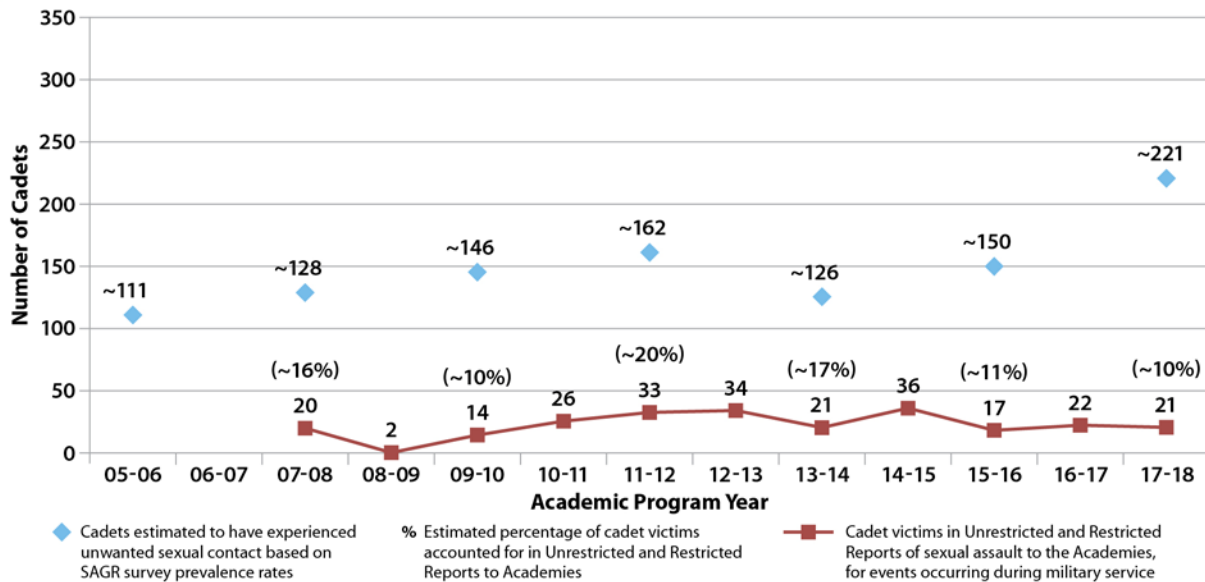
45%

of events described by male midshipmen

Data Sources: Sexual Assault Prevention and Response Office (SAPRO). Defense Sexual Assault Incident Database (DSAID). Academic Program Year (APY) 2017-2018 Reporting Data. Office for Diversity, Equality, and Inclusion (ODEI). APY 2017-2018 Sexual Harassment Compliant Data. 2018 Service Academy Gender Relations Survey (SAGR).

United States Air Force Academy (USAFA): APY 17-18

Prevalence and Reporting of Sexual Assault



Academy Climate

Surveyed cadets indicated that:



of Academy senior leaders make honest and reasonable efforts to stop sexual assault (SA) and sexual harassment (SH)



of peer leaders make honest and reasonable efforts to stop SA and SH

Sexual Harassment & Gender Discrimination

The following percentage of surveyed cadets indicated experiencing SH or gender discrimination (GD)

USAFA Women			USAFA Men		
SH		GD	SH		GD
46%	♀	28%	13%	♂	5%

Of the cadets who indicated an experience of sexual harassment and/or gender discrimination, **nearly all (93%)** said it was allegedly committed by another Academy cadet

Bystander Intervention Response

94% of cadets said they intervened when they encountered a disrespectful or high-risk situation

Cadet Response to a Disrespectful or High-Risk Situation

64%

spoke up

57%

talked to those who experienced the situation

40%

told someone about it after it happened

34%

told someone while it was happening

18%

created a distraction

43%

intervened in another way

Alcohol as Risk Factor for Unwanted Sexual Contact

Alcohol is estimated to be involved in over half of unwanted sexual contact events, specifically:



of events described by female cadets



of events described by male cadets

Data Sources: Sexual Assault Prevention and Response Office (SAPRO). Defense Sexual Assault Incident Database (DSAID). Academic Program Year (APY) 2017-2018 Reporting Data. Office for Diversity, Equality, and Inclusion (ODEI). APY 2017-2018 Sexual Harassment Compliant Data. 2018 Service Academy Gender Relations Survey (SAGR).

The MSAs developed plans in response to action items directed in the USD(P&R) June 2017 Memorandum, which they submitted to the Department in October 2017. The MSAs' self-assessments this year documented their efforts to implement the plans. The following sections summarize their actions in the past APY.

Action One: Promote Responsible Alcohol Choices

USMA Efforts to Promote Responsible Alcohol Choices

Academy Plans

The Military Academy intended on leveraging a small group approach to cadet training and discussions based on the Army-wide "Not in My Squad" initiative. Elements of the plan included:

- Require leaders to enforce basic standards
- Apply swift corrective action in cases of alcohol misconduct
- Require alcohol offenders to engage with a leader for six months of weekly mentorship
- Rotate brigade leadership to all academic and athletic departments
- Implement online education modules
- Employ small-unit, leader-led discussions

Activity Summary

As outlined by USMA's self-assessment, the Academy conducted the following activities since submitting its plan to the Department in October 2017.

Require leaders to enforce basic standards: With oversight from the Brigade Tactical Department (BTD), the Corps of Cadets works to promote responsible behavior change. BTD staff assesses alcohol programs at the completion of the spring academic semester, review data from past-year's alcohol incidents, and recommends future changes to programs.

Require alcohol offenders to engage with a leader for six months of weekly mentorship: BTD continued to foster a working relationship with the Army Substance Abuse Program and updated the Special Leader Development Program, "Alcohol," a six-month rehabilitative tool that requires alcohol offenders to engage with an officer or Non-Commissioned Officer (NCO) to reflect on the incident. Policy Letter #3 was also updated to provide regulations associated with illegal drinking and discretion to the Brigade Tactical Officer (BTO) to assign a failing grade in Military Development if a cadet receives a Brigade Board for alcohol misconduct. Additionally, the BTO withholds authority to assign disciplinary action for all alcohol-related misconduct and may delegate to Regimental Tactical Officers to hasten response when necessary.

Rotate brigade leadership to all academic and athletic departments: USMA noted that the BTO and corresponding Senior Enlisted Leader (SEL) visited all academic and athletic departments, challenging cadets to "stamp out" indiscipline in its classrooms and on its fields. However, USMA provided little detail as to when and how this was accomplished, or which cadets heard these messages.

Implement online alcohol education modules: USMA contracted with EverFi, a civilian company that works with colleges and universities, to introduce its first formal online training program to the entire Corps of Cadets in the fall of 2017. The training aimed to provide cadets with alcohol facts to support more informed decisions about drinking choices. Embedded surveys provided

a baseline set of data to better understand how cadets think and behave towards, and with, alcohol. Survey responses indicated that while most cadets generally exercise discipline and common sense when drinking, at least 20 percent reported problematic drinking behaviors. The data provided insight into typical drinking behaviors at USMA such as chugging, pre-gaming, and heavy weekend drinking.

The data gleaned from the EverFi surveys was presented throughout the year to the members of the Sexual Assault Review Board (SARB) for discussion and evaluation and were also shared with the Simon Center's Education Officer for consideration in specific Cadet Character Development Program (CCDP) classes. BTD Operations remains the proponent for executing the EverFi online training. Collaboration between the Sexual Harassment/Assault Response and Prevention (SHARP) Office, BTD, and other stakeholders will continue to evaluate the data provided through this platform. As this was the first year USMA used the EverFi program, leaders plan to use the refresher courses in the coming year to evaluate trends and determine how to best use the data to refine programs to positively impact cadet drinking behavior.

Employ leader-led discussion: USMA strived to encourage responsible alcohol use by focusing programs at the squad-level. The CCDP was updated to employ decentralized, interactive, scenario-based training sessions in the past year. Rather than stereotypical slide presentations on responsible drinking and healthy relationships, small unit leaders facilitated integrated discussions about challenges connected to intimate and professional relationships. The CCDP provides instruction and structured reflection on the concepts central to standards of behavior for the United States Army. The program is discussed in greater detail in Chapter 3 of USMA's Gold Book available here: <https://www.usma.edu/scpme/SitePages/Gold%20Book.aspx/>

USNA Efforts to Promote Responsible Alcohol Choices

Academy Plans

The Naval Academy sought to change attitudes and behaviors related to alcohol use, as well as change the context in which alcohol use occurs through the following actions:

- Develop a four-year alcohol educational program
- Review alcohol policies guided by the USNA Alcohol Working Group
- Expand existing training efforts
- Assess effectiveness of breathalyzer tests
- Assess feasibility of serving alcohol in Dahlgren Hall

Activity Summary

As outlined by USNA's self-assessment, the Academy conducted the following activities since submitting its plan to the Department in October 2017.

Develop a four-year alcohol educational program: The Commandant's Alcohol Working Group (AWG) developed a formalized training plan with specific objectives for each class and collaborated with the Director of Prevention Education (DPE) to ensure the Sexual Harassment and Assault Prevention and Education (SHAPE) curriculum addressed appropriate themes. Additionally, all alcohol training included appropriate messages sensitive to SAPR victim concerns and SHAPE prevention methods.

Review alcohol policies: Among alcohol-related policies, USNA broadened opportunities for supervised unit-level social events, including tailgating at sporting events. In addition, the

Alcohol and Drug Education Officer (ADEO) role was established and corresponding responsibilities were assigned to all members of the Commandant's Cost Center. The ADEO provides alcohol program recommendations to the Commandant of Midshipmen, who is briefed weekly on alcohol related incidents and treatment plans for midshipmen with alcohol misuse concerns. The AWG and ADEO teams assess ways to improve messaging that best resonates with midshipmen. At the midshipman-level, resources include the "Guardian Angel" program in which peers help each other return home safely after drinking. Following a review of the "21st Birthday Training," USNA deemed the activity ineffective in curbing alcohol misuse, and terminated all associated program resources in APY 17-18.

Expand existing training efforts: USNA continued offering programs specific to making responsible alcohol choices during the program year including "Midnight Teachable Moments," a company-level scenario-based training to address issues surrounding alcohol that midshipmen may encounter while on liberty. USNA doubled training frequency to 30 times a year due to midshipmen feedback, and breathalyzers were used as a training tool. Leadership expanded the "Keep What You've Earned" campaign, using individuals who have been negatively affected by alcohol as an example and resource to educate the Brigade. Targeted messages and Brigade-wide briefs on responsible alcohol choices were issued at important times in the school year, such as prior to summer training and spring break. Alcohol Awareness Week was conducted the week prior to spring break, which involved daily discussions, a company-level training, a Brigade-wide brief, and a 5K race to promote responsible choices. USNA employed "XYZ Cases," anonymized fact patterns from prior adjudicated misconduct cases, to help educate midshipmen and guide responsible decision making.

Assess effectiveness of breathalyzer tests: Upon review of this practice, the use of breathalyzers at the USNA gate for midshipmen returning from liberty was terminated due to feedback that the practice became counterproductive to prevention efforts.

Assess feasibility of serving alcohol in Dahlgren Hall: Serving alcohol in Dahlgren Hall, a midshipman activity center on campus with a snack bar, was not approved. However, USNA approved other on-base alcohol venues for midshipmen of legal drinking age. In the past APY, the "Firstie Club" was established as an option for first class midshipmen to consume alcohol in an on-base, supervised setting. In addition, a framework was laid for Second Class midshipmen to open a similar "Second Class Club" in the spring of 2019 to provide a setting for interaction with senior officer leadership. USNA established these venues to provide locations where alcohol could be consumed responsibly and as an alternative to drinking off campus.

USAFA Efforts to Promote Responsible Alcohol Choices

Academy Plans

In its APY 17-18 plan, USAFA listed the following objectives:

- Examine practices to promote responsible alcohol use
- Revise trainings to promote responsible alcohol choices
- Evaluate the online CollegeAIM program to determine viability for cadets

Activity Summary

As outlined by USAFA's self-assessment, the Academy conducted the following activities since submitting its plan to the Department in October 2017.

Examine practices to promote responsible alcohol use: The Peak Performance Center (PPC) and Substance Abuse Prevention Services (SAPS) clinic routinely provided cadets with alcohol assessments, psychoeducational materials, and regularly conducted outreach to proactively address responsible alcohol consumption. SAPS staff distributed a newsletter during the month of March to all cadets highlighting responsible drinking skills prior to spring break. The clinic also partnered with the USAFA Sexual Assault Response Coordinator (SARC) Office to offer Interpersonal Skills Training to the Cadet Third Class cohort. During APY 17-18, more than 2,100 cadets received alcohol education through the PPC and SAPS outreach initiatives. Professional Ethics and Education Representatives also held an outreach event, using an interactive approach to engage nearly 400 cadets.

Revise alcohol trainings: All three-degree cadets (sophomores) participate in alcohol training conducted by the PPC in small group sessions prior to beginning their academic year. SAPR and Judge Advocate staff also identified an opportunity for additional effort and created and conducted training for bartenders at a cadet area bar on bystander intervention and laws concerning sexual assault and intoxication. The training discussions ultimately led to other USAFA policy changes to promote responsible drinking at the bar, including restricting the amount of wine and beer allowed for purchase at one time and increasing supervision on Thursday nights, allowing for greater observation and intervention on the bar's most attended night. USAFA also utilizes the Bystander Intervention Training for Alcohol Servers developed by the United States Air Force.

Evaluate CollegeAIM: Rather than assess materials from CollegeAIM, USAFA ultimately decided to evaluate the Cadet Healthy Personal Skills (CHiPS) training for incoming basic cadets receive during Basic Cadet Training (BCT). Although not implemented to solely target alcohol use, CHiPS' long term goals are to increase healthy interpersonal relationship skills and reduce risk factors for unhealthy relationships, including alcohol misuse. The CHiPS training was developed during APY 16-17 and implemented with half of the BCT class during APY 17-18.

SAGR Outcomes: Alcohol Use Behaviors

The MSAs' alcohol policies follow the law, requiring cadets and midshipmen to be 21 years old to purchase and consume alcohol. In addition, the MSAs' policies are typically more restrictive than most communities in that they often limit the times and places that alcohol can be consumed and purchased. For example, alcohol is not allowed in cadet/midshipman dormitories. Policy also generally requires that MSA establishments serving alcohol to cadets and midshipmen of legal age may only do so during certain times of the day and under very limiting circumstances.

This is the first year the Department asked cadets and midshipmen about alcohol use on the SAGR survey; therefore, trend data for the following results are not available. Nearly half (48 percent) of surveyed cadets and midshipmen reported drinking zero to two drinks on a typical day when drinking. However, 15 percent of women and 32 percent of men indicated heavy drinking (five or more drinks at a time on a typical day when drinking).² In addition, about 25 percent of women and 28 percent of men indicated at least one episode in the past year of being unable to remember what happened the night before because they had been drinking.

² In this context, heavy drinking is defined as drinking five or more drinks in an average day of consumption. This measure does not indicate the frequency or regularity of alcohol use.

USAFA's results on these two problematic alcohol measures were statistically lower than the other two MSAs.

USMA

Forty three percent of surveyed USMA cadets said they drink zero to two drinks on a typical day when drinking. In addition, 17 percent of female cadets and 35 percent of male cadets reported alcohol use consistent with heavy drinking (5 or more drinks typically when drinking). Approximately 31 percent of men and 25 percent of women acknowledged at least one occasion in the past year of being unable to remember what happened the night before due to drinking.

USNA

Of surveyed midshipmen, 43 percent said they drink zero to two drinks on a typical day when drinking. Among those who indicated greater alcohol use, 18 percent of women and 38 percent of men indicated use consistent with heavy drinking. In addition, 28 percent women and 30 percent men acknowledged at least one occasion in the past year of being unable to remember what happened the night before due to drinking.

USAFA

Most surveyed cadets at the Air Force Academy (58 percent) indicated they drink zero to two drinks on a typical day when drinking. About 10 percent of female cadets and 22 percent of male cadets reported behaviors consistent with heavy drinking. Twenty one percent of female cadets and 23 percent male cadets acknowledged at least one occasion in the past year of being unable to remember the prior night's events due to drinking.

Action Two: Reinvigorate Prevention of Sexual Assault

USMA Efforts to Reinvigorate Prevention of Sexual Assault

Academy Plans

The USMA plan addressed the following areas:

- Leverage the SHARP Prevention and Education Working Group
- Spread key messages and desired outcomes from the SHARP conference

Activity Summary

As outlined by USMA's self-assessment, the Academy conducted the following activities since submitting its plan to the Department in October 2017.

Leverage SHARP Prevention and Education Working Group: The SHARP Prevention and Education Working Group was tasked by the Superintendent to evaluate how USMA could better integrate and synchronize the efforts being made in the academic, military and physical programs to address character development education in a holistic way.

Spread key messaging from SHARP Conference: USMA reframed its Annual SHARP Conference to become the Relationships 101 Symposium. Lectures, workshops, and keynote addresses were open to the entire academy. A key change for this year's event was the addition of a mandatory lecture for each cadet class. The presentation each class received was

connected to future CCDP lessons, either directly or indirectly to reinforce the key messages delivered by the speaker. Cadets were encouraged to pause and reflect on their own personal behaviors and how to apply the skills and concepts to their daily interactions and relationships. The Symposium focused on providing cadets with positive behaviors and actions they can take to promote a healthy command climate, develop healthy intimate relationships, and effectively intervene to support their peers.

Revised sexual violence educational approach: USMA's self-assessment noted that its prior sexual violence educational programs focused on solutions, interventions, and perspectives grounded in assumptions about what cadets needed from the academy's viewpoint. This approach contributed to animosity and defensiveness among cadets. Quantitative and anecdotal data suggested that cadets perceived USMA efforts as negative, shaming, and unhelpful. In response, USMA implemented the "Haven" program, a baseline online training about sexual violence.

Throughout the year, the CCDP dedicated four to five hours of classroom instruction to lessons intended to reduce the conditions that can lead to sexual assault and sexual harassment. The Education Officer worked with the SHARP Program Manager, Cadets Against Sexual Harassment/Assault (CASHA) Committee, and BTG to develop curriculum focused on issues including toxic masculinity, alcohol abuse, hook-up culture, pornography, and coercion. These topics were developed by reviewing recurring themes from APY 16-17 sexual assault cases at USMA.

USMA also offered decentralized, interactive, scenario-based training sessions in which small unit leaders facilitated relevant discussions about challenges connected to intimate and professional relationships. To support this approach, USMA added Company Character Education Teams. These teams were comprised of a Training, Advising, and Counseling Officer (TAC) or TAC NCO and two volunteers from the staff, faculty, and USMA community. The goal of these teams was to provide the TAC Team delivering character education curricula with the skills and knowledge to facilitate conversations about issues related to sexual assault, harassment, hazing and bullying. This approach ensured that TAC Team conversations with cadets aligned with the stated goals and learning outcomes of the educational sessions. In addition, the TAC Team was taught how to provide personal experiences and reflection on topics, to give deeper meaning to issues. Various cadet companies, teams, and clubs also participated in "One Love Escalation" workshops, an initiative intended to raise awareness about intimate partner violence, and to provide skill-based programming and support to cadets.

USNA Efforts to Reinvigorate Prevention of Sexual Assault

Academy Plans

The Academy's plan addressed the following:

- Revise SHAPE curriculum to equip midshipmen with skills to intervene in risky situations
- Update academy trainings for midshipmen and permanent party staff

Activity Summary

As outlined by USNA's self-assessment, the Academy conducted the following activities since submitting its plan to the Department in October 2017.

SHAPE curriculum revisions: This year, the Academy worked to refocus the course of instruction onto prevention topics. The program continues to be facilitated by subject matter

experts, and specially-trained midshipmen teach their peers following an updated syllabus informed by the latest research and innovative methods. Assessment of the SHAPE curriculum is conducted continually through anonymous midshipmen feedback, which is reviewed by the midshipmen peer educator team and used to address problems or deficiencies in delivery. The Director of Prevention Education also uses the feedback to modify curriculum content and make revisions addressing reception of important concepts when necessary. Additional faculty with prevention expertise ensures SHAPE curriculum is compliant with current research.

Update USNA trainings: The Initial SAPR Training for plebes in Plebe Summer was reduced to two phases, the second of which was a 90-minute SAPR discussion conducted at the platoon level by the Company Officer (CO) or SEL teaching alongside a member from the SAPR department. Initial feedback from midshipmen and company leaders shows that this unified message aided information retention and allowed permanent party staff to play a more prominent role in shaping midshipmen attitudes by defining expectations. Permanent party staff received refresher courses addressing updates to the prevention program. The USNA SAPR Program Manager (PM) also assisted the Naval Academy Athletic Association in updating the trainer/coach care protocol and report procedures to ensure that all athletes receive appropriate care and protection from inappropriate behavior. The SHAPE Third Class curriculum female-only session was re-written to focus on identifying relevant gender expectations and their impact on individual and collective experiences. Overwhelming feedback from female midshipmen requested that their revamped session generate strategies for fostering supportive environments premised on treating everyone with dignity and respect. This feedback originated from female peer educators who saw the changes to the Third-Class male-only sessions and demanded their sessions be updated.

USAFA Efforts to Reinvigorate Prevention of Sexual Assault

Academy Plans

USAFA's plan involved employing a series of SAPR trainings and educational programs, including CHiPS and Healthy Relationships Training, to reinvigorate sexual assault prevention efforts and:

- Develop a curriculum to promote healthy relationships
- Incorporate prevention messaging throughout the agency
- Employ Violence Prevention Integrators (VPIs)

Activity Summary

As outlined by USAFA's self-assessment, the Academy conducted the following activities since submitting its plan to the Department in October 2017.

Develop curriculum to promote healthy relationships: Three years ago, the Athletic Department, in conjunction with SAPR and the USAFA Judge Advocate office, developed a series of discussion-based trainings to educate student-athletes on healthy relationship behaviors in small group settings to allow for honest conversations. The Athletic Department expanded this training to all intercollegiate athletes this year. In addition, USAFA has committed to a formal evaluation of this program in APY 19-20 to determine potential application with all cadets.

Incorporate prevention messaging throughout the agency: USAFA is currently revising its sexual assault curricula delivered to each cadet class year. Four-degree cadets (freshmen) receive a SAPR BCT within their first 10 days on base. In addition, new for this APY, half of the four degrees received the CHiPS evidence-based program that showed promise of reducing

sexual violence in a prior randomized control trial study. This approach will allow course leaders to further evaluate outcomes before expanding it to a full class year. Three-degree cadets (sophomores) receive a cadet Bystander Intervention Training (cBIT). Second degree cadets (juniors) receive a subject matter expert briefing focused on addressing topics as leaders at the Academy and conceptualizing their personal role in SAPR. First class cadets (seniors) receive a subject matter expert briefing on their role as leaders in preventing sexual assault.

As the new SAPR staff arrived on station this year, they began reviewing and collaborating on the best way forward. The first two curricula they reviewed were cBIT and SAPR BCT. Since part of the effort of the new staff is to ensure credibility amongst the installation, the staff implemented a train-the-trainer course with all permanent staff and volunteer instructors. Each volunteer required certification by a permanent staff member to instruct prior to teaching cadets to ensure consistency, accurate information, and quality presentations. SAPR staff are evaluating the cBIT course for revisions to ensure it includes foundational bystander lessons similar to the skills the Total Force received from 2016 through 2018. SAPR staff conducted discussions with all faculty departments to address changes in personnel and the permanent party's role in prevention. Staff briefed updates to various offices.

Lastly, following the past year investigation and discipline of USAFA Lacrosse team cadets, members of the team worked with Cadet Wing leadership, Dean of Faculty members, and the Judge Advocate to develop the Hazing Education and Prevention Program. Lacrosse team cadets provided this training to all cadet squadrons.

Use VPIs to address interpersonal violence: USAFA hired two VPIs who coordinate prevention programs and monitor results of initiatives for the Cadet Wing and permanent party. They work in collaboration with other stakeholders, including Family Advocacy Program, chaplains, Military Family Life Counselors, Alcohol and Drug Abuse Prevention and Treatment, and PPC.

SAGR Outcomes: Unwanted Sexual Contact

The 2018 SAGR found that 15.8 percent of Academy women and 2.4 percent of Academy men experienced USC during the past APY. These rates reflect statistical increases for both men and women compared to rates measured by the 2016 SAGR and are largely driven by the increase in USC for men and women at USMA noted below. The Department's point estimate of cadets and midshipmen experiencing USC in the past year increased from about 507 in 2016 to about 747 in 2018.

USMA

Female cadets at USMA experienced statistically higher rates of USC in 2018 than in 2016 (16.5 percent versus 10.2 percent). There was also a statistical increase in rates of USC for USMA men (3.4 percent in 2018 versus 1.4 percent in 2016). The Department estimates that these rates are consistent with about 273 USMA cadets experiencing some kind of USC in the past year, up from 129 USMA cadets in 2016.

USNA

The 2018 SAGR showed that estimated rates of past-year USC prevalence among USNA women (15.9 percent) and USNA men (2.0 percent) remained statistically unchanged from 2016. The point estimate for the number of midshipmen experiencing USC trended upward from 228 in 2016 to 254 in 2018, consistent with the slight upward movement in USC rates measured for midshipmen in 2018. However, the change in USC rates were not

statistically significant. The point estimate is the “best” estimate of the number of midshipmen experiencing USC in the past year. The true number actually lies somewhere on a range of values between 235 and 273.

USAFA

The 2018 SAGR found that 15.1 percent of USAFA women experienced USC in the past APY, a statistically significant increase from 11.2 percent in 2016. The 2018 SAGR also showed that 1.8 percent of USAFA men experienced USC in the past year, a rate statistically unchanged from 2016. These rates suggest that about 221 USAFA cadets experienced some form of USC in the past APY, up from about 150 cadets estimated two years ago.

Other Prevention Outcomes

Prevention approaches at the MSAs include training cadets and midshipmen how to identify and safely intervene in risky situations that may lead to USC. The 2018 SAGR results showed that 54 percent of cadets and midshipmen indicated witnessing risky or disrespectful situations in the past APY. Of those who observed these situations, nearly all (92 percent) took some kind of action to address the situation. Cadets and midshipmen most commonly spoke up in response to the problem (61 percent), talked to those who were the target(s) of the risky or disrespectful behavior (53 percent), told someone about the event after it happened (40 percent), and told someone about the event as it was occurring (35 percent).

The MSAs continue to emphasize the importance of recognizing and intervening in risky or disrespectful situations. These results provide support for the effectiveness of bystander intervention training. However, while most cadets and midshipmen specified they intervened when they saw a disrespectful or high-risk event, about one-third of cadets and midshipmen who experienced USC in the past year reported that someone was present at some point during their incident who could have helped but did not. For individuals who did not act, they may not have recognized the situation as USC, or did not know how to respond to the event. The 2018 SAGR results showed that among the few cadets and midshipmen who did not intervene, some indicated uncertainty about the correct course of action. Cadets and midshipmen also cited not wanting to make matters worse or alienate themselves from their peers as reasons why they did not intervene when they observed a risky or disrespectful situation.

Situations at risk for USC are not always apparent. As a result, a key aspect of bystander intervention training is to help people recognize risky situations and give them confidence to safely intervene. The 2018 SAGR found that a majority of cadets and midshipmen believed their academy training helped them identify warning signs and gave them the confidence they needed to intervene.

Among USMA cadets, about half indicated education efforts have increased their confidence in recognizing warning signs (49 percent women and 54 percent men) and in intervening to help prevent USC (50 percent women and 56 percent men).

Improvements in confidence of midshipmen at USNA were slightly higher than at the other MSAs. About two-thirds (62 percent) of female midshipmen said their confidence in recognizing warning signs and in intervening to help prevent USC increased due to education efforts over the past year. Similarly, most male midshipmen reported confidence in recognizing warning signs (59 percent) and in intervening to help prevent the crime (60 percent).

Fewer than half (45 percent) of USAFA female cadets and about half of USAFA male cadets (51 percent) indicated that academy education increased their confidence in recognizing

warning signs for a disrespectful situation. Forty five percent of female cadets and 54 percent of male cadets said their confidence in helping prevent a harmful outcome improved.

Action Three: Enhance a Culture of Respect

USMA Efforts to Enhance a Culture of Respect

Academy Plans

USMA sought to improve command climate and take the following actions.

- Update Character Education Program to address respectful behaviors
- Reframe annual SHARP Conference as the “Relationships 101” Symposium

Activity Summary

As outlined by USMA’s self-assessment, the Academy conducted the following activities since submitting its plan to the Department in October 2017.

Update Character Education program: USMA communicates the importance of SHARP through individual counseling, classes, and company level presentations. The Academy strived to show how sexual assault, sexual harassment, bullying, and hazing contribute to a poor academic climate and unhealthy relationships. USMA continues to use CCDP lessons to discuss the use of social media and cyberbullying as well. The Respect committee, Military Equal Opportunity (MEO) office, and Diversity Office host “Hot Topic” forums to discuss important social issues identified through survey responses and focus groups.

Reframe SHARP Conference: USMA reframed its SHARP conference to the Relationships 101 Symposium, which included mandatory lectures connected to CCDP lessons. Facilitators encouraged cadets to reflect on their behaviors and apply CCDP concepts to their relationships. The conference focused on actions to support cadets and promote healthy relationships.

USNA Efforts to Enhance a Culture of Respect

Academy Plans

USNA intended to revise its training and permanent party in-service and preparatory programs to support a culture of respect.

Activity Summary

As outlined by USNA’s self-assessment, the Academy conducted the following activities since submitting its plan to the Department in October 2017.

Revised training for midshipmen and leaders: The self-assessment reported that USNA revised indoctrination training, military education, academic programs, and permanent party in-service and preparatory programs to promote a culture of respect. Indoctrination training, core academic classes, and supplemental seminars offered throughout the four-year course of study by various subject matter experts were implemented. The Department of Leadership, Ethics, and Law (LEL) supports a culture of respect through its curriculum, initiatives and programs. For example, LEL hosted future Company Officers as members of the Leadership Education and Development (LEAD) Master Indoctrination Program at USNA. These individuals train with experienced LEL faculty in classroom leadership and content delivery in the fall and assume

responsibility for their own Naval Leadership classroom in the spring. In addition, the Naval Leadership 110 course aims to teach midshipmen lessons on social influence, civility, dignity, and respect. The Class of 2018 was the first graduating class to participate in a First Class Exit Survey, which measures attitudes and beliefs upon completion of the SHAPE curriculum.

USNA also reported that its Life Skills Working Group created a handbook for midshipmen to augment classroom education and training. The Group identified topics such as relationship skills, interpersonal communication, and conflict resolution. USNA created the Life Skills Handbook as a resource for individuals with opportunities to engage midshipmen.

USAFA Efforts to Enhance a Culture of Respect

Academy Plans

USAFA sought to:

- Develop innovative programs and resources that foster diversity and inclusion
- Develop a four-year Officership course on topics including dignity and respect
- Broaden cadets' understanding of leading in diverse environments
- Develop a 47-month plan to promote a culture of respect

Activity Summary

As outlined by USAFA's self-assessment, the Academy conducted the following activities since submitting its plan to the Department in October 2017.

Develop new programs and resources: USAFA developed the Cadet Respect Initiative to address areas of concern identified in the MSA Defense Equal Opportunity Climate Survey (DEOCS). This program includes having cadets lead discussions within their squadrons about social topics.

An Awareness and Unconscious Bias Training also was offered to cadets, faculty, and staff to provide tools for addressing bias, and a Staff Implicit Bias and Awareness Training was offered to directors and vice directors. Professional development workshops were made available to the permanent party to help advance a culture free from sexual harassment, hazing, and bullying. Superintendent's Diversity Council meetings brought together leadership from each mission element, subject matter experts, and cadets to address issues of diversity and inclusion. Diversity and inclusion town halls provided an opportunity for critical discussions by cadets, faculty, and staff on current culture, climate, and inclusion concerns.

Responding to recommendations from accreditors, USAFA began an effort in 2014 to consolidate a list of 21 institutional outcomes. USAFA consolidated its outcomes and developed 13 proficiencies that serve as specific, assessable guides for teachers and trainers to use when developing curriculum. The Academy Board approved these proficiencies and beta-testing provided a starting point for curriculum assessment and evaluation. USAFA continues to review the MSA DEOCS and SAGR survey and focus group results to implement necessary changes in curriculum, communications, and prevention interventions.

Develop Officership course: USAFA developed its curriculum with an emphasis on honor, respect, and character. Commissioning Education teaches essential knowledge and skills needed to ensure success for new Air Force officers upon entry to commissioned service. These lessons contribute to Officership 100 objectives, a developmental effort integrating character development, Commissioning Education, and Behavioral Science and Leadership.

Broaden cadets' understanding of leadership: USAFA develops its curriculum to appropriately shape leadership and supervisory capabilities. "Living honorably" education is provided to cadets across their four years at the academy, which aims to prepare cadets for interpersonal leadership roles within the Honor System. "Living honorably" education provides lessons on bias, tactical leader competencies, and impacts to culture and climate. Leadership lessons relevant to SAPR initiatives include sessions on pride and humility in leadership positions and in personal life and living honorably in combat and personal life.

Develop 47-month Cadet Development System: USAFA's program provides a systematic approach to leadership development guiding cadets to: (1) live honorably by consistently practicing the virtues embodied in the Core Values; (2) lift people to their best possible selves; and, (3) elevate performance toward a common and noble purpose. The 47-Month Cadet Development Plan is a deliberate, time-phased, and multifaceted journey from In-Processing to Commissioning, encompassing multiple engagements involving the core elements of the Air Force's "Continuum of Learning: Education, Training, and Experience."

SAGR Outcomes: Sexual Harassment

An estimated 50 percent of women and 16 percent of men enrolled at the MSAs experienced sexual harassment in the past year. Over the past decade, the experience of sexual harassment has remained largely unchanged. However, the Department has employed different measures for sexual harassment at the schools during the past ten years, preventing an exact trend analysis. Nonetheless, this data indicates a need for greater focus on promoting civility within the command climate at each academy.

USMA

The rate of sexual harassment at USMA remained statistically unchanged for female cadets (48 percent) between 2016 and 2018. However, male cadets' experience of past-year sexual harassment increased from 13 percent to 17 percent.

USNA

Estimated past-year sexual harassment rates for female midshipmen increased from 51 percent in 2016 to 56 percent in 2018. Male midshipmen also experienced an increase in past-year sexual harassment, from 12 percent in 2016 to 17 percent in 2018.

USAFA

At USAFA, the estimated past-year rate of sexual harassment remained statistically unchanged between survey administrations in 2016 and 2018 at 46 percent for female cadets and 13 percent for male cadets.

Action Four: Improve Sexual Assault and Harassment Reporting

USMA Efforts to Improve Reporting

Academy Plans

USMA's plan included the following objectives.

- Move the SARC office to a more easily accessible location
- Update policies to allow cadets to assist each other in reporting sexual assault

Activity Summary

As outlined by USMA's self-assessment, the Academy conducted the following activities since submitting its plan to the Department in October 2017.

Move location of SARC office: USMA moved the SARC office to a location above the dining hall in a prior APY.

Update sexual assault reporting policy: In APY16-17, USMA updated its policy to discontinue mandatory reporting of sexual assault by cadets. Instead, USMA leadership authorized cadets to assist their peers in accessing victim advocacy services from the USMA SARC. USMA developed reference guides to help cadets and community members understand the sexual harassment reporting process, which were published on the USMA Orders Process, BTD SharePoint site, and West Point App/Wellness Feature.

USNA Efforts to Improve Reporting

Academy Plans

USNA's plan sought to accomplish the following actions.

- Promote the Leave of Absence program and victim support groups
- Update sexual harassment response protocol
- Revise sexual harassment trainings

Activity Summary

As outlined by USNA's self-assessment, the Academy conducted the following activities since submitting its plan to the Department in October 2017.

Promote Leave of Absence program and victim support groups: A number of midshipmen used the Leave of Absence program and Midshipman Development Center support groups this APY. These resources remain important tools to encourage midshipmen to seek proper short- and long-term care. Ten midshipmen used the Leave of Absence option available for victims of sexual assault this past year, which provides midshipmen more incentive to file an Unrestricted Report.³ The SAPR office and Commandant continue to receive feedback from midshipmen that this new option represents an improvement to the previous USNA reporting process.

Update sexual harassment response protocol: A new anonymous reporting protocol allows midshipmen the opportunity to report MEO and sexual harassment concerns without the stigma traditionally attached to "whistleblowers." Midshipmen have the option to report anonymously.

Sexual harassment training revisions: Sexual harassment training for midshipmen is completed during Plebe Summer, and trainings for COs and SELs are completed every September.

³ USNA Instruction 1050.2. Procedures and Instructions for Victims of Sexual Assault to Request Leaves of Absence. This policy provides midshipmen who file unrestricted reports of sexual assault the option to request a leave of absence from the Naval Academy not to exceed one year. The purpose of the leave of absence is to enable victims to concentrate on their physical and psychological well-being and to focus on any ongoing investigations and potential judicial process.

USAFA Efforts to Improve Reporting

Academy Plans

USAFA sought to take the following actions.

- Develop a strategic communication plan and social marketing campaign
- Focus training efforts on barriers to reporting as identified by cadets
- Leverage peer support through formal educational efforts and informal advocacy

Activity Summary

As outlined by USAFA's self-assessment, the Academy conducted the following activities since submitting its plan to the Department in October 2017.

Develop a strategic communication plan and social marketing campaign: USAFA is developing a comprehensive strategic communications plan and social marketing campaign to highlight changes to its SAPR program. In addition, the first annual Pathways to Thriving Summit, hosted by the Superintendent, was conducted this year with lessons on preventing sexual assault and supporting victims of sexual violence. The summit featured large-forum guest speaker events, breakout sessions, and a discussion about USAFA's way forward on this topic. Breakout sessions covered topics such as the history of SAPR, an introduction to Healthy Relationships Training, the neurobiology of trauma, and a cadet panel of survivors. SAPR facilitated group discussions for attendees to present sexual assault prevention strategies to the Superintendent. Department representatives attended the first-of-its-kind event at USAFA and found it to be carefully planned, solution-oriented, and well received by cadet and alumni attendees. SAPR hosted brownbag lunch meetings with all faculty departments throughout the fall, addressing the changes in the program's personnel and the permanent party's role in prevention. SAPR also briefed updates on its office during a Dean's all-hands to faculty members.

Focus initiatives on decreasing barriers to reporting as identified by cadets: The Commandant of Cadets published the Safe-to-Report policy in efforts to clarify the Academy's collateral misconduct procedures. The initiative was in response to concerns expressed by victims, and supported by anecdotal evidence from SAPR, Special Victims' Counsel, various studies, and surveys: significant barrier to reporting a sexual assault was concern of punishment for collateral misconduct. The new policy provides greater clarity concerning collateral misconduct, is modeled after the USNA policy highlighted by the MSA APY 14-15 Report, and is consistent with several civilian university policies. The Commander's Intent Memorandum reinforced that retaliation, reprisal, ostracism, and maltreatment against victims would not be tolerated.

Examine possibility of employing an online reporting option: USAFA continues to address the feasibility of using an online sexual assault reporting system to encourage reporting by cadets.

Leverage efforts to reduce barriers to reporting: The MEO office established a satellite center within walking distance of dorms to provide a local helping agency readily available to cadets, with a staff member available via phone after hours for cadets' convenience. The MEO strived to ensure leadership awareness of its policy by conducting targeted briefings and issuing additional resources for resolution and reporting. Staff also developed a sexual harassment hotline poster, which they posted in high traffic areas within the Cadet Wing. A training was conducted with academy military trainers related to sexual harassment which reviewed MEO's roles, responsibilities, and services. The MEO Director also reviewed the BCT curriculum and subsequent updates were made and implemented during the 2018 BCT.

SAGR Outcomes and Sexual Assault and Harassment Reporting

The MSAs' response systems intend to deliver consistent and effective victim support and reporting options. By providing high quality services and support to cadets and midshipmen, the MSAs aim to instill confidence and trust in the system, thereby encouraging individuals to report. The ability to assist victims, however, relies on their willingness to report.

In APY 17-18, the MSAs received 117 total reports of sexual assault involving cadets and midshipmen, including 69 Unrestricted Reports and 48 Restricted Reports. There were seven complaints of sexual harassment made at the MSAs this APY, down from the 16 reports received last year. Of those 117 total reports, 92 cadet and midshipmen victims made a report for an incident of sexual assault that occurred during military service.

USMA

Estimates from the 2018 SAGR indicates that approximately 273 cadets at USMA experienced USC in the past year. This year, 48 cadet victims made a report of sexual assault for an incident occurring during military service. The 48 cadets represent about 18 percent of the 273 cadets estimated to experience USC in the past year. This is the largest proportion of victimized cadets to have made a report in a single APY at USMA. USMA received four informal complaints of sexual harassment and no formal complaints. Cadets made no sexual harassment reports last APY and made no formal sexual harassment complaints this APY.

USNA

Survey estimates indicate that approximately 254 midshipmen experienced USC in the past year. USNA received reports from 23 midshipmen victims for an incident occurring during military service (9 percent of the estimated 254 victimized midshipmen). Midshipmen made two informal complaints of sexual harassment and no formal complaints. This is down from the 12 informal complaints made by midshipmen last APY. Midshipmen made no formal sexual harassment complaints this APY.

USAFA

Survey estimates indicate that approximately 221 cadets experienced USC in the past year. USAFA received reports from 21 cadet victims for a sexual assault incident occurring during military service (10 percent of the estimated 221 victimized cadets). USAFA's reporting rate has been on the decline since APY 11-12. One cadet made an informal complaint of sexual harassment. This is down from the four informal complaints received last APY. Cadets made no formal sexual harassment complaints this APY.

Barriers to Reporting Sexual Assault and Harassment

Several factors present potential barriers to reporting for cadets and midshipmen who experience USC. The most frequently indicated reason for not reporting among all Academy men was thinking the event was not serious enough to report. Of Academy women, commonly cited reasons for not reporting included taking care of the problem themselves by avoiding the person responsible and not wanting more people to know of the incident. Similar to men, women also often did not report because they thought the incident was not serious. When assessed by MSA, a victim's rationale for not reporting USC varies:

- Compared to 2016, more men at USMA indicated they took care of the problem by confronting the person who assaulted them. This was a statistically significant increase from 22 percent in 2016 to 40 percent in 2018. For women, the most frequent reason for

not reporting was thinking the incident was not serious enough, a statistically significant increase from 46 percent in 2016 to 63 percent in 2018.

- At USNA, women indicated they took care of the situation themselves by avoiding the person who assaulted them rather than making a report. Men primarily indicated that they did not think the incident was serious enough as the reason for not reporting.
- For USAFA women, the most common reason for not reporting was not wanting more people to know, which increased from 39 percent in 2016 to 66 percent in 2018. For men, the most frequent reason for not reporting was thinking the incident was not serious enough to report.

In efforts to understand factors that may discourage reporting, the *2018 SAGR* asked respondents a series of questions regarding academy culture. Compared to 2016, Academy men and women in 2018 were more likely to indicate that high-profile cases of sexual assault, potential negative reactions from peers, and potential media scrutiny would likely deter a victim from reporting. In addition, more women than men reported that “victim blaming” occurs at the MSAs, although this perception increased for both men and women in 2018 compared to 2016. More women and men also indicated that a victim’s reputation affects whether he or she is believed. Finally, about one-third of women and men indicated that people “cry rape” to avoid punishment after making a regrettable decision. These findings suggest that negative reactions to victims in the past may continue to hinder reporting at all three MSAs.

Retaliation

Fear of retaliatory behavior such as reprisal, ostracism, and other negative outcomes may prevent some cadets and midshipmen from reporting USC. Retaliation affects professional opportunities and can involve a range of unjustified personnel actions, including interfering with promotion, unreasonably downgrading someone’s evaluation, or unfairly denying an award. Ostracism involves exclusion from social acceptance for making a report or intending to report a sexual assault or obstruct reporting of sexual assault and sexual assault legal proceedings.

The *2018 SAGR* asked about cadet and midshipmen experiences with retaliatory behavior. It should be noted that survey questions are only able to provide a general understanding of the self-reported outcomes. Only the results of an investigation, which considers legal aspects, such as the intent of the alleged perpetrator, can determine whether negative behaviors meet requirements of prohibited retaliation. The *2018 SAGR* found that of female cadets and midshipmen who experienced USC in the past year and reported it to a DoD authority, 21 percent of experienced behaviors that met survey criteria consistent with reprisal, ostracism, and/or other negative outcomes as currently defined in policy and military law. More women experienced behaviors associated with ostracism (37 percent) than behaviors associated with reprisal (17 percent) after reporting an incident of USC. The small number of male respondents in this category prevented calculation of rates for men.

Way Forward for the Academies

An effective approach to preventing and responding to sexual assault and sexual harassment at the MSAs involves integration of efforts into a comprehensive strategy to promote unity of effort, avoid duplication, and lessen training fatigue. Comprehensive strategies that achieve organization-level impact involve pairing policy, culture, and efforts to change norms with interpersonal and individual skill development. The activities identified in each key area must be integrated into a comprehensive approach to cohesively work together. Effective comprehensive strategies incorporate the characteristics listed below.

1. *Evaluate Strategy Elements:* Activities should have support from rigorous evaluations prior to implementation. If no evaluation evidence supports the approach, the activity must be piloted prior to implementation. If no prior evaluation or piloting is conducted before implementation, an evaluation plan must be developed that identifies a timeline for expected outcomes and metrics that will indicate program effectiveness. Conducting evaluation before, or prior to, implementation provides confidence to stakeholders that the activity will have intended effects and provides opportunities to adapt the program.
2. *Implement Strategy Elements with Fidelity:* An effective or promising approach will not yield expected results if it is not implemented with fidelity to the evaluated version. Adaptations that differ from the original implementation guidance, in adherence to content or competence of delivery, can alter the core components of a proven approach. The MSAs must identify measures to ensure fidelity and a feedback loop to address potential issues for each activity in their approach.
3. *Employ Strategy Elements in a Supportive Culture and Climate:* Elements of a supportive culture and climate include leadership buy-in at all levels, motivation to implement the strategy, and staff with specific skills to implement the approach with fidelity. Prior to, and throughout, implementation of a comprehensive strategy, the MSAs must assess elements of the culture and climate and address areas of weakness to ensure program effectiveness.

Conclusion

This year's assessment finds that sexual assault and sexual harassment are insidious, persistent challenges that do not remit easily — especially in unique academy environments. This year's results also do not reflect the high level of investment in policies and programs to prevent sexual assault and other forms of misconduct. Academy leadership are diligently executing plans to reinvigorate prevention, improve reporting, enhance a culture of respect, and promote a disciplined force.

Likewise, leaders throughout the DoD and the Military Departments are fully engaged and supporting the MSAs as they execute their plans. The Department is employing a variety of resources to augment and strengthen the MSAs' efforts, including technical expertise, new reporting avenues, and on-site assistance.

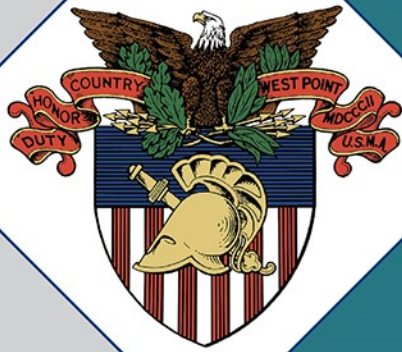
The MSAs are fully engaged in developing our future leaders to promote effective combat teams built on trust and unit cohesion. The U.S. Armed Forces remain committed to reducing, with the goal to eliminate, sexual assault from the military, providing the highest-quality response to Service members, and holding offenders appropriately accountable.

**Prepared by the Department of Defense
Sexual Assault Prevention and
Response Office (SAPRO) and the
Office for Diversity, Equality, and Inclusion (ODEI)**

Learn More:
www.sapr.mil

Get Help:
877-995-5247
www.safehelpline.org





Appendix A: United States Military Academy



Appendix A: U.S. Military Academy



In the following section, the Department provides a review of all pending action items of the United States Military Academy (USMA) entering Academic Program Year (APY) 2017-2018. These action items include Under Secretary of Defense for Personnel and Readiness (USD(P&R)) action items in the previous APY 16-17 Report and identified action items from prior years. The Department will assess the effectiveness of the Academy's sexual harassment and sexual assault prevention and response program and determine compliance with policy during an on-site assessment visit in the next APY.

USMA Response to Secretary of Defense Action Items

The following section provides the actions that USMA has taken to implement USD(P&R) action items directed in the June 2017 memorandum.

Promote Responsible Alcohol Choices

Requirement: Academies were to submit plans to address attitudes and behavior around alcohol use and misuse to produce changes in related behaviors, as well as to change the context in which alcohol use occurs.

USMA Response: USMA offers training programs to promote responsible alcohol choices among cadets, primarily following the Army's "Not in My Squad" initiative. With oversight from the Brigade Tactical Department (BTD), the Corps of Cadets works to promote responsible behavior change. BTD staff assesses alcohol programs at the completion of the spring academic semester, reviews data from past-year's alcohol incidents, and recommends future changes to programs. BTD continued to foster a working relationship with the Army Substance Abuse Program and updated the Special Leader Development Program, "Alcohol," a six-month rehabilitative tool that requires alleged alcohol offenders to engage with an officer or Non-Commissioned Officer (NCO) to reflect on the incident. Policy Letter #3 was also updated, which provides regulations associated with illegal drinking and discretion to the Brigade Tactical Officer (BTO) to assign a failing grade in Military Development if a cadet receives a Brigade Board for alcohol misconduct. Additionally, the BTO withholds authority to assign disciplinary action for all alcohol-related misconduct and may delegate to Regimental Tactical Officers to hasten response when necessary.

USMA strived to encourage responsible alcohol use by focusing programs at the squad-level. The Cadet Character Development Program (CCDP) was updated to employ decentralized, interactive, and scenario-based training sessions in the past year. Rather than stereotypical slide presentations on responsible drinking and healthy relationships, small unit leaders facilitated integrated discussions about challenges connected to intimate and professional relationships.

USMA contracted with EverFi, a civilian company that works with colleges and universities, to introduce its first formal online training program to the entire Corps of Cadets in the fall of 2017. The training provided cadets with alcohol facts to support more informed decisions about drinking choices. The training included 12 modules split between two separate phases. Three embedded surveys provided a baseline set of data to better understand how cadets think and behave towards, and with, alcohol. Survey responses indicated that while

most cadets generally exercise discipline and common sense when drinking, at least 20 percent reported problematic drinking behaviors. The data also provided insight into typical drinking behaviors at USMA such as chugging, pre-gaming, and heavy weekend drinking.

The data gleaned from the EverFi surveys was presented throughout the year to members of the Sexual Assault Review Board (SARB) for discussion and evaluation, and were also shared with the Simon Center's Education Officer for consideration in specific CCDP classes. BTD Operations remains the proponent for executing the EverFi online training. Collaboration between Sexual Harassment/Assault Response Prevention (SHARP), BTD, and other stakeholders will continue in order to evaluate the data provided through this platform. As this was the first year USMA used the EverFi program, leaders plan to use the refresher courses in the coming year to evaluate trends and determine how to best use the data to refine programs to positively impact cadet drinking behavior.

Reinvigorate Prevention

Requirement: To reduce sexual assault, sexual harassment, and other readiness-impacting behaviors, the MSAs were to work with their respective sexual assault prevention and response leadership to ensure sexual harassment, hazing, and bullying prevention efforts were integrated with the overall sexual assault prevention program.

USMA Response: Upon revision of their CCDP, USMA offered decentralized, interactive, scenario-based training sessions where small unit leaders facilitated relevant discussions about challenges connected to intimate and professional relationships. Among prevention initiatives, a SHARP Working Group was tasked by the Superintendent to evaluate efforts in academic, military, and physical programs to address character development. In response to the working group's recommendations, the CCDP dedicated greater class time to prevention lessons with a focus on factors that enhance risk of sexual assault such as toxic masculinity, alcohol abuse, hook-up culture, pornography, and coercion.

USMA also reframed its Annual SHARP Conference to become the Relationships 101 Symposium. Lectures, workshops, and keynote addresses were open to the entire community. A key change for this year's event was the addition of a mandatory lecture for each cadet class. The presentation each class received was connected to future CCDP lessons, either directly or indirectly, to reinforce the key messages delivered by the speaker. Cadets were encouraged to pause and reflect on their own personal behaviors and how to apply the skills and concepts to their daily interactions and relationships. The Symposium focused on providing cadets with positive behaviors and actions they can take to promote a healthy command climate, develop healthy intimate relationships, and effectively intervene to support their peers.

USMA went far beyond the initiatives in their plan by following recommendations set for them by EverFi. USMA's work with EverFi showed that prior sexual violence educational programs focused on solutions, interventions, and perspectives grounded in assumptions about what cadets needed from the institution. These strategies created animosity and defensiveness by cadets. Cadets experienced USMA efforts as negative, shaming, and unhelpful. In response, USMA employed EverFi's "Haven" program that provides participants with a baseline set of facts about sexual violence, but with the added feature of allowing cadets to do the training online in their rooms.

Throughout the year, the CCDP dedicated four to five hours of classroom instruction to lessons intended to reduce the conditions that can lead to sexual assault and sexual

harassment. The Education Officer worked with the SHARP Program Manager, Cadets Against Sexual Harassment/Assault (CASHA) Committee, and BTD to develop curriculum focused on issues including toxic masculinity, alcohol abuse, hook-up culture, pornography, and coercion. These topics were developed by reviewing recurring themes from APY 16-17 sexual assault cases at USMA.

USMA offered decentralized, interactive, scenario-based training sessions in which small unit leaders facilitated relevant discussions about challenges connected to intimate and professional relationships. To support this approach, USMA added Company Character Education Teams. These teams were comprised of a Training, Advising, and Counseling (TAC) Officer/TAC NCO and two volunteers from the staff, faculty and USMA community. The goal of these teams was to provide the TAC Team, who was delivering character education curricula, with the skills and knowledge to facilitate conversations about issues related to sexual assault, harassment, hazing and bullying. This approach ensured that TAC Team conversations with cadets aligned with the stated goals and learning outcomes of the educational sessions. In addition, the TAC Team was taught how to provide personal experiences and reflection on topics and to give deeper meaning to issues and conversations as a whole. Various companies, teams, and clubs also participated in “One Love Escalation” workshops, an initiative intended to raise awareness about intimate partner violence, which provided skill-based programming and support to cadets.

In the next APY, the curriculum will include three new lines of effort including Honor, the Army Ethic, and Personal Character. The new CCDP supports teaching the Army’s policies and values regarding sexual harassment and sexual assault, but also on what it means to be a virtuous person. Consistent with this two-pronged approach, CCDP lessons will directly address personal character and ways to prevent sexual assault and sexual harassment. These lessons will address issues of sexual assault and harassment indirectly, by exhibiting situations in which character can be demonstrated and developed.

Enhance a Culture of Respect

Requirement: The MSAs were required to review and revise their indoctrination training, military education, academic programs, and permanent party in-service and preparatory programs wherever practicable to advance a MSA culture free from sexual harassment, hazing, and bullying, and communicate expectations for appropriate conduct related to social media.

USMA Response: USMA Tactical Officers message the importance of SHARP through individual counseling, CCDP classes, and company level presentations. USMA updated the Character Education Program to address a series of issues related to sexual assault, sexual harassment, hazing, bullying, and social media. The Annual SHARP Conference was reframed as the Relationships 101 Symposium and included a mandatory lecture for each class connected to CCDP lessons. Cadets were encouraged to reflect on their behaviors and apply CCDP concepts to their relationships with others. The symposium focused on actions to promote a healthy command climate, develop healthy intimate relationships, and support fellow cadets.

USMA continues to utilize CCDP discussions to discuss the use of social media and cyberbullying. The Respect committee, Military Equal Opportunity (MEO) office, and USMA

Diversity Office host “Hot Topic” forums to discuss important social issues such as bullying and hazing identified through Defense Equal Opportunity Climate Survey (DEOCS) responses and focus groups. The Commandant and Command Sergeant Major plan to continue hosting monthly sensing sessions with randomly selected cadets to discuss MEO, SHARP, and quality of life issues.

Improve Sexual Assault and Sexual Harassment Reporting

Requirement: The MSAs reviewed findings of previous reports and provided a plan to reduce barriers in sexual assault and sexual harassment reporting.

USMA Response: In APY16-17, USMA updated its policy to discontinue mandatory reporting of sexual assault by cadets. Instead, USMA leadership has authorized cadets to assist their peers in accessing victim advocacy services from the USMA SARC. USMA developed reference guides to help cadets and community members understand the sexual harassment reporting process, which were provided to the Tactical Department and published on the USMA Orders Process, BTD SharePoint site, and West Point App/Wellness feature.

The SHARP team conducts wide-ranging wellness reviews with each cadet who reports sexual assault who is in active status. Case-by-case interventions with the chain of command are conducted if the SHARP team notices a cadet is showing signs of dysfunction across multiple areas, allowing the community to holistically address issues. USMA strives to provide cadets with the support and assistance necessary, such as taking a leave of absence, reducing class loads, or taking a break from an athletic team following an incident of sexual assault.

USMA Response to Department Action Items

The following section provides the actions that USMA has taken to address the action items identified for all three MSAs in the APY 16-17.

SAPR Best Practices

Requirement: Academies were to discuss strategic dialogue accomplished this APY with leadership to facilitate the exchange of SAPR best practices.

USMA Response: At the Conference of Service Academy Superintendents, leaders discussed overall character development of cadets and midshipmen. During this time, the USMA Superintendent introduced the “Developing Leaders of Character” resource and described three new education outcomes, “live honorably, lead honorably and demonstrate excellence.”

Unrestricted and Restricted Reporting

Requirement: The MSAs were required to discuss steps taken to ensure Unrestricted and Restricted reporting practices follow privacy, security, and records management policies.

USMA Response: Case record details for Restricted and Unrestricted reports at USMA have limited distribution for SARB preparation. The reports exist in an electronic location and are password protected to ensure no loss of privacy or data outside of key staff.

Point of Contact for Program Evaluation and Recommendations to the Superintendent

Requirement: Academies were asked to discuss steps taken to identify a single point of contact who gathers data from a variety of sources, conducts overall program evaluation, and makes recommendations to the Superintendent based on that data.

USMA Response: The G5 Strategic Plans and Assessment team collaborates with the SHARP Program Manager to track metrics and assess the overall effectiveness of the USMA program. Internal culture and honor surveys are created by the G5 Office and will be developed in coordination with the SHARP Office to ensure culture trends are captured to continuously foster climate change among the Corps of Cadets. Additionally, USMA uses the DEOCS survey as a source of program assessment.

Prevention Efforts for all Pre-Entry Pathways for Service Members

Requirement: The MSAs were required to discuss steps taken to develop and implement framework to capture prevention efforts for, and gaps in, all pre-entry pathways for Service members.

USMA Response: USMA initiated a pre-arrival introduction to sexual violence awareness and alcohol education for the incoming class of 2022. Candidates received a notice to complete the training modules prior to arrival. There was a reasonable response rate and data will be compared against current cadets' responses to assess trends.

USMA Response to Academy Specific Action Items

The Department reviewed USMA's efforts to complete the action items specific to them in the APY 16-17 Report.

DEOCS Response Rate

Requirement: USMA was asked to discuss the steps taken to increase the DEOCS response rate as it decreased from 50 percent to 26 percent in the latest survey.

USMA Response: The MEO office determined that the decline in participation was due to overlapping surveys. The USMA Respect Committee distributed a survey to the Corps of Cadets when the DEOCS was offered. This year, the MEO office is working closely with the Respect Committee to ensure the surveys do not overlap by offering them during different semesters. During summer MEO training, the Equal Opportunity Advisor explained the importance of the surveys, and coordinated sessions to discuss cadet issues.

Role of Cadets Against Sexual Harassment/Assault (CASHA) Committee

Requirement: USMA was to clarify the role of CASHA in prevention, including efforts to improve the quality of their training, and disentangle initiatives from academy's response process.

USMA Response: The CASHA Committee aimed to educate and inspire the Corps of Cadets to create a respectful climate free of sexual harassment, sexual assault, and sexist behavior. The committee had several goals this academic year including empowering CASHA representatives to embrace their role as subject matter experts, providing sexual assault prevention education and resources to cadets, and supporting a culture of bystander intervention. CASHA also conducted "One Love" training for all committee members at the beginning of each semester to help cadets identify signs of relationship abuse. The committee began efforts to decentralize

activities and return to a cadet-run, grassroots organization, by empowering committee representative involvement in subordinate units as well.

Tactical Air Command Officer and NCO Preparation

Requirement: USMA was to expand preparation of Tactical Air Command and NCO to support prevention initiatives.

USMA Response: A two-day workshop was conducted for new members of the organization, and participation in all CCDP classes is required. Experiences of former Company Commanders and Platoon Sergeants from the Army will be leveraged.

Changes to Sexual Assault Review Board

Requirement: USMA was to discuss changes, if any, made to ensure Sexual Assault Review Board attendance is in accordance with policy.

USMA Response: Victim Advocates are included as members of the SARB. The Special Victim Counsel (SVC) Program Manager determined SVCs will not participate in the SARB.

Memorandum of Understanding (MOU) with Westchester Medical Center

Requirement: USMA was asked to discuss the MOU with Westchester Medical Center, and the subsequent action plan if it was still in progress.

USMA Response: The MOU with Westchester Medical Center is currently with the MEDCOM legal office and final edits are pending.



Appendix B: United States Naval Academy



Appendix B: U.S. Naval Academy



In the following section, the Department provides an update on the status of all action items of the United States Naval Academy (USNA) entering Academic Program Year (APY) 2017-2018. These action items include Under Secretary of Defense for Personnel and Readiness (USD(P&R)) initiatives and identified action items from prior years. The Department will assess the effectiveness of the Academy's sexual harassment and sexual assault prevention and response program and determine compliance with policy during an on-site assessment visit in the next APY.

USNA Response to Secretary of Defense Action Items

The following section provides the actions that USNA has taken to implement USD(P&R) Action Items directed in the June 2017 memorandum.

Promote Responsible Alcohol Choices

Requirement: Academies were to submit plans to address attitudes and behavior around alcohol use and misuse to produce changes in related behaviors, as well as to change the context in which alcohol use occurs.

USNA Response: The Commandant's Alcohol Working Group (AWG) developed a formalized training plan with specific objectives for each class and collaborated with the Director of Prevention Education to ensure the Sexual Harassment and Assault Prevention and Education (SHAPE) curriculum addressed appropriate themes. Additionally, all alcohol training included appropriate messages sensitive to Sexual Assault Prevention Response (SAPR) victim concerns and SHAPE prevention methods.

The Alcohol and Drug Education Officer (ADEO) role was established and corresponding responsibilities were assigned to all members of the Commandant's Cost Center. The ADEO provides alcohol program recommendations to the Commandant of Midshipmen, who is briefed weekly on alcohol-related incidents and treatment plans for midshipmen with alcohol misuse concerns. The AWG and ADEO teams assess ways to improve messaging that best resonates with midshipmen. At the midshipmen-level, resources include the "Guardian Angel" program in which peers help each other return home safely after drinking. Following review of the USNA "21st Birthday Training," the activity was deemed ineffective in curbing alcohol misuse, and all associated program resources were terminated in APY 17-18. Additionally, the use of breathalyzers at the USNA gate for midshipmen returning from liberty was discontinued due to feedback that the practice became counterproductive to prevention efforts.

USNA continued to offer programs specific to responsible alcohol choices during the program year including "Midnight Teachable Moments," a company-level scenario-based training to address issues surrounding alcohol that midshipmen may encounter while on liberty. The frequency of this training was doubled to 30 times a year due to midshipmen feedback, and breathalyzers were used as a training tool. Leadership also expanded the "Keep What You've Earned" campaign, using individuals who have been negatively affected by alcohol as an example and resource to educate the Brigade. Targeted messages and Brigade-wide briefs on

responsible alcohol choices were issued at important times in the school year, such as prior to summer training and spring break. Alcohol Awareness Week was conducted the week prior to spring break, which involved daily discussions, a company-level training, a Brigade-wide brief, and a 5K race to promote responsible choices. USNA also employed XYZ Cases, anonymized fact patterns from prior adjudicated misconduct cases, to help educate midshipmen on alcohol use policies and guide future responsible decision making.

In the past APY, the “Firstie Club” was established as an option for first class midshipmen to consume alcohol in an on-base, supervised setting. In addition, a framework was also laid for Second Class midshipmen to open a similar “Second Class Club” in the spring of 2019 to provide a setting for interaction with senior officer leadership. USNA established these venues to provide locations where alcohol could be consumed responsibly and as an alternative to drinking off academy grounds.

Reinvigorate Prevention

Requirement: To reduce sexual assault, sexual harassment, and other readiness-impacting behaviors, the MSAs were to work with their respective sexual assault prevention and response leadership to ensure sexual harassment, hazing, and bullying prevention efforts were integrated with the overall sexual assault prevention program.

USNA Response: Several updates were made to USNA’s trainings and curriculum this year including revisions to the Plebe Summer training to allow for greater SAPR discussion. Permanent party staff also received a refresher course between the first and second semester that addressed updates to the prevention program and allowed a mid-year assessment of both prevention and response efforts across all 30 companies. The USNA SHAPE program broadened midshipmen’s awareness of sexual harassment and assault by emphasizing their role as an active bystander, addressing cultural issues, and deconstructing myths. Improvements were made in the preparation of permanent party staff to support prevention initiatives by featuring guest speakers and a review of updated protocols. The SAPR department assisted the Naval Academy Athletic Association in updating their trainer/coach care protocol and report procedures. This effort ensures that all athletes at the Naval Academy receive the appropriate care and are protected from inappropriate behavior while participating in athletic activities. The Preparing to Lead instructor cohort also participated in a robust collective faculty seminar on improving the moral development of midshipmen.

Among prevention efforts, the SAPR Project Manager (PM) serves as the key advisor to the Superintendent on the SAPR program, exercising administrative oversight by managing all instructions, strategic trainings and education plans. The PM collaborates with the Lead Sexual Assault Response Coordinator (SARC) in matters involving response protocols for all first responders. The Lead SARC works with designated midshipmen and SHAPE Peer Educators for outreach and training. They also serve as the command SAPR point of contact, ensuring responsive command management of alleged sexual assaults and compliance with SAPR program requirements.

Sexual harassment prevention, diversity, and equal opportunity efforts are conducted by an active duty officer working directly for the Commandant of Midshipmen. The Director of Prevention Education (DPE) reports directly to the SAPR PM as the senior civilian subject matter expert in the topics of sexual assault and sexual harassment prevention, education, and training. The DPE is responsible for strategic planning, implementation, and assessment of sexual assault prevention and response efforts, and for the research, development,

implementation, and maintenance of all prevention programming. This staff member is responsible for the training and education of all midshipmen, staff, and faculty in the areas of sexual assault and sexual harassment to ensure programming is aligned with DoD, United States Navy, and USNA directives.

The USNA Academic Year 2018 Academic Assessment Report assesses the core curriculum learning objective “Describe the fundamental elements of character and moral reasoning and apply them to the personal and professional challenges of military leadership.” This objective is sufficiently addressed by all core classes and directly assists in enhancing a culture of respect and developing leaders of character equipped to promote an environment that seeks to prevent sexual assault. The curriculum is aligned with the USNA SAPR strategic plan and modifications are made when appropriate.

Enhance a Culture of Respect

Requirement: The MSAs were required to review and revise their indoctrination training, military education, academic programs, and permanent party in-service and preparatory programs wherever practicable to advance a MSA culture free from sexual harassment, hazing, and bullying, and communicate expectations for appropriate conduct related to social media.

USNA Response: The self-assessment reported that USNA revised indoctrination training, military education, academic programs, and permanent party in-service and preparatory programs to promote a culture of respect. Indoctrination training, core academic classes, and supplemental seminars offered throughout the four-year course of study by various subject matter experts were implemented. The Department of Leadership, Ethics, and Law (LEL) supports a culture of respect through their curriculum, initiatives and programs. For example, future Company Officers are hosted by LEL as members of the Leadership Education and Development (LEAD) Master Indoctrination Program at USNA. These individuals train alongside experienced LEL faculty in classroom leadership and content delivery in the fall, and assume responsibility for their own Naval Leadership classroom in the spring. In addition, the Naval Leadership 110 course titled “Preparing to Lead” aims to teach midshipmen lessons on social influence, civility, dignity and respect.

Collaborating across the entire spectrum of Naval Academy leaders that contribute to midshipmen development, a Life Skills Working Group identified many topics vital to preparing young men and women to be effective commissioned officers (CO), such as healthy nutrition, sleep habits, relationship and interpersonal skills, and conflict resolution. Emphasis on actions that marginalize abusive behavior were highlighted, and the Life Skills Handbook was created to cover topics that midshipmen, faculty, and staff identified as needing more attention such as professional skills, signs of fraternization, and social media navigation.

Findings from the *2018 Service Academy Gender Relations Survey (SAGR)* will directly inform strategic plans moving forward at USNA. Additionally, the Class of 2018 was the first graduating class to participate in a First Class Exit Survey which measured their attitudes and beliefs upon completion of their SHAPE curriculum. Results will be compared with their plebe year survey to determine progress or effectiveness of USNA programs. Finally, when companies or individuals have challenges or common climate concerns that are unique to EO, the Commandant convenes focus groups and/or one-on-one training sessions to address the unique concerns of each situation. Those focus groups solicit recommendations from the parties involved and offer resources to help resolve particular situations. The EO department then prepares a simple plan of action for the CO to implement and reevaluate its effectiveness

quarterly. If the plan fails to produce acceptable results, the EO returns to one-on-one interviews and builds another plan to address shortcomings. This ongoing process is designed to stimulate greater communication until the conflict is resolved and will be utilized when necessary.

The Naval Academy reached out to Dr. Dorothy Edwards after a prevention discussion with the USNA SAPR PM, USNA Director of Prevention Education, and United States Navy SAPRO staff during the 2017 DoD SAPR Site Visit in June 2017. In September of 2017, Dr. Edwards returned to Annapolis to provide a third-party expert analysis of USNA's SHAPE curriculum related to sexual assault prevention efforts and enhancing a culture of respect. USNA plans to continually collaborate with Dr. Edwards in the future.

Improve Sexual Assault and Sexual Harassment Reporting

Requirement: The MSAs reviewed findings of previous reports and provided a plan to reduce barriers in sexual assault and sexual harassment reporting.

USNA Response: A number of midshipmen used the Leave of Absence program and Midshipman Development Center support groups during this APY. These resources remain important tools to encourage midshipmen to seek proper short- and long-term care. USNA recognizes that greater reporting will only come from providing the best care and support possible for survivors of sexual assault and midshipmen experiencing sexual harassment. Ten midshipmen used the new Leave of Absence option available for victims of sexual assault this past year, which may provide midshipmen more incentive to file an Unrestricted Report. The SAPR office and Commandant continue to receive feedback from midshipmen that this new option represents an improvement to the USNA reporting process.

In efforts to curb sexual harassment concerns at USNA, a new anonymous reporting protocol allows midshipmen the opportunity to report EO and sexual harassment concerns without the stigma traditionally attached to "whistleblowers." Bystanders who wish to remain anonymous have the option to report without being identified. In addition, EO sexual harassment training is now completed during Plebe Summer, and departmental training for all-hands and a refresher training for COs and Senior Enlisted Leaders (SELs) are completed every September. Per USNA policy, all informal and formal EO and sexual harassment complaints are documented on a 5354/2 EO form and the metrics are reported quarterly by USNA's Command Climate Specialist.

USNA Response to Department Action Items

The following section provides the actions that USNA has taken to address the action items identified for all three MSAs in the APY 16-17.

SAPR Best Practices

Requirement: Academies were to discuss strategic dialogue accomplished this APY with leadership to facilitate the exchange of SAPR best practices.

USNA Response: The USNA SAPR PM and Director of Prevention Education gathered inputs from faculty, staff, and midshipmen during August and September. They met with the Superintendent, Commandant, and key members of their respective staffs to update and reassess the prevention plan. Several meeting items were discussed including progress on the DoD SAPR Plan of Action, summary of current DoD and United States Navy efforts, progress

on the 2018 SAGR, a “Pulse of the Brigade,” and Restricted and Unrestricted sexual assault reporting data. In addition to program personnel changes, outside collaborations with local community organizations and national military and civilian organizations were discussed. This year, the SAPR PM and Director of Prevention Education also attended the Relationships 101 SHARP Summit at West Point during the fall semester and the Student Affairs Administrators in Higher Education Strategies Convention in Portland during the spring semester. The Superintendent and Commandant were briefed after these engagements, and the Convention specifically confirmed that the USNA program is utilizing the latest research in their prevention education curriculum.

The SAPR Department holds a prominent seat at the Brigade Command Operations planning board and has priority in scheduling SHAPE activities for the next semester. The schedule is finalized at least six months in advance and SHAPE training maintains a high priority when conflicts arise. Every year, SAPR efforts are captured in the Commandant’s Operations Report that is archived for future executive planning efforts. This APY, the SAPR PM began an initiative focused on better informing each department on the current and future efforts of both SAPR prevention and response efforts. During department meetings, the SAPR PM received feedback from each department on concerns and applied programmatic feedback to tailor response care and prevention curriculum changes across all departments.

Finally, the USNA Board of Visitors, comprised of key members of Congress and Presidential appointees, meet three times a year. The SAPR PM attends every meeting and is available to discuss program updates with the members, and the Superintendent updates the board when results of the SAGR Survey and Focus Groups are available. Members are able to influence strategic decisions in this forum and provide thoughts on the direction of the program.

Unrestricted and Restricted Reporting

Requirement: The MSAs were required to discuss steps taken to ensure Unrestricted and Restricted reporting practices follow privacy, security, and records management policies.

USNA Response: All documents supporting Restricted and Unrestricted Reports are kept in a double lock file in the USNA SAPR office. Files sent electronically are secured in the AMRDEC SAFE application when transferred.

Point of Contact for Program Evaluation and Recommendations to the Superintendent

Requirement: Academies were asked to discuss steps taken to identify a single point of contact to gather data from a variety of sources, conduct overall program evaluation, and make recommendations to the Superintendent based on that data.

USNA Response: The SAPR PM is a nominative billet contained in the USNA Standard Organization and Regulations Manual. Inputs from the Director of Prevention Education, Academic Faculty Liaison, USNA Lead SARC, midshipmen leadership, and Commandant’s Staff help guide strategic discussions and implement key initiatives as appropriate. The SAPR PM keeps detailed minutes of every conversation with the Superintendent and provides notes to the assessment team. The Superintendent and Commandant receive briefs on every change to the program or curriculum before those changes are executed.

Prevention Efforts for all Pre-Entry Pathways for Service Members

Requirement: The MSAs were required to discuss steps taken to develop and implement framework to capture prevention efforts for, and gaps in, all pre-entry pathways for Service members.

USNA Response: All pre-entry pathways to the Naval Academy are subject to the highly exhaustive admissions processes and candidates receive varying degrees of prevention training depending on their source. Each USNA applicant has been exposed to varying degrees of prevention education before arriving to Annapolis. USNA does not require candidates to document prior training and does not discriminate against candidates based on their level of training prior to becoming midshipmen. All plebes take a survey during Plebe Summer aimed to measure their attitudes and beliefs to establish a class baseline that informs SHAPE curriculum areas that need more or less focus.

The United States Naval Academy Preparatory School in Newport, RI is subject to the same DoD requirements as every other DoD installation. They have a dedicated SARC who conducts initial indoctrination SAPR training upon a candidate's arrival and the SAPR reporting system is identical to that of every other naval installation. Upon graduation, those candidates repeat initial indoctrination training with their incoming civilian and prior enlisted candidates during Plebe Summer in Annapolis. The role of this program significantly enhances SAPR training for midshipmen coming to the Naval Academy and information on the program can be obtained from the DoD Annual Report.

USNA Response to Academy Specific Action Items

The following section provides the actions that USNA has taken to address the Academy specific action items from the APY 16-17 Report.

Defense Equal Opportunity Climate Survey (DEOCS) Response Rate

Requirement: USNA was asked to discuss the steps taken to increase the DEOCS response rate as it decreased from 40 percent to 27 percent in the latest survey.

USNA Response: The DEOCS survey is voluntary and will remain so in the future when administered at USNA. COs and SELs will take the survey on board this year to explain the "why" to their midshipmen and increase participation. Communication will be sent to company leadership earlier than last year to give them more time to prepare and brief companies in small group settings.

Ensure Planned and Sequenced Prevention Efforts

Requirement: To ensure prevention efforts are planned and sequenced to reinforce key prevention principles throughout the midshipman experience.

USNA Response: A series of core classes are taught at USNA that reinforce key prevention principles. Additionally, midshipmen put their academic work to practical use when they assume actual peer leadership billets running the operations of the Brigade during their First Class (senior) and Second Class (junior) years. During this time, they serve as leaders of squads all the way up to Brigade Commander and also serve as team captains, club captains, mentors, and role models to their peers and underclassmen. All leaders must foster a healthy command culture and climate that prevents sexual assault in the first place, while also being knowledgeable of the management tools needed to respond if such an event does occur.

A change in the Third Class curriculum was made in which the session on social conformity was eliminated due to overwhelming midshipman feedback it was ineffective and redundant. Key points of that training were incorporated into other sessions, with the curriculum beginning with the “Speak About It” program in attempts to prevent negative attitudes that historically develop among midshipmen during that year. Another key change included discussion from a military survivor of sexual assault.

Prepare Company Officers and SELs to Support Prevention Programs

Requirement: USNA was asked to discuss steps taken to prepare Company Officers and SELs to support the way forward in their sexual assault and harassment prevention programs.

USNA Response: Prospective USNA Company Officers are hosted every spring semester as members of the LEAD Master Program. They begin during the fall semester, training alongside experienced faculty in classroom leadership and content delivery. In the spring semester, they assume responsibility for their own Naval Leadership section of midshipmen, an opportunity which allows them to apply lessons learned to real-world leadership challenges.

Provide Midshipmen with Applied Leadership Experience

Requirement: USNA was to discuss how the prevention program will provide midshipmen with applied leadership experience using the climate assessment process.

USNA Response: Every aspect of a midshipman's life is focused on applying leadership skills and assessing their professionalism in creating an effective command climate. Midshipmen are provided with opportunities to engage in leadership roles, culminating in leading the Brigade of the Midshipmen. DEOCS Survey results are briefed up and down the chain-of-command culminating with each of the 30 Company Officers briefing the results to their respective midshipmen. Midshipmen are held accountable to those results and challenged to improve their command climates.

Midshipmen Peer Evaluations

Requirement: USNA was asked to discuss steps taken to ensure that midshipman peer evaluations are conducted in such a way that does not hinder sexual harassment and sexual assault reporting.

USNA Response: USNA revamped their midshipman evaluation system, as governed by COMDTMIDNINST 1600.2J signed on August 3, 2018. Following completion of the pilot program during APY17-18, the Midshipman Development Report was overhauled to closely resemble the fitness report systems used by the United States Navy and Marine Corps. The old system employed a series of drop down menus using single adjective descriptions that had the potential to trigger victims of sexual assault and often became tools for midshipmen to shame each other. The new system uses Midshipman Development Traits and eliminates those potential outcomes with five areas evaluated for each class including leadership, character, professionalism, team driven, and judgement and tact. The aptitude system may not be used to bypass the processes established in either the Conduct System or Honor Program, and there is now a requirement to conduct midterm counseling and both midshipmen and COs play a delineated and definitive role in determining the final aptitude score. Sexual harassment reports are not incorporated into the evaluation process and therefore neither encourage nor discourage reporting.



Appendix C: United States Air Force Academy



Appendix C: U.S. Air Force Academy



In the following section, the Department provides an update on the status of all pending action items of the United States Air Force Academy (USAFA) entering Academic Program Year (APY) 2017-2018. These action items include Under Secretary of Defense for Personnel and Readiness (USD(P&R)) initiatives and identified action items from prior years. The Department will assess the effectiveness of the Academy's sexual harassment and sexual assault prevention and response program and determine compliance with policy during an on-site assessment in the next APY.

USAFA Response to Secretary of Defense Action Items

The following section provides the actions that USAFA has taken to address USD(P&R) Action Items directed in the June 2017 memorandum.

Promote Responsible Alcohol Choices

Requirement: Academies were to submit plans to address attitudes and behavior around alcohol use and misuse to produce changes in related behaviors, as well as to change the context in which alcohol use occurs.

USAFA Response: The Peak Performance Center (PPC) and Substance Abuse Prevention Services (SAPS) clinic provided cadets with alcohol assessments and psychoeducational materials, and regularly conducted outreach to proactively address responsible alcohol consumption. Staff were involved in multiple alcohol prevention outreach initiatives, including briefing responsible drinking skills to cadets in their squadrons. SAPS staff provided holiday outreach in the dormitories and encouraged the creation of a safe plan related to alcohol consumption. A newsletter was distributed during the month of March to all cadets highlighting responsible drinking skills prior to spring break. During APY 17-18, more than 2,100 cadets received alcohol education through the PPC and SAPS additional outreach initiatives. Professional Ethics and Education Representatives held an outreach event as well, utilizing an interactive and hands-on approach to engage nearly 400 cadets.

All three degree cadets (sophomores) participate in alcohol training conducted by the PPC in small group sessions prior to beginning their academic year. SAPR and Judge Advocate staff conducted training for bartenders at a cadet area bar on bystander intervention and laws concerning sexual assault and intoxication. The training discussions ultimately led to other USAFA policy changes to promote responsible drinking at the bar, including restricting the amount of wine and beer allowed for purchase and increasing supervision on Thursday nights, allowing for greater observation and intervention on the bar's most attended night. USAFA utilizes the Bystander Intervention Training for Alcohol Servers developed by the Air Force.

USAFA evaluated the Cadet Healthy Personal Skills (CHiPS) training that incoming basic cadets receive during Basic Cadet Training (BCT). CHiPS is an evidenced based prevention program focused on mitigating sexual assault through social skills training. Although not implemented to solely target alcohol use, CHiPS' long term goals are to increase healthy interpersonal relationship skills and reduce risk factors for unhealthy relationships as well as other risky behaviors such as alcohol misuse. The CHiPS training was developed during APY 16-17 and implemented with half of the BCT class during APY 17-18.

Reinvigorate Prevention

Requirement: To reduce sexual assault, sexual harassment, and other readiness-impacting behaviors, the MSAs were to work with their respective sexual assault prevention and response leadership to ensure sexual harassment, hazing, and bullying prevention efforts were integrated with the overall sexual assault prevention program.

USAFA Response: USAFA is currently revising its sexual assault curricula delivered to each cadet class year. Four degree cadets (freshmen) receive a SAPR BCT within their first 10 days on base. In addition, new for this APY, half of the four degrees received the CHiPS evidence-based program that showed promise of reducing sexual violence in a prior randomized control trial study. This approach will allow course leaders to further evaluate outcomes before expanding it to a full class year. Three degree cadets (sophomores) receive a cadet Bystander Intervention Training (cBIT) that has been used for several years. Second degree cadets (juniors) receive a subject matter expert briefing focused on addressing topics as leaders at the Academy and among peers, and comprehending their personal role in SAPR. First class cadets (seniors) receive a subject matter expert briefing on their role as leaders in prevention.

As the new SAPR staff arrived on station this year, they began reviewing and collaborating on the best way forward to conduct required training. The first two curricula they reviewed were cBIT and SAPR BCT. Since part of the effort of the new staff is to ensure credibility amongst the installation, the staff implemented a train-the-trainer course with all permanent staff and volunteer instructors. Each volunteer was required to be certified to instruct by a permanent staff member prior to teaching cadets to ensure consistency, accurate information, and quality presentations. SAPR staff are currently evaluating the cBIT course for revisions to ensure it includes foundational bystander skills similar to the skills the Total Force received from 2016 through 2018.

SAPR staff conducted discussions with all faculty departments to address changes in personnel and the permanent party's role in prevention. Staff briefed updates about the SAPR office during a Dean's all-call meeting with faculty, and incoming Air Officers Commanding (AOCs) received a brief from SAPR, the Office of Special Investigations (OSI), the Special Victim's Counsel (SVC), and the Legal office. This panel discussion was followed by a SAPR presentation on the role of commanders in response to and prevention of sexual assault, use of climate feedback, differentiating awareness and prevention, and specifics about their response and prevention role within their squadron. SAPR also proposed a leadership presence initiative requesting the Superintendent, Commandant of Cadets, Dean of Faculty, and Athletic Director attend one mandatory cadet training, with completion of this proposal expected next year.

Lastly, following the past year investigation and discipline of USAFA Lacrosse team cadets, members of the team worked with Cadet Wing leadership, Dean of Faculty members, and Judge Advocate staff to develop the Hazing Education and Prevention Program. Lacrosse team cadets provided this training to all cadet squadrons.

Three years ago, the Athletic Department, in conjunction with SAPR and the USAFA Judge Advocate office, developed a series of discussion-based trainings to educate student-athletes on healthy relationship behaviors in small group settings to allow for honest conversations. The Athletic Department expanded this training to all intercollegiate athletes this

year. In addition, USAFA has committed to a formal evaluation of this program in APY 19-20 to determine potential application with all cadets.

USAFA hired two Violence Prevention Integrators (VPIs) this APY. The VPIs coordinate prevention programs and monitor results of prevention initiatives for the USAFA Cadet Wing and permanent party. They work in collaboration with other stakeholders, including Family Advocacy Program, chaplains, Military Family Life Counselors, Alcohol and Drug Abuse Prevention and Treatment and PPC.

Enhance a Culture of Respect

Requirement: The MSAs were required to review and revise their indoctrination training, military education, academic programs, and permanent party in-service and preparatory programs wherever practicable to advance a MSA culture free from sexual harassment, hazing, and bullying, and communicate expectations for appropriate conduct related to social media.

USAFA Response: The MSA DEOCS identified that survey participants repeatedly requested the opportunity to discuss topics concerning race, ethnicity, gender, religion, and sexual orientation. Thus, USAFA developed the Cadet Respect Initiative to address these areas of concern. Cadets will learn to lead facilitated discussions with Air Officer Commanding and Academy Military Trainer oversight within their squadrons about these social topics.

An Awareness and Unconscious Bias Training was offered to cadets, faculty, and staff to provide tools for addressing bias, and a Staff Implicit Bias and Awareness Training was offered to directors and vice directors. Professional development workshops were made available to the permanent party to help advance a culture free from sexual harassment, hazing, and bullying. A “Virtual” Unconscious Bias Training Initiative was developed. Superintendent’s Diversity Council meetings brought together leadership from each mission element, SMEs, and cadets to address issues of diversity and inclusion, and report to the Superintendent. Diversity and Inclusion town halls provided an opportunity for critical discussions by cadets, faculty, and staff on current culture, climate, and inclusion concerns. USAFA continues to review the MSA DEOCS and SAGR survey and focus group results to implement necessary changes in curriculum, communications, and prevention interventions.

USAFA develops its curriculum to appropriately shape leadership and supervisory capabilities. “Living honorably” education is provided to cadets across their four years at the academy, which aims to prepare cadets for interpersonal leadership roles within the Honor System and teach lessons on bias, tactical leader competencies, and impacts to culture and climate. Leadership lessons relevant to SAPR initiatives include sessions on pride and humility in leadership positions and in personal life and living honorably in combat and personal life.

The USAFA “Developing Leaders of Character” framework provides a systematic approach to cadet leadership development. The Commandant of Cadets seeks to use this framework to guide each cadet to achieve the desired outcomes of a professional who: (1) Lives honorably by consistently practicing the virtues embodied in the Core Values; (2) Lifts people to their best possible selves; and, (3) Elevates performance toward a common and noble purpose. The 47-Month Cadet Development Plan is a deliberate, time-phased, and multifaceted journey from In-Processing (I-Day) to Commissioning, encompassing multiple engagements involving the core elements of the Air Force’s Continuum of Learning: Education, Training, and Experience. All of the SAPR curriculum follows this deliberate approach to build on what was

presented the year prior and will be implemented within the Commandant's 47-month plan during APY 18-19. The plan is a living document and will be assessed and revised annually.

Improve Sexual Assault and Sexual Harassment Reporting

Requirement: The MSAs reviewed findings of previous reports and provided a plan to reduce barriers in sexual assault and sexual harassment reporting.

USAFA Response: In APY 17-18, USAFA continued to address the feasibility of using an online sexual assault reporting system to encourage greater reporting by cadets. The Commandant of Cadets published the Safe-to-Report policy in an effort to clarify USAFA's position concerning the handling of victim and witness collateral misconduct. The policy initiative was in response to concerns expressed by victims, and supported by anecdotal evidence from SAPR, SVC, various studies and surveys, that a significant barrier to reporting a sexual assault was concern of punishment for collateral misconduct. The new policy provides victims and witnesses greater clarity concerning collateral misconduct while still allowing commanders to maintain order and discipline. The policy was modeled after the USNA policy highlighted by the Department's MSA APY 14-15 Report and is consistent with several civilian university policies. The Commander's Intent memo accompanying this policy reinforced that retaliation, reprisal, ostracism, and maltreatment against victims would not be tolerated.

The EO office established a satellite center within walking distance of dorms to provide a local helping agency readily available to cadets, with a staff member available via phone after hours for cadets' convenience. The office solicits reporting of any complaint within the unit and provides leaders with the Title 10 Section 1561 requirements for investigation and reporting to the General Court Martial Convening Authority following a sexual harassment complaint. The EO strived to ensure leadership awareness of this policy by conducting targeted briefings and issuing additional resources for resolution and reporting. EO staff developed a sexual harassment hotline poster which was posted in high traffic areas within the Cadet Wing. A training was conducted with academy military trainers related to sexual harassment which reviewed EO's roles, responsibilities, and services. The EO Director also reviewed the BCT curriculum and subsequent updates were made and implemented during the 2018 BCT.

Among metrics used by USAFA to track efficacy of sexual assault and sexual harassment policies include *SAGR* surveys and focus groups data, feedback and evaluation of training and education, climate surveys and informal qualitative data. The SAPR analyst developed a Culture of Respect Evaluation framework to assess efficacy of sexual assault prevention and response efforts, outcomes, and policies. This measure will be reviewed and reassessed for use in the next APY.

USAFA Response to Department Action Items

The following section provides the actions that USAFA has taken to address the action items identified for all three MSAs in the APY 16-17.

SAPR Best Practices

Requirement: Academies were to discuss strategic dialogue accomplished this APY with leadership to facilitate the exchange of SAPR best practices.

USAFA Response: The Judge Advocate participates in biannual Service Academy Legal Team meetings. In the past APY, this personnel led discussions on policies regarding sexual misconduct, collateral misconduct, and trainings healthy relationships.

Unrestricted and Restricted Reporting

Requirement: The MSAs were required to discuss steps taken to ensure Unrestricted and Restricted reporting practices follow privacy, security, and records management policies.

USAFA Response: During the past APY, the Superintendent sent a memorandum to all individuals that support victims reinforcing the Privacy Act and guidance in AFI 90-6001 as well as outlining expectations concerning the safeguarding of victims' privacy. All individuals were required to acknowledge receipt of the memorandums, and the memorandum is maintained on the USAFA SAPR SharePoint site.

Point of Contact for Program Evaluation and Recommendations to the Superintendent

Requirement: Academies were asked to discuss steps taken to identify a single point of contact who gathers data from a variety of sources, conducts overall program evaluation, and makes recommendations to the Superintendent based on that data.

USAFA Response: USAFA has two VPIs dedicated to coordinating prevention initiatives for the cadet wing and permanent party. The VPIs will track results of prevention initiatives and coordinate with stakeholders such as Family Advocacy Program, Chaplains, Military Family Life Counselors, Alcohol and Drug Abuse Prevention and Treatment, PPC, and Mental Health providers. The VPIs currently report to the Direct Reporting Unit Sexual Assault PM or Lead SAPR Coordinator who reports directly to the Vice Superintendent. Additionally, the SAPR program analyst assesses training outcomes and survey and focus group results to inform leadership of prevention efforts.

Prevention Efforts for all Pre-Entry Pathways for Service Members

Requirement: The MSAs were required to discuss steps to develop and implement framework to capture prevention efforts for, and gaps in, pre-entry pathways for Service members.

USAFA Response: USAFA does not currently have a framework to capture prevention efforts for all pre-entry pathways for service members in regards to perpetration or prior victims. The USAFA Admissions Office reviews all applications of potential cadet candidates, and makes note of applicants who disclose information necessary to annotate. The applications of these individuals are submitted to the Vice Commandant of Cadets. Additionally, any information relayed to an Air Liaison Officer during an interview is relayed to the Admissions Office.

USAFA Response to Academy Specific Action Items

The following section provides the actions that USAFA has taken to address the Academy specific action items from the APY 16-17 Report.

USAFA Plan Rebranding

Requirement: The Academy was asked to provide details on the strategic communications plan and social marketing campaign developed for the rebranding referred to in the USAFA Plan.

USAFA Response: The interim SAPR PM created a communications plan with the Communications Management office to address the unprecedented staff turnover and media attention. This communications plan included several blogs to address the aforementioned issues and ensure victim care. SAPR periodically published newsletters titled “Washroom Wisdom” posted in restrooms and other various locations around USAFA to provide information about upcoming events, introduce new SAPR staff members, and publicize a new anonymous question and answer forum via mobile phone ‘QR’ code-scanning technology.

The first annual Pathways to Thriving Summit, hosted by the Superintendent, was conducted this year, which welcomed current and former cadets, graduates, and community members to learn more about preventing sexual assault and supporting victims of sexual violence. The summit featured large-forum guest speaker events, breakout sessions, and a discussion for USAFA's way forward on this topic. Breakout sessions covered topics such as the history of SAPR, a panel of OSI, SVC and legal offices, an introduction to Healthy Relationships Training, the neurobiology of trauma, and a cadet panel of survivors. The SAPR office staff facilitated small group discussions for attendees to collaborate and present their ideas and solutions on sexual assault prevention to the Superintendent.

Brownbag lunch meetings with all Dean of Faculty departments throughout the fall were hosted, addressing the drastic changes in the program's personnel as well as the permanent party's role in prevention. Sessions were informal and allowed for open questions and discussions. The SAPR staff briefed updates regarding the Academy's SAPR office during a Dean's all-call to faculty members.

Future strategic communications plans include a seven-part video series highlighting the SAPR program and the forward-leaning approach of USAFA's victim advocacy, prevention education, training, and outreach services. The targeted audience includes current and future USAFA cadets and their parents, Congress, military leadership, and the general public. The goals of the videos include the following with expected completion planned for APY 19-20.

- Communicating sexual assault response and prevention strategies
- Providing gender-inclusive, culturally competent and recovery-oriented services
- Facing sexual assault history honestly and openly
- Reaching out to survivors to hear their stories and provide support
- Working ardently to learn from past mistakes

Publicize Sexual Harassment Reporting Resources

Requirement: USAFA was to discuss steps taken to publicize sexual harassment reporting resources.

USAFA Response: The USAFA EO office uses publications and multiple training sessions to publicize harassment reporting resources. Bulletin board items are set to all unit leaders for dissemination within their organizations which include a compilation of the Superintendent's Equal Opportunity (EO), Treatment and Sexual Harassment Emphasis policy letters, USAFA policies, local EO flyers, and the Air Force Discrimination and Sexual Harassment hotline flyer. These items are provided during Key Personnel Briefings.

Additionally, EO staff provide information during mandatory training sessions and meetings requested by Cadet Wing leaders. Refresher training sessions can be provided as requested by AOCs for cadets who have violated EO policies and need assistance with growth in this area of leadership development. Refresher trainings are often conducted one-on-one

with an EO Specialist. Some cadets are required to attend two or more sessions and/or research and present information related to their violation to their organizations.

Memorandum of Understanding (MOU) with Memorial Hospital

Requirement: USAFA was asked to discuss the MOU with Memorial Hospital status of completion, and the subsequent action plan if it is still in progress.

USAFA Response: The MOU between Memorial Hospital and USAFA was completed and signed by both parties.

Provide DEOCS Results to Air Officers Commanding

Requirement: To provide Academy Defense Equal Opportunity Climate Survey results to Air Officers Commanding, and prepare them to understand results and develop action plans to address challenges.

USAFA Response: The USAFA EO office conducts a mandatory training session with all AOCs prior to administration of the survey. During the training and throughout the survey administration process, leaders are encouraged to utilize the website, “Assessment to Solutions” which helps commanders develop action plans based on survey results. The reports are sent directly to the SARC, AOCs, the Commandant of Cadets, and additional leaders as approved by the Commandant of Cadets such as the Vice Commandant of Cadets, Vice Commandant of Culture and Climate, and the Director of Assessment and Research. When requested, the results of a squadron survey will be reviewed by the squadron leadership and an EO professional, who provides feedback and offers pertinent recommendations and services.

Sexual Assault Prevention Orientation Program

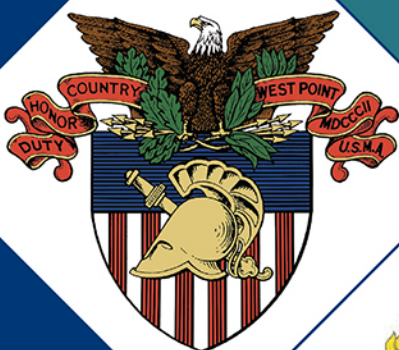
Requirement: USAFA was to list and discuss steps taken to develop a sexual assault prevention orientation program for second-year cadets.

USAFA Response: A 90-minute cBIT was developed in which small group, scenario-based discussions address how to identify the need for intervention and methods to intervene safely and successfully. These scenarios aim to encourage cadets to explore personal responsibility and leadership expectations of caring for others and setting Air Force standards.

Curriculum Updates Pertaining to SAPR

Requirement: To discuss steps taken to ensure the curricula outlines honor, respect, and character development as pertaining to SAPR.

USAFA Response: Several SAPR-related learning opportunities will be offered to cadets this APY including a class on law and societal issues such as sexual assault, gender, and privacy rights. Additionally, a Falcon Heritage Forum will be used to connect cadets with distinguished veterans and mentors. USAFA’s curriculum is developed to appropriately shape leadership and supervisory capabilities based upon cadets’ cohort with training objectives and outcomes clearly stated in all lesson plans.



Appendix D: Statistical Data on Sexual Assault and Sexual Harassment



Table of Contents

Introduction	3
Restricted Reports	3
Unrestricted Reports	4
Case Dispositions.....	4
Case Timelines	5
Data Sources	5
Defense Sexual Assault Incident Database (DSAID).....	5
Service Academy Gender Relations Survey (SAGR).....	6
APY 17-18 Overall Reporting Data on Sexual Assault	6
APY 17-18 Unrestricted Reports of Sexual Assault	12
Disposition of Sexual Assault Reports Adjudicated in APY 17-18.....	13
Demographics of Unrestricted Reports.....	14
APY 17-18 Restricted Reports of Sexual Assault	15
Demographics of Restricted Reports of Sexual Assault.....	16
2018 Service Academy Gender Relations Survey (SAGR).....	17
Estimated Past-Year Prevalence of Unwanted Sexual Contact	17
Perceptions of Retaliation.....	17
Alcohol Use	18
Bystander Intervention	19
APY 17-18 Data on Sexual Harassment	19
Complaints of Sexual Harassment	19
Estimated Past-Year Prevalence of Sexual Harassment	20

List of Exhibits

Exhibit 1: Reports of Sexual Assault to the MSAs by Report Type, APY 07-08 to 17-18	7
Exhibit 2: Total Reports made by Cadets and Midshipmen Occurring Prior to and During Military Service, APY 07-08 to 17-18.....	8
Exhibit 3: Reports of Sexual Assault, Investigations, and Dispositions Completed in APY 17-18	9
Exhibit 4: Reports of Sexual Assault by Academy, APY 07-08 to 17-18	10
Exhibit 5: Estimated Cadets and Midshipmen Experiencing USC Based on Past-Year Prevalence Rates compared to the Number of Cadets and Midshipmen in Reports of Sexual Assault Made for Incidents Occurring during Military Service, APY 05-06 to 17-18	11
Exhibit 6: Sexual Assault Crimes Investigated in Unrestricted Reports, APY 16-17 to APY 17-18	12
Exhibit 7: Unrestricted Reports of Sexual Assault by Victim and Subject Status, APY 16-17 to APY 17-18	13
Exhibit 8: Reports Initially Made Restricted, Reports Remaining Restricted, and Restricted Reports Converted to Unrestricted, APY 07-08 to 17-18	15
Exhibit 9. Restricted Reports of Sexual Assault by Victim and Subject Status, APY 16-17 to APY 17-18	16
Exhibit 10. Perceived Negative Behaviors among Cadets/Midshipmen who made a Report of Sexual Assault, APY 17-18	18
Exhibit 11: Cadets/midshipmen Response to a Situation they Perceived to be Disrespectful or at Risk for Sexual Assault, APY 17-18	19
Exhibit 12: Total Sexual Harassment Complaints by Academy, APY 11-12 to 17-18	20

List of Tables

Table 1: Sexual Assault Reports by Victim and Military Status, APY 17-18.....	8
Table 2: Total Reports of Sexual Assault by Type of Report and Academy, APY 17-18.....	10
Table 3: Sex of Victims and Subjects in Completed Investigations, APY 17-18.....	14
Table 4: Age of Victims and Subjects at the Time of Incident in Completed Investigations, APY 17-18	14
Table 5: Restricted Reports by Sex, APY 17-18.....	16
Table 6: Age of People Making Restricted Reports at the Time of Their Incident, APY 17-18 ...	16
Table 7: Past-Year Sexual Harassment Prevalence among Female Cadets and Midshipmen ..	20
Table 8: Past-Year Sexual Harassment Prevalence among Male Cadets and Midshipmen	20

Appendix D: Statistical Data on Sexual Assault and Sexual Harassment

Introduction

The Department of Defense's (DoD) sexual assault reporting data capture Restricted and Unrestricted Reports of sexual assault involving cadets, midshipmen, or prep school students ("academy students")¹ as victims and/or subjects in allegations made during Academic Program Year (APY) 2017-2018 (17-18). These reports may include:

- Sexual assaults alleged by academy students against academy students
- Sexual assaults alleged by academy students against non-academy students (i.e., Service members, civilians/foreign nationals, or unknown subjects)
- Sexual assaults alleged by non-academy students (i.e., Service members, civilians/foreign nationals, adult military dependents) against academy students

However, the number of sexual assaults reported to DoD authorities is not necessarily indicative of the number of sexual assaults that may have occurred. Consequently, DoD employs scientific surveys of the military population to estimate the number of personnel who may have experienced sexual assault in the past year. In surveys of cadets/midshipmen, DoD uses a measure called "unwanted sexual contact" (USC), a proxy for the range of penetrative and contact sexual crimes prohibited by the Uniform Code of Military Justice (UCMJ). USC provides a reliable estimate of the number of cadets/midshipmen experiencing sexual assault crimes addressed by the UCMJ and the Sexual Assault Prevention and Response (SAPR) program.

DoD and civilian research indicate that a small fraction of people who experience sexual assault report the crime. This holds true for the Military Service Academies (MSAs) as well. This year, DoD estimates that of the cadets/midshipmen who indicated an experience of USC in the past year, 12 percent reported the matter to a military authority – the same as when last measured in 2016 (Exhibit 5). The following sections describe the reports received in APY 17-18 and the disposition information associated with completed investigations of Unrestricted Reports, a description of survey data, and information about sexual harassment at the academies.

Restricted Reports

As Service members, academy students can make Restricted Reports to specified individuals (i.e., Sexual Assault Response Coordinators (SARCs), SAPR Victim Advocates (VAs), or healthcare providers) who facilitate care and response services while maintaining confidentiality.² Since people who choose Restricted Reports have a strong desire for confidentiality, DoD does not investigate this type of report, nor does it obtain extensive details about the incident.³ Rather, SARCs record limited data about the person making the report and the alleged incident in the Defense Sexual Assault Incident Database (DSAID), but do not request nor maintain identities of the alleged perpetrator. Additionally, a person can choose to

¹ "Cadets/midshipmen" is used when discussing students at one of the three military academies; therefore, this designation excludes prep school students.

² A change to DoD policy in 2012 allowed military dependents (aged 18 and over) to make Restricted Reports of sexual assault.

³ Use of the term "victim" or "subject" does not convey any presumption about the guilt or innocence of the alleged offenders, nor does the term "incident" substantiate the occurrence of sexual assault.

convert a Restricted Report to an Unrestricted Report at any time. DoD policy also allows adult military dependents to make a Restricted Report involving allegations against academy students. DoD includes all reports involving an academy student in this report.⁴

Unrestricted Reports

Unlike Restricted Reports, Unrestricted Reports involve command notification and a referral for investigation by a Military Criminal Investigation Organization (MCIO). MCIO information systems comprise the systems of record for Unrestricted Reports. An interface between MCIO information systems and DSAID incorporates information about the subject of the investigation and investigative case and SARCs enter additional victim and incident data directly into DSAID.

One Unrestricted Report includes only *one* victim but may still include *multiple* subjects and/or allegations. DoD's sexual assault reporting statistics include data about completed and attempted sexual contact and penetrating crimes between adults, as defined in Articles 120, 125, and 80 in the UCMJ, as amended in 2012. When a report falls under a criminal offense category (e.g., rape, sexual assault, aggravated sexual contact), it means the crime in that category was the most serious of the infractions alleged and/or investigated. The crime alleged/investigated does not necessarily reflect the final findings of MCIOs or the final disposition of the allegation.

Case Dispositions

MCIOs initiate an investigation for each Unrestricted Report of sexual assault that falls within their investigative purview. MCIOs and judge advocate personnel report each investigation's outcome/disposition to DoD. DoD may only take disciplinary action against individuals subject to the UCMJ. Academy students are Service members subject to the UCMJ. When a Service member commits an offense within a civilian jurisdiction (e.g., state, county, or municipality), civilian authorities may also prosecute that Service member. The civilian authority may choose to relinquish its jurisdiction over military members back to DoD. Service member prosecutions by civilian authorities are decisions made on a case-by-case basis and such actions may not yield the same level of case or disposition detail obtained from the military justice system.⁵

MCIOs provide reports to military leadership upon conclusion of an investigation. The subject's military commander, in consultation with the servicing Staff Judge Advocate (SJA), reviews available evidence and considers legal action, if appropriate. However, for crimes of rape, sexual assault, nonconsensual sodomy, and attempts to commit these crimes, a senior military officer who is at least a special court-martial convening authority (SPCMA) and in the grade of O-6 (Colonel or Navy Captain) or higher retains initial disposition authority.

⁴ DoD Instruction 6400.06 (Domestic Abuse Involving DoD Military and Certain Affiliated Personnel) defines "domestic abuse" as domestic violence or a pattern of behavior resulting in emotional/psychological abuse, economic control, and/or interference with personal liberty that is directed toward a person who is: a current or former spouse; a person with whom the abuser shares a child in common; or a current or former intimate partner with whom the alleged abuser shares or has shared a common domicile. Sexual assault occurring within the context of this definition of domestic abuse is referred to the Family Advocacy Program (FAP) for comprehensive safety planning, victim advocacy and support, and treatment when appropriate. Such cases are excluded from this report.

⁵ An accused civilian or foreign national is not often subject to the UCMJ, and DoD cannot court-martial or prosecute these persons under the military justice system, except in rare circumstances (e.g., a civilian accompanying the force in the field in a contingency operation). A host nation's ability to prosecute a Service member may be subject to the Status of Forces Agreement (SOFA) between the U.S. and a foreign government. SOFAs vary from country to country.

The SPCMA is responsible for determining initial disposition action. This includes whether action is warranted and, if so, whether the matter should be resolved by court-martial, nonjudicial punishment (NJP), administrative discharge, or some other adverse administrative action. At the MSAs, the Superintendent (a Lieutenant General or a Vice Admiral) is the initial case disposition authority. Military attorneys assist commanders in identifying charges and appropriate means of addressing misconduct and disposition options based on the available evidence.

Each year there are cases in which disciplinary actions are precluded (i.e., not possible) due to legal issues, or evidentiary problems. For example, when the investigation fails to show sufficient evidence of an offense for command action or when the victim declines to participate in the justice process, a commander may be precluded from taking disciplinary action against an alleged subject.

In the data that follow, when more than one disposition action is involved (e.g., when a NJP is followed by an administrative discharge), only the most serious disciplinary action taken is reported. These actions, in descending order, include preferral of court-martial charges, NJP, administrative discharge, and other adverse administrative actions most often administered through the Cadet Disciplinary System or the Midshipman Misconduct System.

Case Timelines

For this report, DoD uses the period of the APY. Some investigations extend across APYs, as it often takes several months to investigate a report of sexual assault thoroughly. Therefore, investigations opened near the end of the APY typically continue into the next APY. Likewise, case disposition actions can extend across APYs. The Sexual Assault Prevention and Response Office (SAPRO) marks dispositions as “pending” if they have not been completed or reported at the end of the APY. SAPRO tracks pending dispositions and requires the Military Services to report on them in subsequent years’ reports.

Under DoD’s SAPR policy, a Service member can report a sexual assault to a SARC or MCIO at any point, regardless of the amount of time between the incident and the report. Therefore, DoD may receive reports for incidents that occurred in previous years or reports submitted for sexual assaults that occurred prior to a cadet/midshipman’s military service. When reports like these occur, DoD provides care and services to cadets/midshipmen, but may not be able to hold alleged offenders appropriately accountable if they are not subject to military law. DoD authorities may assist in contacting the appropriate civilian or foreign law enforcement agency to address their cadet/midshipman allegations, if requested to do so.

Data Sources

Defense Sexual Assault Incident Database

DSAID became the system for data collection and reporting by the MSAs in APY 14-15. Since DSAID is a real-time data-gathering tool, not all data points are immediately available for this report. Data provided in this report represent the state of DSAID data at the time of the DoD’s final query of the database in August 2018.⁶ Despite best efforts by DoD and the Services to enter data accurately and expediently, some information may be incomplete at the time of the

⁶ Due to missing data fields, six reports involving an academy student as a subject and/or victim were not present in the final data pull. USNA data were updated from data retrieved on November 8, 2018.

DSAID data pull. Therefore, some demographic or case-related information presented below is categorized as “relevant data not available.”⁷

In addition, data may change over time and may differ from data previously reported by DoD. Updates, changes, and corrections occur as a standard, continuous process of DSAID case management. SAPRO works with the academies and Service SAPR program managers to validate entries, identify errors, and make corrections throughout the year. The investigative process may also uncover additional information. For example, an investigation may clear some subjects of an allegation and/or implicate others. Data presented here reflect this process.

Service Academy Gender Relations Survey

The Office of People Analytics (OPA) conducts the *Service Academy Gender Relations Survey* (SAGR) every two years at the MSAs to estimate the past-year prevalence rate of USC in the cadet/midshipman population.⁸ The 2018 SAGR is the seventh in a series of surveys mandated by the MSA assessment process directed by the FY07 National Defense Authorization Act. Similar to 2016, this year’s SAGR took a census of all cadets/midshipmen at the three MSAs.

DoD uses the SAGR to estimate the number of cadets/midshipmen who indicated at least one experience of USC in the current APY, regardless of whether cadet/midshipmen chose to report that incident. As discussed in the introduction, differences between the number of sexual assault reports and the estimated prevalence of sexual assault stems from apparent underreporting of sexual assault incidents to DoD authorities. The SAGR employs a measure of USC that covers a range of activities prohibited by the UCMJ, which provides a reliable estimate of the crimes addressed by the SAPR program. However, USC is only a proxy measure for crimes described in military law and not a crime index.

In addition to the estimated past-year prevalence of USC, the SAGR includes:

- APY 17-18 estimated past-year prevalence rates of sexual harassment and gender discrimination
- Students’ perceptions of academy culture with respect to sexual assault, sexual harassment, and gender relations
- Opinions on program effectiveness in reducing or preventing sexual assault and sexual harassment
- Indicators of alcohol use

APY 17-18 Overall Reporting Data on Sexual Assault

Exhibit 1 shows that DoD received 117 sexual assault reports involving an academy student as a victim or subject in APY 17-18. Of these 117 reports, cadets/midshipmen made 101 reports. Other prep school students, active duty Service members, and civilians comprised the remaining 16 reports. This APY, reports involving an academy student increased by 6 reports

⁷ For DoD to classify a victim or subject accurately as a cadet, midshipman, or prep school student, demographic data must be completed in DSAID. This report uses the term “relevant data not available” when these data fields are missing or unavailable.

⁸ Although the term “unwanted sexual contact” does not appear in Articles 120, 125, or 80 of the UCMJ, for the purposes of the SAGR and this report, it refers to a range of activities that the UCMJ prohibits. These activities include completed or attempted oral, anal, or vaginal penetration by a body part or an object, and the unwanted touching of genitalia, buttocks, breasts, or inner thighs when the victim did not or could not consent.

at the U.S. Military Academy (USMA), 3 reports at the U.S. Naval Academy (USNA), and decreased by 4 reports at the U.S. Air Force Academy (USAFA).

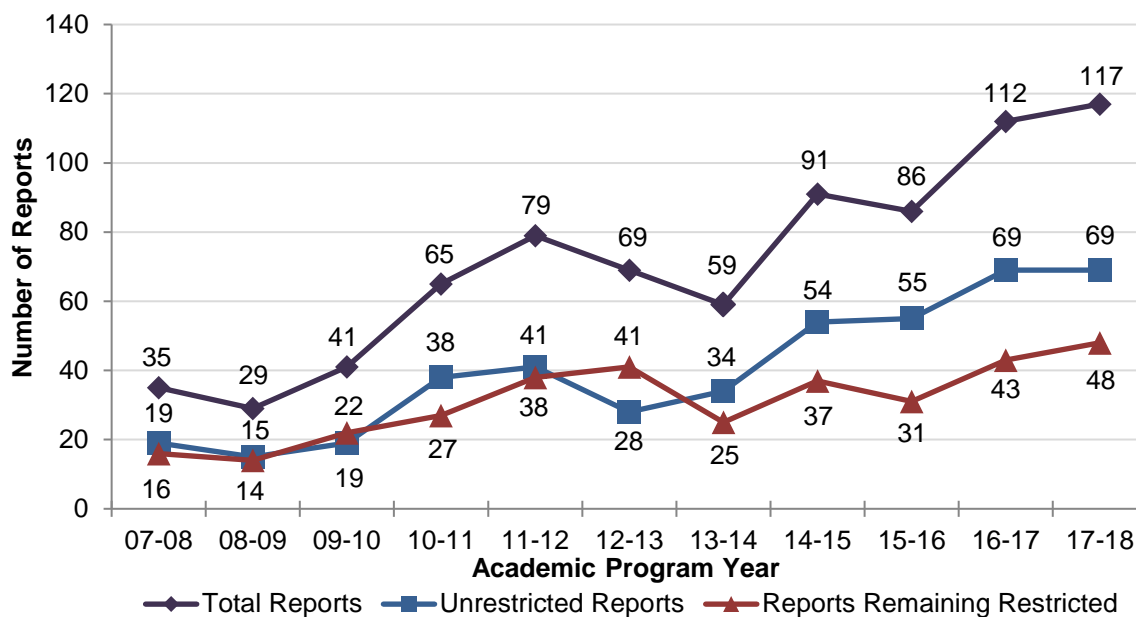


Exhibit 1: Reports of Sexual Assault to the MSAs by Report Type, APY 07-08 to 17-18

As discussed previously, DoD policy permits cadets/midshipmen to report sexual assaults and receive assistance, even when the reported incident occurred prior to entry into military Service. Exhibit 2 below illustrates this pattern in cadet/midshipman reporting of sexual assault allegations. Exhibit 2 shows that 9 of the 101 sexual assault reports made by cadets/midshipmen this year involved an incident that occurred prior to military Service (6 Unrestricted and 3 Restricted Reports). Notably, Exhibit 2 excludes sexual assault reports from prep school students, active duty Service members, and civilians, and thus does not match the total reports in Exhibit 1 (see Table 1 for a breakdown of all reports made this APY).

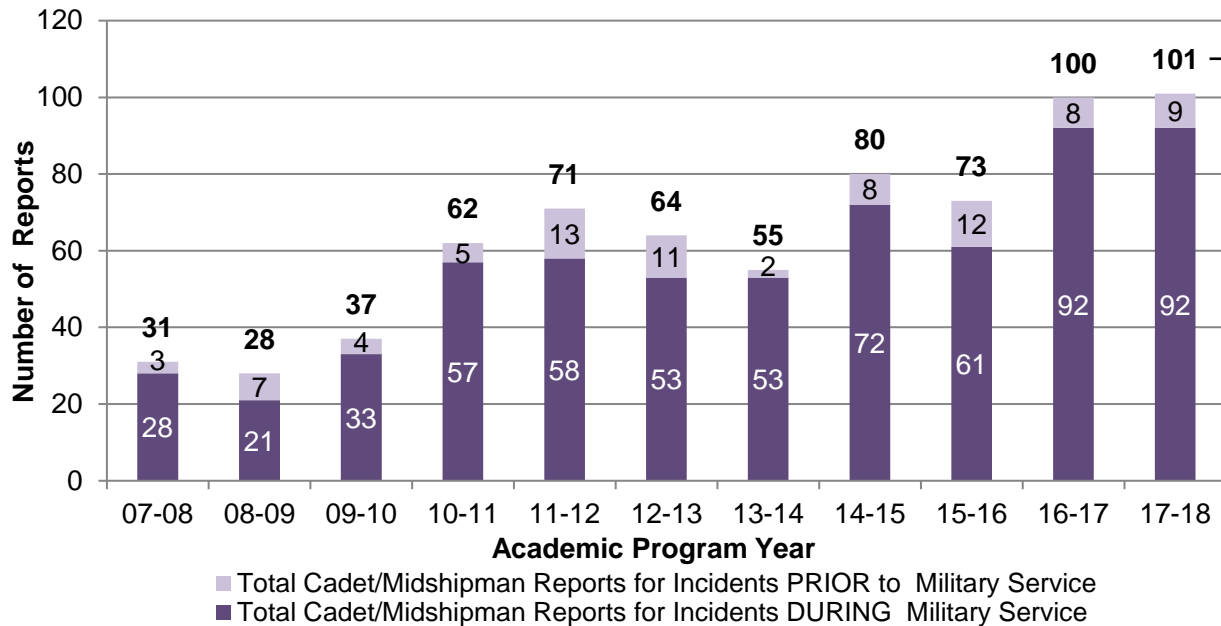


Exhibit 2: Total Reports made by Cadets and Midshipmen Occurring Prior to and During Military Service, APY 07-08 to 17-18

	Unrestricted Reports	Restricted Reports Remaining	Total Reports
All Reports involving Academy Students	69	48	117
Reports made by Cadets/Midshipmen	63	38	101
Reports made by Others	6	10	16
Prep School Students	0	2	2
Active Duty Service Members	3	8	11
Civilians	3	0	3
Cadet/Midshipman Reports for Incidents that Occurred Prior to Military Service	6	3	9
Cadet/Midshipman Reports for Incidents that Occurred During Military Service	57	35	92

Table 1: Sexual Assault Reports by Victim and Military Status, APY 17-18

The flow chart on the next page depicts reports made, investigations completed, and disposition information received in APY 17-18. Each point in the flow chart corresponds to a letter in the subsequent text. Of the 117 reports received, 69 were Unrestricted Reports involving academy students as either the victim and/or subject of a sexual assault investigation (Exhibit 3, Point B). Of the 69 Unrestricted Reports, cadets/midshipmen made 6 reports alleging incidents of sexual assault that occurred prior to entering military Service and 57 reports alleging incidents that occurred during military Service. Prep school students, active duty Service Members, and civilians make up the remaining 6 Unrestricted Reports. DoD and civilian investigative agencies opened 55 investigations associated with 69 Unrestricted Reports this APY. The remaining 14 Unrestricted Reports did not move forward in the investigative process for a variety of reasons (e.g., allegations fell outside the MCIOs' authority to investigate, no covered sexual assault offense alleged, investigation opened in APY 18-19, investigative information not yet available at the time of data retrieval).

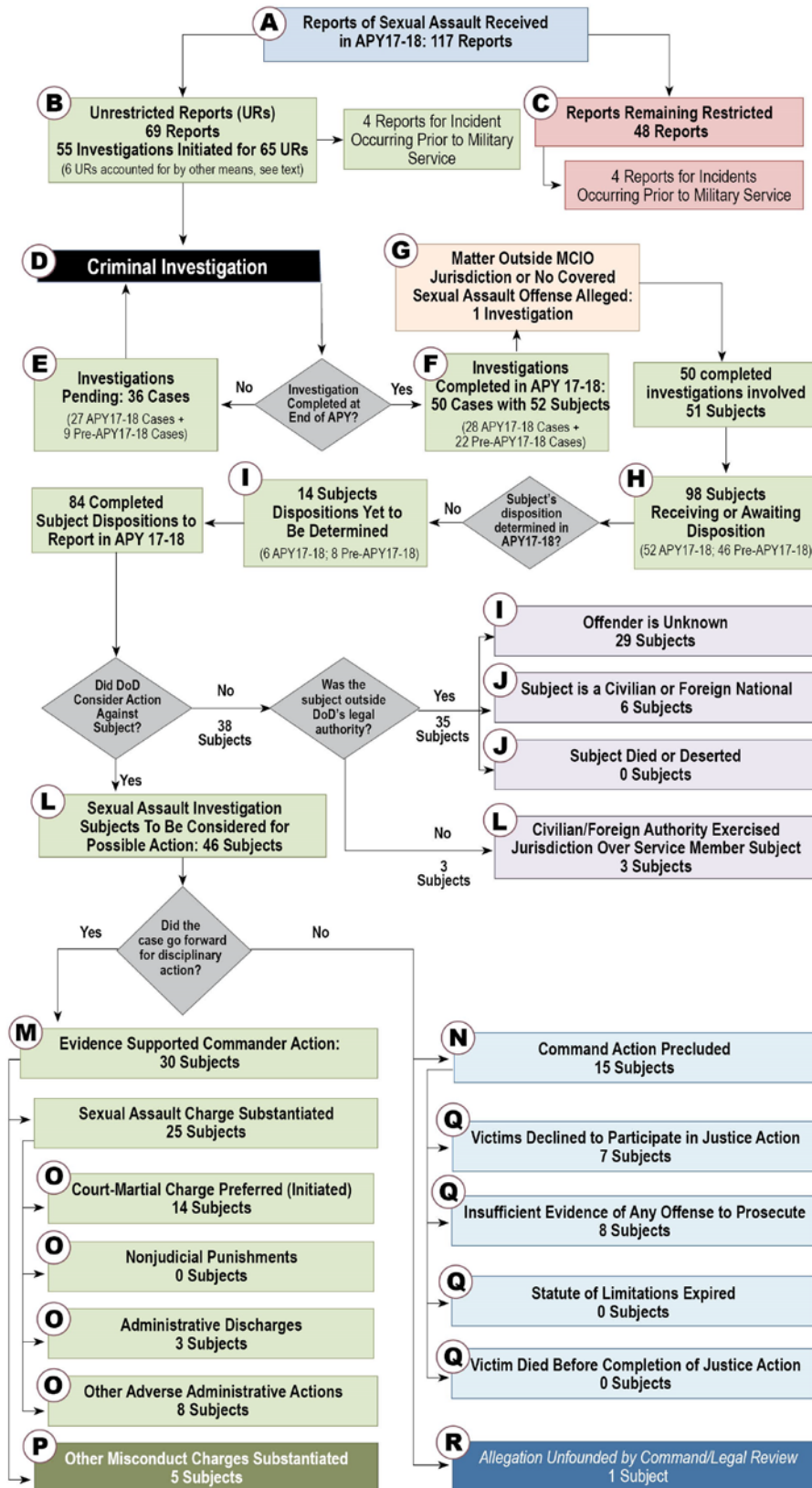


Exhibit 3: Reports of Sexual Assault, Investigations, and Dispositions Completed, APY 17-18

Exhibit 4 illustrates the number of sexual assault reports made to each MSA since APY 05-06. Compared to APY 16-17, the total number of sexual assault reports made in APY 17-18 increased by 5 reports. Specifically, reports of sexual assault increased by 6 reports at USMA and 3 reports at USNA, while reports of sexual assault decreased by 4 at USAFA. Although reports at USMA have steadily increased over the past few years, reports of sexual assault at USAFA and USNA have remained relatively constant. Table 2 displays the Unrestricted and Restricted Reports made by each MSA in APY 17-18.

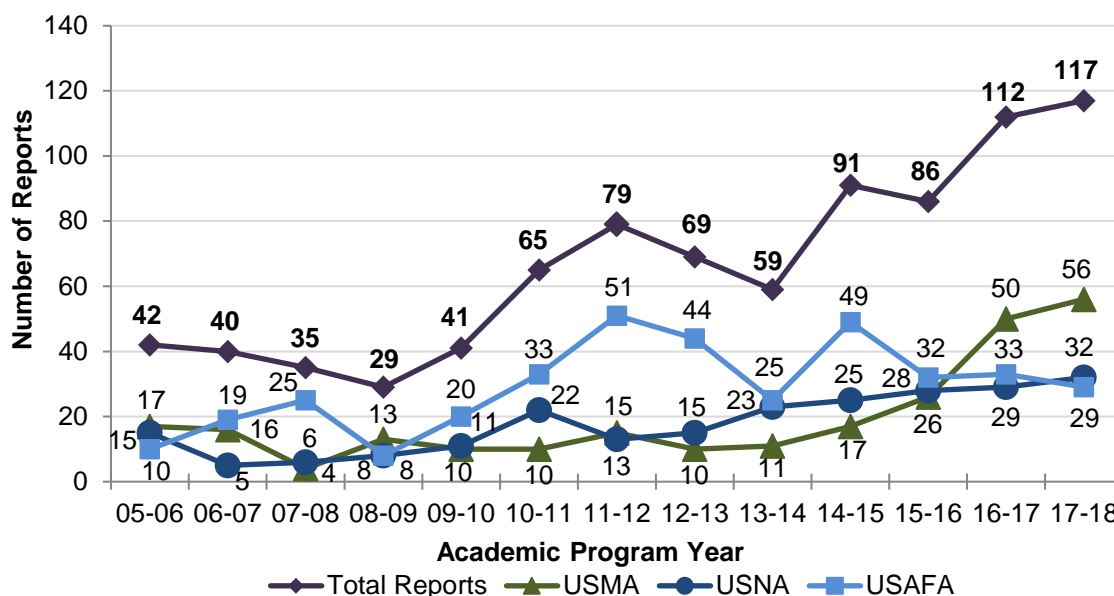


Exhibit 4: Reports of Sexual Assault by Academy, APY 07-08 to APY 17-18

Table 2: Total Reports of Sexual Assault by Type of Report and Academy, APY 17-18

Academy	Total Reports	Unrestricted Reports	Restricted Reports Remaining
U.S. Military Academy	56	43	13
U.S. Naval Academy	32	17	15
U.S. Air Force Academy	29	9	20
Total Reports	117	69	48

Reports of sexual assault made to DoD authorities provide only partial insight into the overall occurrence of sexual assault at the MSAs. As previously discussed, sexual assault in both the civilian and military sectors is underreported, meaning that sexual assaults estimated to occur using scientific surveys of a given population outnumber official reports made to authorities.

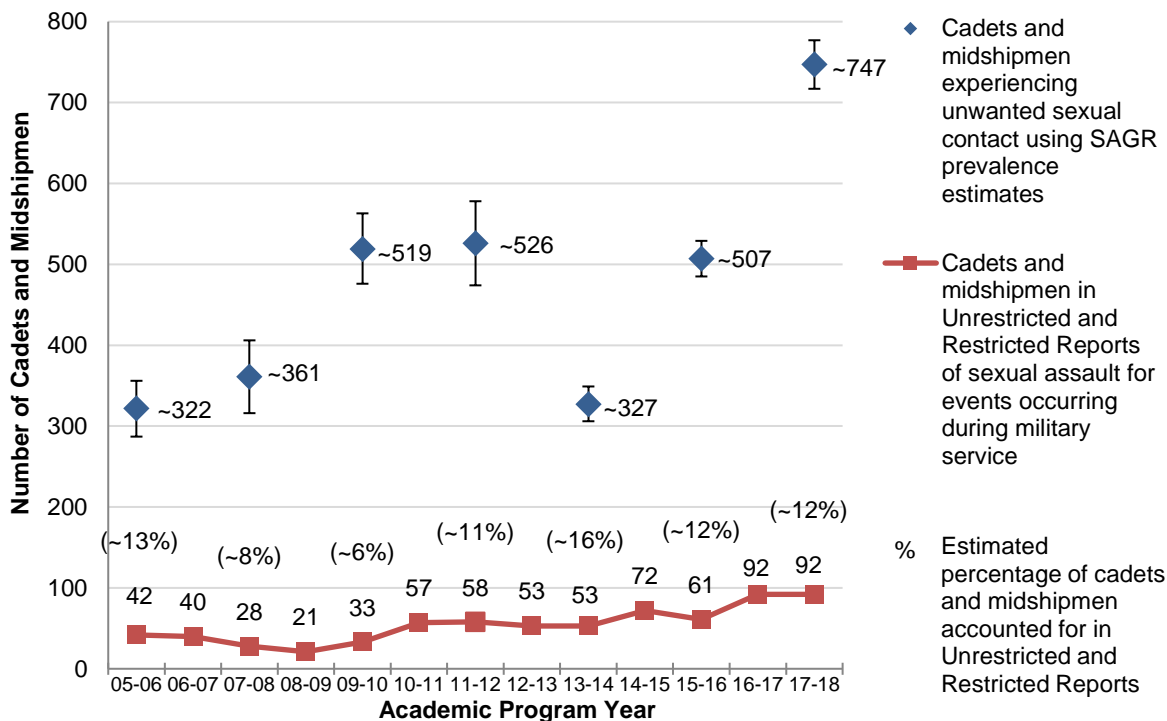


Exhibit 5: Estimated Cadets and Midshipmen Experiencing USC Based on Past-Year Prevalence Rates compared to the Number of Cadets and Midshipmen in Reports of Sexual Assault Made for Incidents Occurring during Military Service, APY 05-06 to APY 17-18⁹

The 2018 SAGR estimated that 15.8 percent of female cadets/midshipmen and 2.4 percent of male cadets/midshipmen experienced USC, a statistically significant increase from 2016 estimated prevalence rates (12.2 percent and 1.7 percent, respectively).¹⁰

Exhibit 5 compares the estimated number of cadets/midshipmen¹¹ who experienced past-year USC to the number of cadets/midshipmen who made a report of sexual assault in the APY. Therefore, this graph excludes reports made by prep school students, active duty Service members, and civilians (Table 1). Results from the 2018 SAGR estimate that about 747 cadets/midshipmen experienced some form of USC in the past-year, compared to 92 reports of sexual assault received by DoD from cadets/midshipmen for an incident that occurred during military Service. Using these figures, DoD estimates that about 12 percent of the estimated cadets/midshipmen who experienced USC made an official report of sexual assault to a DoD authority.

⁹ Bars around survey point estimates represent margins of error. SAGR estimates from 2018 show that the number of cadets/midshipmen who experienced past-year USC fell between 717 and 777 with a midpoint of 747.

¹⁰ OPA estimates the number of cadets/midshipmen who experienced USC by multiplying the weighted estimated USC prevalence rate across cadets/midshipmen at the MSAs (~5.8 percent) and the cadet/midshipman population at the time of the survey. SAGR prevalence *is only an estimation*. DoD uses these estimates to measure the scope of sexual assault and the degree of underreporting at each academy.

¹¹ In APYs 13-14 and prior, DoD received aggregated data from the academies and could not separate prep school students from the total reports received, as depicted by the red line in Exhibit 5. Beginning in APY 14-15, DSAID gave DoD analysts the ability to separate reports made by prep school students from the total number of reports, resulting in a more accurate comparison between sexual assault reporting and USC survey estimates, which do not include prep school students.

APY 17-18 Unrestricted Reports of Sexual Assault

In APY 17-18, 69 Unrestricted Reports of sexual assault involved academy students as either the subject and/or victim of a sexual assault investigation. DoD policy requires that an allegation be referred to an MCIO for investigation once a person makes an Unrestricted Report of sexual assault. An investigation can take a few weeks to several months to complete depending upon the complexity of the alleged crime. Consequently, not all investigations in a given APY are completed by the end of that APY.

- Of the 55 criminal investigations initiated during APY 17-18, 28 investigations were completed in APY 17-18. DoD will report the outcomes of the other 27 investigations in forthcoming years' reports (Exhibit 3, Points F and E)
- MCIOs also completed 22 investigations of sexual assault initiated in reporting periods prior to APY 17-18
- In sum, MCIOs completed 50 investigations of sexual assault (Exhibit 3, Point E) involving 52 subjects (Exhibit 3, Point G) during APY 17-18 for reports made in the current APY or prior APYs

MCIOs investigate each alleged violation of military law alleged by a person making an Unrestricted Report of sexual assault. SAPRO categorizes Unrestricted Reports by the most serious sexual assault offense alleged. Exhibit 6 shows the sexual assault offenses alleged for the 69 Unrestricted Reports made in APY 17-18 compared to APY 16-17. The offense charged or addressed with disciplinary action *may not always* reflect the offense investigated. For example, if the crime of "rape" is alleged, but MCIO agents only discover evidence for the crime of "aggravated sexual contact" during the investigation, then only "aggravated sexual contact" can be charged.

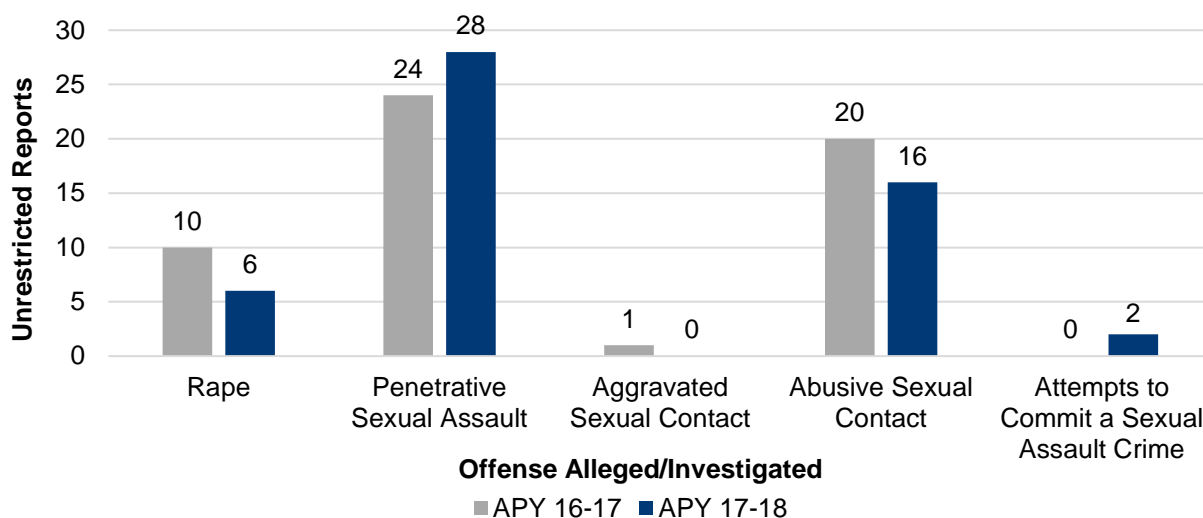


Exhibit 6: Sexual Assault Crimes Investigated in Unrestricted Reports, APY 16-17 to APY 17-18

Notes:

1. In APY 16-17 and 17-18, no investigations involved non-consensual sodomy, wrongful sexual contact (eliminated in the UCMJ in 2012), and indecent assault (eliminated in the UCMJ in 2007) as the most serious crime alleged/investigated.
2. In APY 16-17, the academies received 69 Unrestricted Reports; however, the exhibit excludes 10 reports due to missing data on the investigated offense. Similarly, in APY 17-18, the academies received 69 Unrestricted Reports, and this exhibit excludes 17 reports due to missing data on the offense investigated.

Exhibit 7 illustrates the involvement of academy students in Unrestricted Reports of sexual assault. In APY 17-18, 32 of the 69 Unrestricted Reports involved an academy student alleging sexual assault by another academy student.

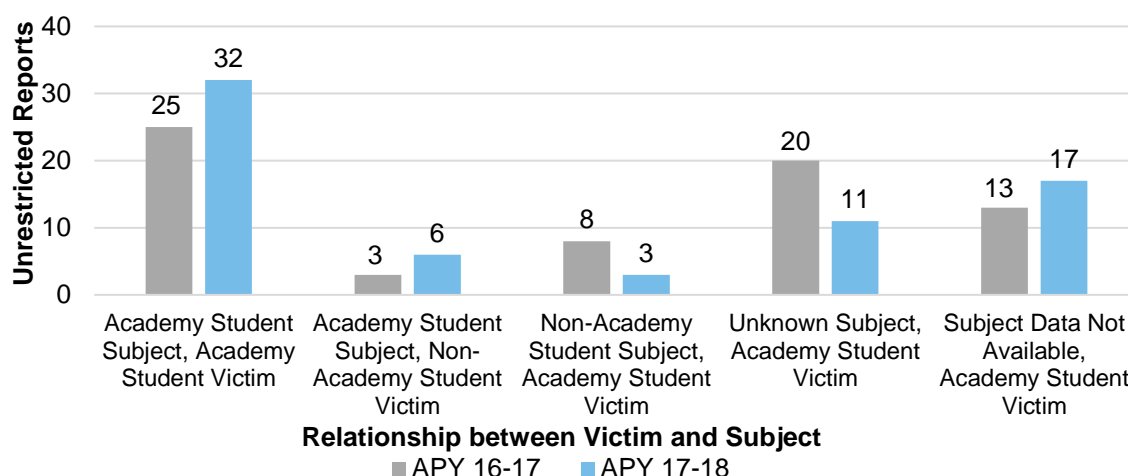


Exhibit 7: Unrestricted Reports of Sexual Assault by Victim and Subject Status, APY 16-17 to APY 17-18

Disposition of Sexual Assault Reports Adjudicated in APY 17-18

When DoD authorities investigate an Unrestricted Report, the goals of the investigation include identifying which, if any, crimes have been committed, and if so, who has been victimized, and who may be held appropriately accountable for the crime. DoD holds alleged offenders appropriately accountable when it has legal authority and sufficient evidence to do so. As noted above, the allegations reflect a range of penetrative and sexual contact crimes. As in the U.S. civilian justice system, crimes in the military justice system vary in legal severity and carry potential penalties that correlate with the severity of the crime.

In APY 17-18, 50 criminal investigations were completed, involving 52 subjects. The MSAs also completed outcomes for an additional 46 subjects for investigations closed in previous APYs for which disposition information has not yet been reported. Of 50 cases with completed investigations in APY 17-18 or prior, 14 case dispositions were pending determination at the end of APY 17-18. By the end of APY 17-18, MSAs had completed disposition information for 84 subjects, and Exhibit 3 below outlines the disposition information regarding these 84 subjects.

84 Subjects of APY 17-18 investigations and pre-APY 17-18 investigations with disposition information to report at the end of APY 17-18

- 29 Subjects could not be identified, despite a thorough investigation (Exhibit 3, Point J)
- 6 Subjects were civilian (Exhibit 3, Point K) and outside of DoD's legal authority
- 3 Subjects with civilian authority exercising jurisdiction over the case

46 Subjects under DoD legal authority review for possible action (Exhibit 3, Point N)

- 7 Subjects associated with victims who declined to participate in the military justice process (Exhibit 3, Point O)
- 8 Subjects whose investigations yielded insufficient evidence to prosecute an offense (Exhibit 3, Point O)
- 1 Subject with allegation(s) unfounded by legal review

30 Subjects for whom evidence supported command action (Exhibit 3, Point P):

DoD actions taken for sexual assault crimes are as follows (Exhibit 3, Point Q):

- 14 Subjects had court-martial charge preferred
- 0 Subjects received NJPs
- 3 Subjects received an adverse administrative discharge
- 8 Subjects received an adverse administrative action, including the Cadet Disciplinary System or Midshipman Conduct System

The actions taken for other misconduct that was discovered during the sexual assault investigation are as follows (Exhibit 3, Point R):

- 2 Subjects had court-martial charges preferred
- 0 Subjects received NJPs
- 2 Subjects received an adverse administrative discharge
- 1 Subject received an adverse administrative action, including the Cadet Disciplinary System or Midshipman Conduct System

Demographics of Unrestricted Reports

SAPRO draws the following demographic information from the 50 investigations of sexual assault completed during APY 17-18. These investigations involved 51 victims and 52 subjects. Table 3 displays the sex of victims and subjects in completed investigations of Unrestricted Reports in APY 17-18. As in previous APYs, most investigations involve reports from female students (92 percent) and most alleged subjects are male (65 percent). Table 4 shows victim and subject age in completed investigations of Unrestricted Reports in APY 17-18. Most victims (90 percent) and subjects (60 percent) are between ages 16 and 24.

Table 3: Sex of Victims and Subjects in Completed Investigations, APY 17-18

Sex	Victims		Subjects	
Male	4	8%	34	65%
Female	47	92%	2	4%
Sex Unknown/Data Not Available	0	0%	16	31%
Total	51	100%	52	100%

Table 4: Age of Victims and Subjects at the Time of Incident in Completed Investigations, APY 17-18

Age at Time of Incident	Victims		Subjects	
0-15	1	2%	3	6%
16-19	28	55%	12	23%
20-24	19	37%	19	37%
25-34	0	0%	2	4%
35-49	0	0%	1	2%
50 and older	0	0%	1	2%
Age Unknown/Data Not Available	3	6%	14	27%
Total	51	100%	52	100%

Note: One academy student in the "0-15" category reported an incident that occurred prior to military Service.

APY 17-18 Restricted Reports of Sexual Assault

SAPR personnel collect limited data about the victim and the allegation made in a Restricted Report due to the person's desire for confidentiality. As with Unrestricted Reports, individuals can make Restricted Reports for incidents that occurred in prior APYs and/or prior to military Service.

There were 67 initial Restricted Reports of sexual assault in APY 17-18. Of the 67 reports, 19 converted to Unrestricted Reports. At the close of APY 17-18, 48 reports remained Restricted:¹²

- 40 academy students made a Restricted Report
 - 3 academy students made a Restricted Report for a sexual assault allegation that occurred prior to military Service
 - 37 academy students made a Restricted Report for a sexual assault allegation that occurred during military Service
- 8 active duty Service members made a Restricted Report against an academy student

The percentage of academy students who convert Restricted Reports to Unrestricted Reports at the MSAs fluctuates yearly. Exhibit 8 shows the Restricted Reports and conversion rates from APY 07-08 through APY 17-18.

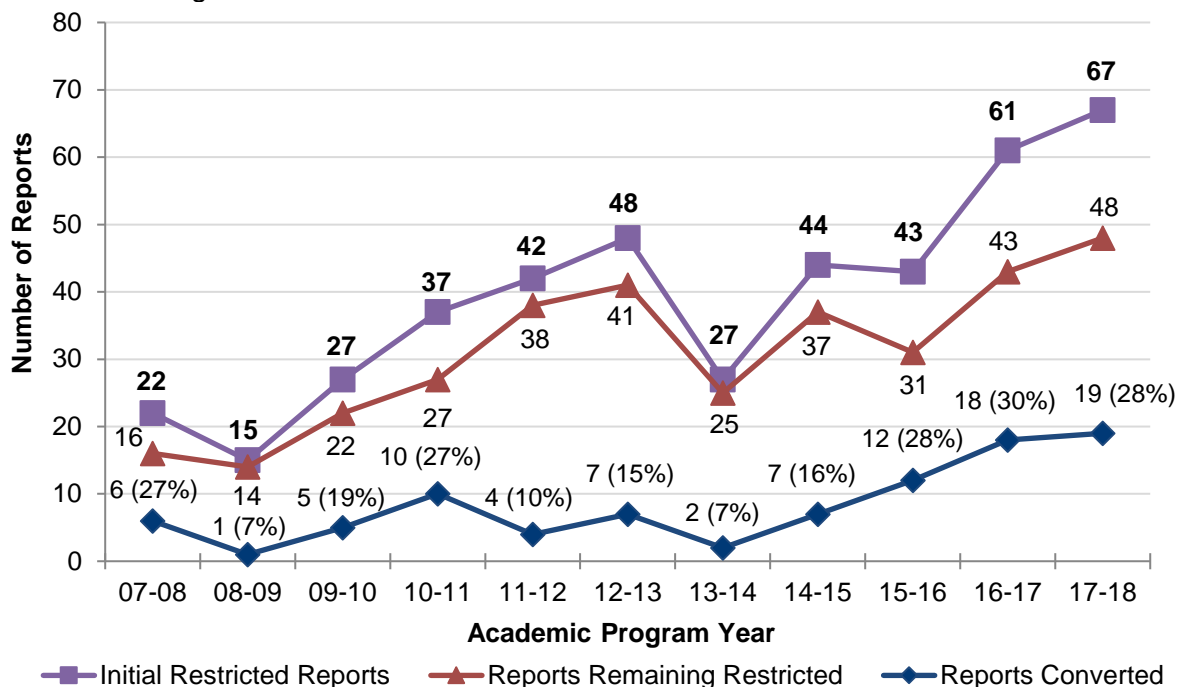


Exhibit 8: Reports Initially Made Restricted, Reports Remaining Restricted, and Restricted Reports Converted to Unrestricted, APY 07-08 to APY 17-18

¹² Unrestricted Report data cited earlier includes Restricted Reports that converted to Unrestricted Reports this year.

Demographics of Restricted Reports of Sexual Assault

The subsequent information pertains to people who made a Restricted Report that remained Restricted at the end of APY 17-18. Tables 5 and 6 display data by reporters' sex and age, respectively. As with Unrestricted Reports, females and people aged 16 to 24 comprise most Restricted Reports at the academies. Exhibit 9 shows the most Restricted Reports involved academy students as subjects and/or victims in APYs 16-17 and 17-18.

Table 5: Restricted Reports by Sex, APY 17-18

Sex	Count	Share
Male	5	10%
Female	43	90%
Total	48	100%

Table 6: Age of People Making Restricted Reports at the Time of Their Incident, APY 17-18

Age at the Time of Incident	Count	Share
0-15	1	2%
16-19	20	42%
20-24	25	52%
25-34	0	0%
35 and older	0	0%
Data not available	2	4%
Total	48	100%

Note: One academy student in the "0-15" age group reported an incident that occurred before military Service.

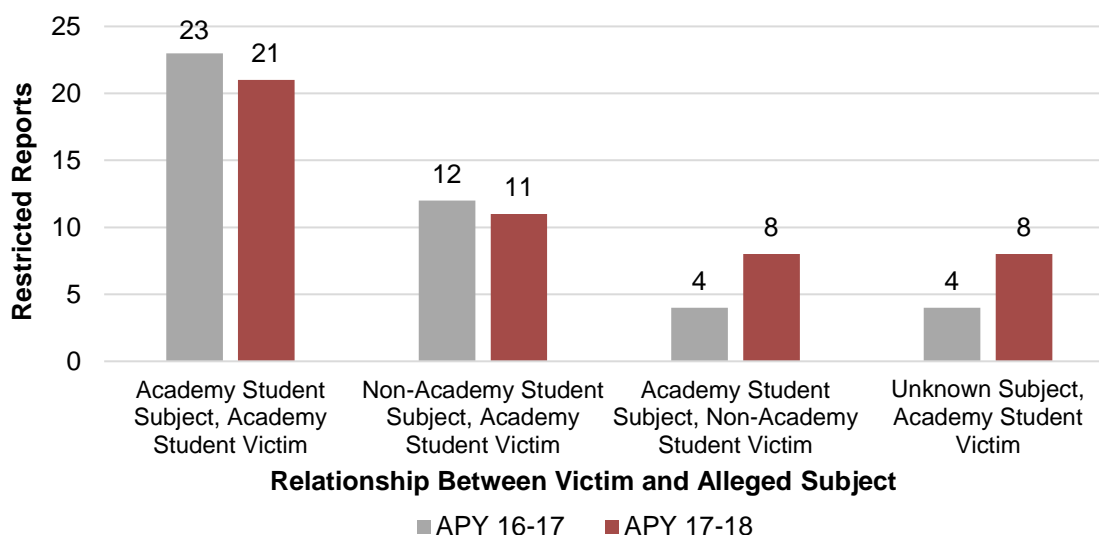


Exhibit 9. Restricted Reports of Sexual Assault by Victim and Subject Status, APY 16-17 to APY 17-18

2018 Service Academy Gender Relations Survey (SAGR)

Estimated Past-Year Prevalence of Unwanted Sexual Contact

As described in sections above, 15.8 percent of female cadets/midshipmen and 2.4 percent of male cadets/midshipmen indicated experiencing USC, a statistically significant increase from 2016 estimated prevalence rates (12.2 percent and 1.7 percent, respectively). Most of the increase measured for women was due to increases in USC endorsed by female cadets at USMA and USAFA. Most of the increase measured for men was due to an increase in USC among male cadets at USMA. Rates of USC remained statistically unchanged for male and female midshipmen at USNA and male cadets at USAFA.

Among female cadets/midshipmen overall, 5.8 percent indicated that the unwanted incident involved attempted sexual penetration of the vagina, anus, or mouth,¹³ followed by 5.3 percent who experienced completed unwanted vaginal, anal or oral penetration, and 4.7 percent who experienced unwanted sexual touching. Among male cadets/midshipmen, 1.3 percent reported experiencing unwanted sexual touching, followed by 0.6 percent who indicated experiencing completed unwanted sexual intercourse, or anal or oral penetration, and 0.5 percent who reported experiencing attempted unwanted sexual intercourse, or anal or oral penetration.¹⁴

Perceptions of Retaliation

Of cadets/midshipmen who indicated experiencing USC and reported the incident to a DoD authority, 18 percent perceived behaviors consistent with professional reprisal, ostracism, and/or other negative outcomes as described by military law and policy. Due to the nature of survey data, respondent endorsements of these survey items do not constitute a report of retaliation, nor do they constitute a finding under the law that the victim experienced some form of retaliation. Survey responses also do not indicate whether the respondents reported the behaviors to the appropriate authorities for investigation.

Despite these caveats, perceived retaliation of any kind is concerning and information from the SAGR provides a greater understanding of the overall impact of those experiences on these individuals. In fact, 31 percent of cadets/midshipmen who indicated experiencing USC and reported the incident to a DoD authority also perceived some kind of behavior they believed to be retaliatory, though not all the behaviors they endorsed fully met definitions of retaliation in law and/or policy. Nevertheless, of cadet/midshipman respondents who reported a sexual assault incident to DoD authorities, the majority (81 percent) indicated that they would make the same decision to report.

¹³ Attempted sexual penetration can occur with or without unwanted sexual touching.

¹⁴ As measured by the SAGR, the endorsement of completed USC, anal or oral penetration, may also include experiences of attempted sex and/or sexual touching, as respondents may select one or more of the unwanted sexual experiences.

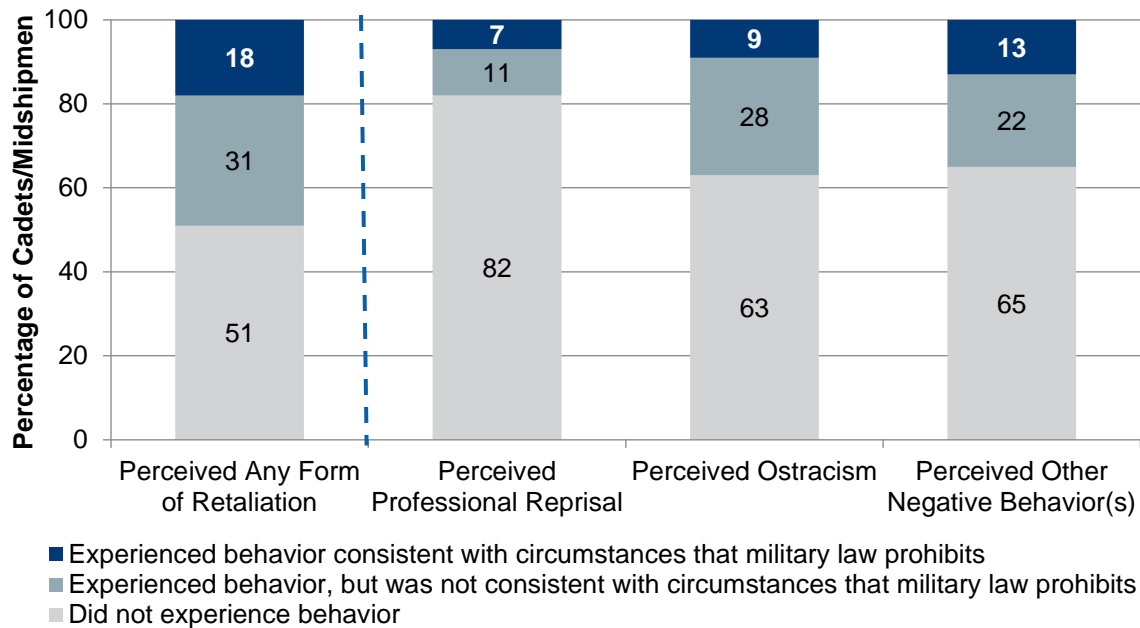


Exhibit 10. Perceived Negative Behaviors among Cadets/midshipmen who made a Report of Sexual Assault, APY 17-18

Alcohol Use

This year, DoD employed two new measures of alcohol use on the *SAGR*. The first measure asked about typical drinking behavior on a day when consuming alcohol. Overall, nearly half (48 percent) of cadets/midshipmen indicated drinking 0 to 2 drinks on a typical day when drinking alcohol. However, 15 percent of women and 32 percent of men indicated heavy drinking, defined as 5 or greater drinks on a typical day when drinking.¹⁵ Heavy drinking rates varied by academy and sex, with USAFA experiencing lower problematic drinking rates (10 percent of women; 22 percent of men) than USMA (17 percent of women; 35 percent of men) and USNA (18 percent of women; 38 percent of men).

The second measure assessed the extent to which drinking had a negative impact on functioning, specifically the number of times in the past year that a cadet/midshipman had difficulty remembering the events of the night before due to drinking alcohol. Overall, about 25 percent of women and 28 percent of men indicated at least once experience of alcohol interfering with recall of events the night before. Once more, results varied by academy, with fewer USAFA cadets indicating an experience of alcohol-related memory loss (21 percent of women; 23 percent of men) than cadets at USMA (25 percent of women; 31 percent of men) and midshipmen at USNA (28 percent of women; 30 percent of men).¹⁶

The new alcohol measures contextualize alcohol use as a risk factor for USC. Well over half of cadets/midshipmen who reported experiencing USC indicated they or their alleged offenders had been drinking alcohol at the time of the incident.¹⁷ The results varied by sex and academy. Of the women who reported experiencing USC at each academy, 52 percent at USMA, 72

¹⁵ In this context, heavy drinking is defined as drinking five or more drinks in an average day of consumption. This measure does not indicate the frequency or regularity of alcohol use.

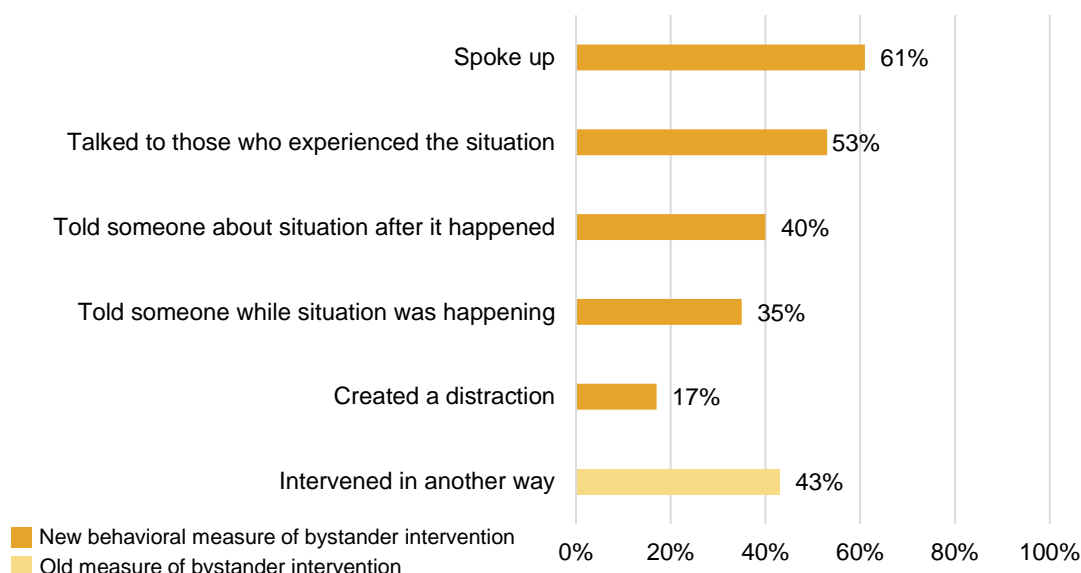
¹⁶ For the 2018 *SAGR*, DoD revised alcohol items to better assess alcohol use in at the academies. Thus, these items cannot be compared to 2016 *SAGR* alcohol items.

¹⁷ Respondents were asked about the circumstances of the one USC incident in the past year that had the greatest effect on them.

percent at USNA, and 65 percent at USAFA indicated that they or their alleged offenders had been drinking. Reported alcohol involvement varied more widely among male cadets/midshipmen who experienced USC, with 59 percent at USMA, 45 percent at USNA, and 62 percent at USAFA indicating that they or their alleged offenders had been drinking.

Bystander Intervention

The 2018 SAGR included an updated measure to assess bystander intervention. Results show that 54 percent of cadets/midshipmen observed a situation they perceived to be disrespectful or at risk for sexual assault. Of cadets/midshipmen who observed one of these situations, 9 out of 10 (92 percent) said they intervened in some way. The most common responses to the high-risk or disrespectful situation were that cadets/midshipmen spoke up or talked to those experiencing the situation. Exhibit 11 depicts all actions taken by cadets/midshipmen who observed and intervened in one of these situations.



Note: Responses do not add to 100%, since respondents could select more than one option.

Exhibit 11: Cadet/midshipman Response to a Situation They Perceived to be Disrespectful or at Risk for Sexual Assault, APY 17-18

APY 17-18 Data on Sexual Harassment

Complaints of Sexual Harassment

DoD's sexual harassment reporting process differs from policies governing sexual assault reporting; however, DoD considers both behaviors equally unacceptable. DoD policy encourages resolution of situations perceived to involve sexually harassing behaviors at the lowest interpersonal level,¹⁸ but Service members may also elect to address offensive situations through an informal or formal complaint. In APY 17-18, cadets/midshipmen made 0 formal complaints and 7 informal complaints of sexual harassment. As depicted in Exhibit 12, sexual harassment complaints at the academies vary widely from year to year but remain low when compared to survey estimates of sexual harassment.

¹⁸ DoD Directive 1020.2, Diversity Management and Equal Opportunity in the Department of Defense, 5 February 2009.

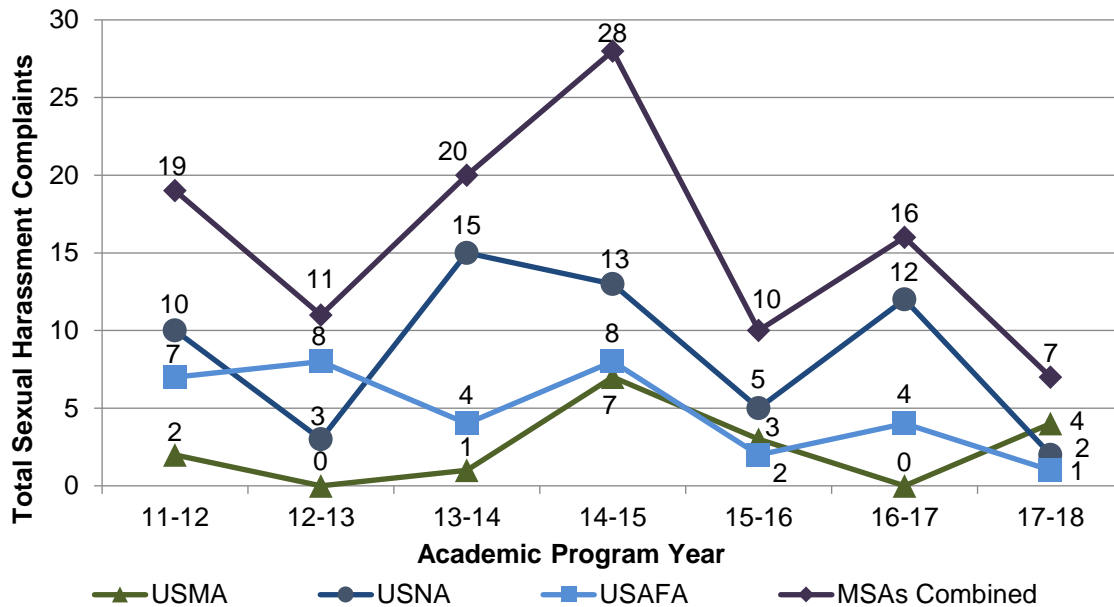


Exhibit 12: Total Sexual Harassment Complaints by Academy, APY 11-12 to 17-18

Estimated Past-Year Prevalence of Sexual Harassment

Overall, about half (51 percent) of female cadets/midshipmen indicated an experience of sexual harassment at some point in APY 17-18, a slight increase from 48 percent in APY 15-16. The estimated past-year prevalence of perceived sexual harassment for female cadets/midshipmen varied by location with fewer than half of USAFA and USMA women and 56 percent of USNA women indicating a sexual harassment experience in the past year (Table 7).

Table 7: Past-Year Sexual Harassment Prevalence among Female Cadets and Midshipmen

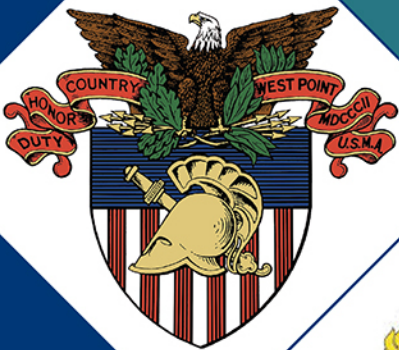
Female Cadets/Midshipmen	APY 15-16	APY 17-18	Statistical Change
MSAs Combined	48%	51%	Increase
USMA	46%	48%	No change
USNA	51%	56%	Increase
USAFA	47%	46%	No change

Across all three MSAs, about 16 percent of male cadets/midshipmen indicated an experience of sexual harassment in the past year, a statistically significant increase from 12 percent observed in APY 15-16. About 13 percent of USAFA men and 17 percent of USMA and USNA men indicated an experience of past year sexual harassment (Table 8).

Table 8: Past-Year Sexual Harassment Prevalence among Male Cadets and Midshipmen

Male Cadets/Midshipmen	APY 15-16	APY 17-18	Statistical Change
MSAs Combined	12%	16%	Increase
USMA	13%	17%	Increase
USNA	12%	17%	Increase
USAFA	11%	13%	No change

Appendix E: APY 17-18 Data Matrices and MSA Case Synopsis



DoD- Unrestricted Reports

DoD MSA APY17-18 UNRESTRICTED REPORTS OF SEXUAL ASSAULTS AT THE UNITED STATES MILITARY SERVICE ACADEMIES		
A. APY17-18 REPORTS OF SEXUAL ASSAULT (rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy, and attempts to commit these offenses) BY or AGAINST Cadets/Midshipmen/Prep School Students. Note: The data on this page is raw, uninvestigated information about allegations received during APY17-18. These Reports may not be fully investigated by the end of the APY. This data is drawn from Defense Sexual Assault Database (DSAB) based on Service affiliation of the Sexual Assault Response Coordinator (SARC) who currently manages the Victim case.	APY17-18 Totals	
# APY17-18 Unrestricted Reports (one Victim per report)		67
# Cadet/Midshipman/Prep School Student Victims		61
# Non-Cadet/Midshipman/Prep School Student Victims in allegations against Cadet/Midshipman/Prep School Student Subject		6
# Relevant Data Not Available		0
# Unrestricted Reports in the following categories		67
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		30
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student		6
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		3
# Unidentified Subject on Cadet/Midshipman/Prep School Student		11
# Relevant Data Not Available		17
# Unrestricted Reports of sexual assault occurring		67
# On military installation		27
# Off military installation		29
# Unidentified location		11
# Victim in Unrestricted Reports Referred for Investigation		67
# Victims in investigations initiated during APY17-18		57
# Victims with Investigations pending completion at end of 31-MAY-2018		22
# Victims with Completed Investigations at end of 31-MAY-2018		35
# Victims with Investigative Data Forthcoming		1
# Victims where investigation could not be opened by DoD or Civilian Law Enforcement		9
# Victims - Alleged perpetrator not subject to the UCMJ		0
# Victims - Crime was beyond statute of limitations		0
# Victims - Unrestricted Reports for Matters Occurring Prior to Military Service		0
# Victims - Other		9
# All Restricted Reports received in APY17-18 (one Victim per report)		67
# Converted from Restricted Report to Unrestricted Report* (report made this year and converted this year)		19
# Restricted Reports Remaining Restricted at end of APY17-18		48
B. DETAILS OF UNRESTRICTED REPORTS FOR APY17-18		
	APY17-18 Totals	APY17-18 Totals for Cadet/Midshipman/Prep School Student Victim Cases
Length of time between sexual assault and Unrestricted Report	67	61
# Reports made within 3 days of sexual assault	10	8
# Reports made within 4 to 10 days after sexual assault	5	4
# Reports made within 11 to 30 days after sexual assault	7	5
# Reports made within 31 to 365 days after sexual assault	20	20
# Reports made longer than 365 days after sexual assault	16	15
# Relevant Data Not Available	9	9
Time of sexual assault	67	61
# Midnight to 6 am	25	23
# 6 am to 6 pm	9	8
# 6 pm to midnight	23	20
# Unknown	3	3
# Relevant Data Not Available	7	7
Day of sexual assault	67	61
# Sunday	15	14
# Monday	5	3
# Tuesday	3	2
# Wednesday	7	7
# Thursday	6	6
# Friday	12	11
# Saturday	10	9
# Relevant Data Not Available	9	9

DoD- Unrestricted Reports (continued)

APY17-18 UNRESTRICTED REPORTS (UR) OF SEXUAL ASSAULT - CADET/MIDSHIPMAN/PREP SCHOOL STUDENT STATUS BY GENDER											
C. UNRESTRICTED REPORTS OF SEXUAL ASSAULTS BY OR AGAINST CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS (VICTIM AND SUBJECT GENDER)	Male on Female	Male on Male	Female on Male	Female on Female	Unknown on Male	Unknown on Female	Multiple Mixed Gender Assault	Relevant Data Not Available	APY17-18 Totals		
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	36	3	0	1	0	7	0	20	67		
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	26	3	0	1	0	0	0	0	30		
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	6	0	0	0	0	0	0	0	6		
# Unidentified Subject on Cadet/Midshipman/Prep School Student	3	0	0	0	0	0	0	0	3		
# Relevant Data Not Available	1	0	0	0	0	7	0	0	8		
	0	0	0	0	0	0	0	20	20		
APY17-18 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 APY17-18	Penetrating Offenses				Contact Offenses						
D. UNRESTRICTED REPORTS OF SEXUAL ASSAULTS BY OR AGAINST CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS (MOST SERIOUS CRIME ALLEGED, AS CATEGORIZED BY THE MILITARY CRIMINAL INVESTIGATIVE ORGANIZATION)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	APY17-18 Totals
D1. Cadets/Midshipmen/Prep School Student and Non-Cadets/Midshipmen/Prep School Student Categories for Cases Reported in APY	6	0	27	0	0	15	0	0	2	17	67
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	2	0	17	0	0	11	0	0	0	0	30
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	2	0	3	0	0	1	0	0	0	0	6
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	1	0	1	0	0	1	0	0	0	0	3
# Unidentified Subject on Cadet/Midshipman/Prep School Student	1	0	5	0	0	2	0	0	0	0	8
# Relevant Data Not Available	0	0	1	0	0	0	0	0	2	17	20
D2. # TOTAL Cadets/Midshipmen/Prep School Student Victims Report in Current APY											
TOTAL Cadet/Midshipman/Prep School Student Victims in APY17-18 Reports	4	0	24	0	0	14	0	0	2	17	61
# Cadet/Midshipman/Prep School Student Victims: Female	4	0	22	0	0	13	0	0	1	12	52
# Cadet/Midshipman/Prep School Student Victims: Male	0	0	2	0	0	1	0	0	1	5	9
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
TIME OF INCIDENT BY OFFENSE TYPE FOR UNRESTRICTED REPORTS OF SEXUAL ASSAULT MADE IN APY17-18											
D3. Time of sexual assault	6	0	27	0	0	15	0	0	2	17	67
# Midnight to 6 am	4	0	12	0	0	6	0	0	1	2	25
# 6 am to 6 pm	0	0	2	0	0	6	0	0	0	1	9
# 6 pm to midnight	2	0	13	0	0	3	0	0	1	4	23
# Unknown	0	0	0	0	0	0	0	0	0	3	3
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	7	7
D4. Day of sexual assault	6	0	27	0	0	15	0	0	2	17	67
# Sunday	2	0	7	0	0	5	0	0	1	0	15
# Monday	0	0	3	0	0	1	0	0	0	1	5
# Tuesday	2	0	1	0	0	0	0	0	0	0	3
# Wednesday	0	0	4	0	0	1	0	0	0	2	7
# Thursday	1	0	2	0	0	2	0	0	0	1	6
# Friday	0	0	7	0	0	3	0	0	0	2	12
# Saturday	1	0	3	0	0	3	0	0	1	2	10
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	9	9

DoD- Unrestricted Reports (continued)

E. SUMMARY OF UNRESTRICTED REPORTS WITH INVESTIGATIONS	APY17-18 Totals
E1. Subjects in Unrestricted Reports Made to Your Service with Investigation Initiated During APY17-18	
Note: This data is drawn from DSAID based on Service affiliation of the SARC who currently manages the Victim case associated with the investigation and Subject below.	
# Investigations Initiated during APY17-18	55
# Investigations Completed as of APY17-18 End (group by MCIO #)	28
# Investigations Pending Completion as of APY17-18 End (group by MCIO #)	27
# Subjects in Investigations Initiated During APY17-18	49
# Service Member Subjects investigated by CID	30
# Your Cadet/Midshipman/Prep School Student Subjects investigated by CID	28
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	2
# Other Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Service Member Subjects investigated by NCIS	6
# Your Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	6
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Service Member Subjects investigated by AFOSI	4
# Your Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	4
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Non-Service Member Subjects in Service Investigations	0
Note: Non-Service Member Subjects are drawn from all CID, NCIS and AFOSI investigations involving a Victim supported by your Service.	
# Unidentified Subjects in Service Investigations	8
Note: Unidentified Subjects are drawn from all CID, NCIS and AFOSI investigations involving a Victim supported by your Service.	
# Service Member Subjects investigated by Civilian or Foreign Law Enforcement	0
Note: Service Member Subjects are drawn from Civilian or Foreign Law Enforcement investigations involving a Victim supported by your Service.	
# Your Cadet/Midshipman/Prep School Student Subjects investigated by Civilian or Foreign Law Enforcement	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian or Foreign Law Enforcement	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by Civilian or Foreign Law Enforcement	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian or Foreign Law Enforcement	0
# Non-Service Member Subjects in Civilian or Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Unidentified Subjects in Civilian or Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Subject or Investigation Relevant Data Not Available	1
E2. Service Investigations Completed during APY17-18	
Note: The following data is drawn from DSAID and describes criminal investigations completed during the APY17-18. These investigations may have been initiated during the APY17-18 or any prior APY.	
# Total Investigations completed by Services during APY17-18 (Group by MCIO Case Number)	50
# Of these investigations with more than one Victim	1
# Of these investigations with more than one Subject	3
# Of these investigations with more than one Victim and more than one Subject	1
# Subjects in investigations completed during APY17-18 involving a Victim supported by your Service	52
# Service Member Subjects investigated by CID	24
# Your Cadet/Midshipman/Prep School Student Subjects investigated by CID	19
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	5
# Other Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Service Member Subjects investigated by NCIS	3
# Your Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	3
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Service Member Subjects investigated by AFOSI	7
# Your Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	7
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Non-Service Member Subjects in completed Service Investigations involving a Victim supported by your Service	0
# Unidentified Subjects in completed Service Investigations involving a Victim supported by your Service	17
# Subject Relevant Data Not Available	1
# Victims in investigations completed during APY17-18, supported by your Service	51
# Service Member Victims in CID investigations	28
# Your Cadet/Midshipman/Prep School Student Victims in CID investigations	28
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in CID investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in CID investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in CID investigations	0
# Service Member Victims in NCIS investigations	9
# Your Cadet/Midshipman/Prep School Student Victims in NCIS investigations	7
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	2
# Other Cadet/Midshipman/Prep School Student Victims in NCIS investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	0
# Service Member Victims in AFOSI investigations	9
# Your Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	9
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in AFOSI investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in AFOSI investigations	0
# Non-Service Member Victims in Service Investigations	5
# Victim Relevant Data Not Available	0

DoD- Unrestricted Reports (continued)

E3. Subjects and Victims in Investigations Completed by US Civilian and Foreign Agencies during APY17-18	
Note: This data is entered by your Service SARC for cases supported by your Service.	
# Total Investigations completed by US Civilian and Foreign Law Enforcement during APY17-18 (Group by Civilian Law Enforcement Case Number)	0
# Of these investigations with more than one Victim	0
# Of these investigations with more than one Subject	0
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in reports made to your Service and Investigations completed during APY17-18	0
# Service Member Subjects investigated by Civilian and Foreign Law Enforcement	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by Civilian and Foreign Law Enforcement	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian and Foreign Law Enforcement	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by Civilian and Foreign Law Enforcement	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian and Foreign Law Enforcement	0
# Non-Service Member Subjects in Civilian and Foreign Law Enforcement Investigations	0
# Unidentified Subjects in Civilian and Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Subject Relevant Data Not Available	0
# Victims in investigations completed during APY17-18, supported by your Service	0
# Service Member Victims in Civilian and Foreign Law Enforcement investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in Civilian and Foreign Law Enforcement investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in Civilian and Foreign Law Enforcement Investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in Civilian and Foreign Law Enforcement investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in Civilian and Foreign Law Enforcement investigations	0
# Non-Service Member Victims in Civilian and Foreign Law Enforcement Investigations in a case supported by your Service	0
# Victim Relevant Data Not Available	0
E4. Subjects and Victims in Investigations Completed by Military Police/Security Forces/Master At Arms/Marine Corps CID (MPs) during APY17-18 (all organizations regardless of name are abbreviated below as "MPs")	
Note: This data is entered by your Service SARC for cases supported by your Service.	
Note: As of 1 Jan 2013, all sexual assault investigations are referred to MCIO for investigation. This section captures remaining Subjects from investigations opened in prior years by Military Police/Security Forces/Master At Arms/Marine Corps CID.	
# Total Investigations completed by MPs during APY17-18 (Group by MP Case Number)	0
# Of these investigations with more than one Victim	0
# Of these investigations with more than one Subject	0
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in reports made to your Service and Investigations completed during APY17-18	0
# Service Member Subjects investigated by MPs	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by MPs	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by MPs	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by MPs	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by MPs	0
# Non-Service Member Subjects in MPs	0
# Unidentified Subjects in MPs	0
# Subject Relevant Data Not Available	0
# Victims in reports made to your Service and Investigations completed during APY17-18	0
# Service Member Victims in MP investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in MP investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in MP investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in MP investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in MP investigations	0
# Non-Service Member Victims in MP Investigations	0
# Victim Relevant Data Not Available	0

DoD- Unrestricted Reports (continued)

F. DEMOGRAPHICS ON VICTIMS IN INVESTIGATIONS COMPLETED IN APY17-18 Note: The information below is drawn from all investigations that were closed during APY17-18, Victims drawn from E2, E3 and E4.	Victim Data From Investigations Completed during APY17-18										APY17-18 Totals
	Penetrating Offenses				Contact Offenses					Offense Code Data Not Available	
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)		
F1. Gender of Victims	6	0	27	0	0	15	0	0	1	2	51
# Male	1	0	2	0	0	1	0	0	0	0	4
# Female	5	0	25	0	0	14	0	0	1	2	47
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F2. Age of Victims	6	0	27	0	0	15	0	0	1	2	51
# 0-15	1	0	0	0	0	0	0	0	0	0	1
# 16-19	3	0	17	0	0	8	0	0	0	0	28
# 20-24	2	0	9	0	0	7	0	0	1	0	19
# 25-34	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0
# 50-64	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
# Relevant Data Not Available	0	0	1	0	0	0	0	0	0	2	3
F3. Victim Type	6	0	27	0	0	15	0	0	1	2	51
# Service Member	5	0	24	0	0	14	0	0	1	2	46
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	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
# US Civilian (including NG Title 32)	1	0	3	0	0	1	0	0	0	0	5
# Foreign National	0	0	0	0	0	0	0	0	0	0	0
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F4. Grade of Service Member Victims	5	0	24	0	0	14	0	0	1	2	46
# E1-E4	0	0	1	0	0	0	0	0	0	0	1
# E5-E9	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	0	0	1	0	1
# O4-O10	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	5	0	21	0	0	14	0	0	0	2	42
# Academy Prep School Student	0	0	2	0	0	0	0	0	0	0	2
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F5. Service of Service Member Victims	5	0	24	0	0	14	0	0	1	2	46
# Army	2	0	15	0	0	11	0	0	0	0	28
# Navy	1	0	4	0	0	1	0	0	1	2	9
# Marines	0	0	0	0	0	0	0	0	0	0	0
# Air Force	2	0	5	0	0	2	0	0	0	0	9
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F6. Status of Service Member Victims	5	0	24	0	0	14	0	0	1	2	46
# Active Duty	0	0	1	0	0	0	0	0	1	0	2
# Reserve (Activated)	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
# Cadet/Midshipman	5	0	21	0	0	14	0	0	0	2	42
# Academy Prep School Student	0	0	2	0	0	0	0	0	0	0	2
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

DoD- Unrestricted Reports (continued)

G. DEMOGRAPHICS ON SUBJECTS IN INVESTIGATIONS COMPLETED IN APY17-18 (Investigation Completed within the reporting period. These investigations may have been opened in current or prior Academic Years)	Subject Data From Investigations completed during APY17-18										APY17-18 Totals
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	
G1. Gender of Subjects	6	0	28	0	0	15	0	0	1	2	52
# Male	2	0	19	0	0	12	0	0	1	0	34
# Female	0	0	1	0	0	1	0	0	0	0	2
# Unknown	4	0	7	0	0	2	0	0	0	2	15
# Relevant Data Not Available	0	0	1	0	0	0	0	0	0	0	1
G2. Age of Subjects	6	0	28	0	0	15	0	0	1	2	52
# 0-15	0	0	3	0	0	0	0	0	0	0	3
# 16-19	1	0	8	0	0	2	0	0	1	0	12
# 20-24	1	0	9	0	0	9	0	0	0	0	19
# 25-34	0	0	2	0	0	0	0	0	0	0	2
# 35-49	0	0	0	0	0	1	0	0	0	0	1
# 50-64	0	0	0	0	0	0	0	0	0	0	0
# 65 and older	1	0	0	0	0	0	0	0	0	0	1
# Unknown	1	0	0	0	0	0	0	0	0	1	2
# Relevant Data Not Available	2	0	6	0	0	3	0	0	0	1	12
G3. Subject Type	6	0	28	0	0	15	0	0	1	2	52
# Service Member	2	0	19	0	0	12	0	0	1	0	34
# Drill Instructors/Drill Sergeants	0	0	0	0	0	0	0	0	0	0	0
# Recruiters	0	0	0	0	0	0	0	0	0	0	0
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	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
# US Civilian	0	0	0	0	0	0	0	0	0	0	0
# Foreign National	0	0	0	0	0	0	0	0	0	0	0
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0
# Unknown	4	0	8	0	0	3	0	0	0	2	17
# Relevant Data Not Available	0	0	1	0	0	0	0	0	0	0	1
G4. Grade of Service Member Subjects	2	0	19	0	0	12	0	0	1	0	34
# E1-E4	0	0	2	0	0	0	0	0	0	0	2
# E5-E9	0	0	1	0	0	1	0	0	0	0	2
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	1	0	0	0	0	1
# O4-O10	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	2	0	16	0	0	10	0	0	1	0	29
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G5. Service of Service Member Subjects	2	0	19	0	0	12	0	0	1	0	34
# Army	2	0	12	0	0	10	0	0	0	0	24
# Navy	0	0	2	0	0	0	0	0	1	0	3
# Marines	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	0	5	0	0	2	0	0	0	0	7
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G6. Status of Service Member Subjects	2	0	19	0	0	12	0	0	1	0	34
# Active Duty	0	0	3	0	0	2	0	0	0	0	5
# Reserve (Activated)	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
# Cadet/Midshipman	2	0	16	0	0	10	0	0	1	0	29
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

DoD- Unrestricted Reports (continued)

H. FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED APY17-18 INVESTIGATIONS	APY17-18 Totals	H1. ASSOCIATED VICTIM DATA FOR COMPLETED APY17-18 INVESTIGATIONS	APY17-18 Totals
# Subjects in Unrestricted Reports that could not be investigated by DoD or Civilian Law Enforcement Note: These Subjects are from Unrestricted Reports referred to MCIOs or other law enforcement for investigation during APY17-18, but the agency could not open an investigation based on the reasons below.	1		
# Subjects - Not subject to the UCMJ	0		
# Subjects - Crime was beyond statute of limitations	0		
# Subjects - Matter alleged occurred prior to Victim's Military Service	0		
# Subjects - Other	1		
# Subjects in investigations completed in APY17-18 Note: These are Subjects from Tab1b, Cells B29, B59, B77.	53	# Victims in investigations completed in APY17-18	51
# Cadet/Midshipman/Prep School Student Subjects in investigations opened and completed in APY17-18	18	# Cadet/Midshipman/Prep School Student Victims in investigations opened and completed in APY17-18	25
# Total Subjects Outside DoD Prosecutive Authority	19		
# Unknown Offenders	17	# Cadet/Midshipman/Prep School Student Victims in substantiated Unknown Offender Reports	10
	0	# Cadet/Midshipman/Prep School Student Victims in remaining Unknown Offender Reports	6
# US Civilians or Foreign National Subjects not subject to the UCMJ	1	# Cadet/Midshipman/Prep School Student Victims in substantiated Civilian/Foreign National Subject Reports	0
	0	# Cadet/Midshipman/Prep School Student Victims in remaining Civilian/Foreign National Subject Reports	0
# Service Members Prosecuted by a Civilian or Foreign Authority	1	# Cadet/Midshipman/Prep School Student Victims in substantiated reports against a Cadet/Midshipman/Prep School Student who is being Prosecuted by a Civilian or Foreign Authority	0
	0		0
# Subjects who died or deserted	0	# Cadet/Midshipman/Prep School Student Victims in substantiated reports with a deceased or deserted Subject	0
	0	# Cadet/Midshipman/Prep School Student Victims in remaining reports with a deceased or deserted Subject	0
# Total Command Action Precluded or Declined for Sexual Assault	11		0
# Service Member Subjects where Victim declined to participate in the military justice action	6	# Cadet/Midshipman/Prep School Student Victims who declined to participate in the military justice action	4
# Service Member Subjects whose investigations had insufficient evidence to prosecute	5	# Cadet/Midshipman/Prep School Student Victims in investigations having insufficient evidence to prosecute	5
# Service Member Subjects whose cases involved expired statute of limitations	0	# Cadet/Midshipman/Prep School Student Victims whose cases involved expired statute of limitations	0
# Service Member Subjects with allegations that were unfounded by Command	0	# Cadet/Midshipman/Prep School Student Victims whose allegations were unfounded by Command	0
# Service Member Subjects with Victims who died before completion of military justice action	0	# Cadet/Midshipman/Prep School Student Victims who died before completion of the military justice action	0
# Subjects disposition data not yet available	5	# Cadet/Midshipman/Prep School Student Victims involved in reports with Subject disposition data not yet available	12
# Subjects for whom Command Action was completed as of 31-MAY-2018	18		0
# APY17-18 Service Member Subjects where evidence supported Command Action	18	# APY17-18 Cadet/Midshipman/Prep School Student Victims in cases where evidence supported Command Action	14
# Service Member Subjects: Courts-Martial charge preferred	9	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial referrals against Subject	7
# Service Member Subjects: Nonjudicial punishments (Article 15 UCMJ)	0	# Cadet/Midshipman/Prep School Student Victims involved with Nonjudicial punishments (Article 15) against Subject	0
# Service Member Subjects: Administrative discharges	1	# Cadet/Midshipman/Prep School Student Victims involved with Administrative discharges against Subject	1
# Service Member Subjects: Other adverse administrative actions(including Cadet Disciplinary System)	5	# Cadet/Midshipman/Prep School Student Victims involved with Other administrative actions against Subject (including Cadet Disciplinary System)	4
# Service Member Subjects: Courts-Martial charge preferred for non-sexual assault offense	1	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial referrals for non-sexual assault offenses	1
# Service Member Subjects: Non-judicial punishment for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Service Member Subjects: Administrative discharges for non-sexual assault offense	1	# Cadet/Midshipman/Prep School Student Victims involved with administrative discharges for non-SA offense	1
# Service Member Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)	1	# Cadet/Midshipman/Prep School Student 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.			

DoD- Unrestricted Reports (continued)

I. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Sexual Assault Charge). This section reports the outcomes of Courts-Martial for sexual assault crimes completed during APY17-18	APY17-18 Totals
# Total Subjects with Courts-Martial Charge Preferred for a Sexual Assault Charge Pending Court Completion	13
# Subjects whose Courts-Martial action was NOT completed by the end of APY17-18	9
# Subjects whose Courts-Martial was completed by the end of APY17-18	4
# Subjects whose Courts-Martial was dismissed	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 punishment	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 acquittal	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 acquittal	0
# Subjects who resigned or were discharged in lieu of Courts-Martial	0
# Officer Subjects who were allowed to resign in lieu of Courts-Martial	0
# Enlisted Subjects who were discharged in lieu of Courts-Martial	0
# Subjects with Courts-Martial charges proceeding to trial on a sexual assault charge	4
# Subjects Acquitted of Charges	0
# Subjects Convicted of Any Charge at Trial	4
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	4
# Subjects receiving confinement	4
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	2
# Subjects receiving a punitive discharge (Dishonorable, Bad Conduct, or Dismissal)	4
# 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
# Subjects receiving UOTHC administrative discharge	0
# Subjects receiving General administrative discharge	0
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Convicted Subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	4
J. NONJUDICIAL PUNISHMENTS IMPOSED (Sexual Assault Charge). This section reports the outcomes of nonjudicial punishments for sexual assault crimes completed during APY17-18	APY17-18 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a Sexual Assault Charge in APY17-18	0
# Subjects whose nonjudicial punishment action was not completed by the end of APY17-18	0
# Subjects whose nonjudicial punishment action was completed by the end of APY17-18	0
# Subjects whose nonjudicial punishment was dismissed	0
# Subjects administered nonjudicial punishment	0
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	0
# 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
# Subjects who received NJP followed by UOTHC administrative discharge	0
# Subjects who received NJP followed by General administrative discharge	0
# Subjects who received NJP followed by Honorable administrative discharge	0
# Subjects who received NJP followed by Uncharacterized administrative discharge	0
K. OTHER ACTIONS TAKEN. 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.	APY17-18 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY17-18	0
# Subjects receiving an administrative discharge or other separation for a sexual assault offense	3
# Subjects receiving UOTHC administrative discharge	1
# Subjects receiving General administrative discharge	2
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Subjects whose other adverse administrative action was not completed by the end of APY17-18	2
# Subjects receiving other adverse administrative action for a sexual assault offense	6

DoD- Unrestricted Reports (continued)

L. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Non-sexual assault offense). This section reports the outcomes of Courts-Martials 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.		APY17-18 Totals
# Total Subjects with Courts-Martial Charge Preferred for a non-sexual assault offense in APY17-18		2
# Subjects whose Courts-Martial action was NOT completed by the end of APY17-18		2
# Subjects whose Courts-Martial was completed by the end of APY17-18		0
# Subjects whose Courts-Martial was dismissed		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 punishment		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 acquittal		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 acquittal		0
# Subjects who resigned or were discharged in lieu of Courts-Martial for a non-sexual assault offense		0
# Officer Subjects who were officers that where allowed to resign in lieu of Courts-Martial		0
# Enlisted Subjects who were discharged in lieu of Courts-Martial		0
# Subjects with Courts-Martial charges proceeding to trial on a non-sexual assault offense		0
# Subjects Acquitted of Charges		0
# Subjects Convicted of Any Non-Sexual Assault Charge at Trial		0
# Subjects with unknown punishment		0
# Subjects with no punishment		0
# Subjects with pending punishment		0
# Subjects with Punishment		0
# 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
# Subjects receiving UOTHC administrative discharge		0
# Subjects receiving General administrative discharge		0
# Subjects receiving Honorable administrative discharge		0
# Subjects receiving Uncharacterized administrative discharge		0
M. NONJUDICIAL PUNISHMENTS IMPOSED (Non-Sexual Assault Charge). 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.		APY17-18 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a non-sexual assault offense in APY17-18		0
# Subjects whose nonjudicial punishment action was not completed by the end of APY17-18		0
# Subjects whose nonjudicial punishment action was completed by the end of APY17-18		0
# Subjects whose nonjudicial punishment was dismissed		0
# Subjects administered nonjudicial punishment for a non-sexual assault offense		0
# Subjects with unknown punishment		0
# Subjects with no punishment		0
# Subjects with pending punishment		0
# Subjects with Punishment		0
# 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 on a non-sexual assault charge		0
# Subjects who received NJP followed by UOTHC administrative discharge		0
# Subjects who received NJP followed by General administrative discharge		0
# Subjects who received NJP followed by Honorable administrative discharge		0
# Subjects who received NJP followed by Uncharacterized administrative discharge		0
N. OTHER ACTIONS TAKEN (Non-sexual assault offense). 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.		APY17-18 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY17-18		1
# Subjects receiving an administrative discharge or other separation for a non-sexual assault offense		1
# Subjects receiving UOTHC administrative discharge		0
# Subjects receiving General administrative discharge		1
# Subjects receiving Honorable administrative discharge		0
# Subjects receiving Uncharacterized administrative discharge		0
# Subjects whose other adverse administrative action was not completed by the end of APY17-18		0
# Subjects receiving other adverse administrative action for a non-sexual assault offense		1

DoD- Restricted Reports

DoD MSA APY17-18 RESTRICTED REPORTS OF SEXUAL ASSAULT	
A. APY17-18 RESTRICTED REPORTS OF SEXUAL ASSAULT	APY17-18 Totals
# TOTAL Victims initially making Restricted Reports	67
# Cadet/Midshipman/Prep School Student Victims making Restricted Reports	57
# Non-Cadet/Midshipman/Prep School Student Victims making Restricted Report involving a Cadet/Midshipman/Prep School Student Subject	10
# Relevant Data Not Available	0
# Total Victims who reported and converted from Restricted Report to Unrestricted Report in the APY17-18*	19
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY17-18	17
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY17-18	2
# Relevant Data Not Available	0
# Total Victim reports remaining Restricted	48
# Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	40
# Non-Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	8
# Relevant Data Not Available	0
# Remaining Restricted Reports involving Cadet/Midshipman/Prep School Students in the following categories	48
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	21
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	11
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student (entitled to a RR by DoD Policy)	8
# Unidentified Subject on Cadet/Midshipman/Prep School Student	8
# Relevant Data Not Available	0
B. INCIDENT DETAILS	APY17-18 Totals
# Reported sexual assaults occurring	48
# On military installation	16
# Off military installation	21
# Unidentified location	7
# Relevant Data Not Available	4
Length of time between sexual assault and Restricted Report	48
# Reports made within 3 days of sexual assault	8
# Reports made within 4 to 10 days after sexual assault	4
# Reports made within 11 to 30 days after sexual assault	6
# Reports made within 31 to 365 days after sexual assault	13
# Reports made longer than 365 days after sexual assault	10
# Relevant Data Not Available	7
Time of sexual assault incident	48
# Midnight to 6 am	12
# 6 am to 6 pm	0
# 6 pm to midnight	22
# Unknown	12
# Relevant Data Not Available	2
Day of sexual assault incident	48
# Sunday	8
# Monday	5
# Tuesday	2
# Wednesday	6
# Thursday	1
# Friday	7
# Saturday	14
# Relevant Data Not Available	5
C. RESTRICTED REPORTING - VICTIM SERVICE AFFILIATION	APY17-18 Totals
# Cadet/Midshipman/Prep School Student Victims	40
# Army Victims	12
# Navy Victims	11
# Marines Victims	0
# Air Force Victims	17
# Coast Guard Victims	0
# Relevant Data Not Available	0

DoD- Restricted Reports (continued)

D. DEMOGRAPHICS FOR APY17-18 RESTRICTED REPORTS OF SEXUAL ASSAULT		APY17-18 Totals
Gender of Victims		48
# Male		5
# Female		43
# Relevant Data Not Available		0
Age of Victims at the Time of Incident		48
# 0-15		1
# 16-19		20
# 20-24		25
# 25-34		0
# 35-49		0
# 50-64		0
# 65 and older		0
# Relevant Data Not Available		2
Grade of Service Member Victims		48
# E1-E4		1
# E5-E9		1
# WO1-WO5		0
# O1-O3		6
# O4-O10		0
# Cadet/Midshipman		38
# Academy Prep School Student		2
# Relevant Data Not Available		0
Status of Service Member Victims		48
# Active Duty		8
# Reserve (Activated)		0
# National Guard (Activated - Title 10)		0
# Cadet/Midshipman/Prep School Student		38
# Academy Prep School Student		2
# Relevant Data Not Available		0
Victim Type		48
# Service Member		48
# DoD Civilian		
# DoD Contractor		
# Other US Government Civilian		
# Non-Service Member		0
# Foreign National		
# Foreign Military		
# Relevant Data Not Available		0
E. RESTRICTED REPORTING FOR A SEXUAL ASSAULT THAT OCCURRED PRIOR TO JOINING SERVICE		APY17-18 Totals
# Cadet/Midshipman/Prep School Student Victims making a Restricted Report for Incidents Occurring Prior to Military Service		3
# Cadet/Midshipman/Prep School Student Making A Restricted Report for an Incident that Occurred Prior to Age 18		1
# Cadet/Midshipman/Prep School Student Making a Restricted Report for an Incident that Occurred After Age 18		1
# Cadet/Midshipman/Prep School Student Choosing Not to Specify		1
# Relevant Data Not Available		0
F. RESTRICTED REPORTS CONVERSION DATA (DSAID USE ONLY)		APY17-18 Totals
Mean # of Days Taken to Change to Unrestricted		35.19
Standard Deviation of the Mean For Days Taken to Change to Unrestricted		33.14
Mode # of Days Taken to Change to Unrestricted		2
G. TOTAL VICTIMS WHO REPORTED IN PRIOR YEARS AND CONVERTED FROM RESTRICTED REPORT TO UNRESTRICTED REPORT IN THE APY17-18		APY17-18 Totals
Total Victims who reported in prior years and converted from Restricted Report to Unrestricted Report in the APY17-18		2
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY17-18		2
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY17-18		0
# Relevant Data Not Available		0
* The Restricted Reports are reports that converted to Unrestricted Reports are counted in the total number of Unrestricted Reports listed in Worksheet 1a, Section A.		

DoD- Support Services

DoD MSA APY17-18 SUPPORT SERVICES FOR VICTIMS OF SEXUAL ASSAULT	
<i>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.</i>	
A. SUPPORT SERVICE REFERRALS TO CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS VICTIMS FROM UNRESTRICTED REPORTS:	APY17-18 Totals
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	110
# Medical	11
# Mental Health	21
# Legal	25
# Chaplain/Spiritual Support	16
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	22
# DoD Safe Helpline	15
# 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	
# Other	0
# Cases where SAFEs were conducted	3
# Cases where SAFE kits or other needed supplies were not available at time of Victim's exam	0
# Military Victims making an Unrestricted Report for an incident that occurred prior to military service	6
B. APY17-18 MILITARY PROTECTIVE ORDERS (MPO)* AND EXPEDITED TRANSFERS - UNRESTRICTED REPORTS	APY17-18 TOTALS
# Military Protective Orders issued during APY17-18	5
# Reported MPO Violations in APY17-18	1
# Reported MPO Violations by Subjects	1
# 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/Prep School Student Victims of sexual assault	0
# Unit/Duty expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims of sexual assault	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
C. SUPPORT SERVICE REFERRALS FOR MILITARY VICTIMS IN RESTRICTED REPORTS	APY17-18 TOTALS
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	135
# Medical	14
# Mental Health	24
# Legal	27
# Chaplain/Spiritual Support	23
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	29
# DoD Safe Helpline	17
# Other	1
# 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	
# Other	0
# Cases where SAFEs were conducted	5
# Cases where SAFE kits or other needed supplies were not available at time of Victim's exam	0

DoD-Unrestricted Report Case Synopses

APY17-18 Service Member Sexual Assault Synopses Report: DoD																			Administrative Actions			
No.	Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	Alcohol Use	Case Synopsis Note
1	Abusive Sexual Contact (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Army	C-2	Male	No	No	Other	Q1 (October-December)	Administrative Discharge						General		Unknown	Notes: Victim alleged Subject verbally berated Victim and touched Victim's buttocks without consent. Administratively separated UP Chapter 14-12c: Commission of a Serious Offense with a General Discharge. Victim consensual.
2	Abusive Sexual Contact (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Army	O-1	Male	No	No	Other	Q1 (October-December)	Cadet/Midshipman Disciplinary System Action									Adverse Administration Action Type: Cadet/Midshipman Disciplinary System: Notes: Victim alleged subject sexually assaulted victim by kissing and tickling her. No action taken, Victim later recanted and stated offense did not occur.
3	Sexual Assault (Art. 120)	UNITED STATES	Navy	Cadet/Midshipman	Female	Navy	C-2	Male	No	No	Chaplain/Spiritual Support	Q1 (October-December)	Courts-Martial Charge Preferred	Sexual Assault (Art. 120)		Convicted		Sexual Assault (Art. 120)	Yes			Courts-Martial discharge: Dismissal: Confinement: Yes: Confinement Type: Less Than Life: Confinement (Months): 30: Forfeiture of Pay and Allowances: Yes: Fine: No: Restriction: No: Reduction in rank: No: Hard Labor: No: Notes: Victim reported that Subject sexually assaulted her by penetrating her vagina with his penis. NCIS investigated. RLSD recommended prosecution. SA-IDA referred a charge of misconduct in violation of Article 120 (sexual assault) to a General Court-Martial. Subject was convicted, and sentenced to thirty months confinement, and a dismissal.
4	Sexual Assault (Art. 120)	UNITED STATES	Navy	Cadet/Midshipman	Female	Unknown		Unknown	No	No		Q3 (April-June)	Offender is Unknown									Notes: Victim reported sexual assault by an unknown Subject. Victim declined to provide further information, or to participate in the investigation and military justice action. NCIS was unable to identify Subject. SA-IDA closed case with no further action due to unknown Subject and Victim declination.

DoD-Unrestricted Report Case Synopses

APY17-18 Service Member Sexual Assault Synopses Report: DoD																			Administrative Actions				Case Synopsis Note
No.	Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	Court Case or Article 15 Outcome	Reason Charges Dismissed at Art. 32 Hearing, if applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	Alcohol Use		
5	Rape (Art. 120)	UNITED STATES	Air Force	Prep School Student	Female	Air Force	C-1	Male	No			Q3 (April-June)	Courts-Martial Charge Preferred	Attempts to Commit Offenses (Art. 80)			Convicted		Attempt to Commit Crime (Art. 80)	Yes	Unknown	Courts-Martial discharge: Dismissal: Confinement: Yes; Confinement Type: Less Than Life; Confinement (Months): 8; Forfeiture of Pay and Allowances: No; Fine: No; Restriction: No; Reduction in rank: No; Hard Labor: No; Notes: Victim and Subject were friends. Subject and Victim met in an academic building to study and Subject attempted to kiss Victim. Subject then grabbed her wrists, would not let her leave the room and kept trying to kiss Victim. Subject exposed his penis and attempted to get her in a kneeling position forcing her head towards his penis. A nearby door opened and Victim ran out the door. Subject was accused of misconduct involving two victims. Subject was found guilty of attempted forcible sodomy of this Victim (Victim 1), and guilty of wrongful sexual contact of Victim 2.	
6	Sexual Assault (Art. 120)	UNITED STATES	Army	Prep School Student	Female	Army	E-2	Male	No	No	Other	Q1 (October-December)	Administrative discharge for non-sexual assault offense						General			Notes: Victim alleged Subject had sexual intercourse with the Victim without consent. Victim later recanted and stated sex was consensual so insufficient evidence to prosecute the sexual assault. Administratively separated UP Chapter 14-12c; Commission of a Serious Offense with a General Discharge for underlying misconduct of violation of regulations the day of the incident.	
7	Sexual Assault (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Army	C-2	Male	No	No	Other	Q1 (October-December)	Cadet/Midshipman Disciplinary System Action									Adverse Administration Action Type: Cadet/Midshipman Disciplinary System; Notes: Victim alleged Subject sexually assaulted the Victim in the barracks room. Subject was disciplined under the Academic Discipline System .	
8	Sexual Assault (Art. 120)		Army	Cadet/Midshipman	Female	Unknown		Unknown	No	No	Other	Q3 (April-June)	Offender is Unknown									Notes: Victim alleged a sexual assault by an unknown subject. Adverse Administration Action Type: Cadet/Midshipman Disciplinary System;	
9	Abusive Sexual Contact (Art. 120)	UNITED STATES	N/A	US Civilian	Female	Army	C-2	Male	No	No		Q2 (January-March)	Cadet/Midshipman Disciplinary System Action								Involved but not specified	Notes: Victim alleged Subject touched her buttocks over her clothing at a bar following the Army/Navy game. USMA misconduct hearing, resulting in one-year turn back, 100	

DoD-Unrestricted Report Case Synopses

APY17-18 Service Member Sexual Assault Synopses Report: DoD																			Administrative Actions				
No.	Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	Court Case or Article 15 Outcome	Reason Charges Dismissed at Art. 32 Hearing, if applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	Alcohol Use	Case Synopsis Note	
10	Abusive Sexual Contact (Art. 120)	UNITED STATES	Air Force	Cadet/Midshipman	Female	Air Force	C-4	Male	No			Q3 (April-June)	Cadet/Midshipman Disciplinary System Action									Adverse Administration Action Type: Cadet/Midshipman Disciplinary System. Notes: Victim reported Subject took her hand and caused her to touch Subject's chest without consent. After receiving the report of investigation and consulting with the Staff Judge Advocate, the commander determined to delay graduation of Subject. Subject resigned from USAFA.	
11	Rape (Art. 120)	UNITED STATES	Navy	Cadet/Midshipman	Female	Unknown		Unknown	No	No		Q1 (October-December)	Offender is Unknown									Notes: Victim reported that she had been sexually assaulted by 4, 5, or 6 unknown male Subjects at an off-base location. Victim had met Subject 1 at a bar and gone with him and several friends to an off-base house. At the house, Victim had consensual sex with Subject 1, but afterwards, the remaining Subjects sexually assaulted her while she was too intoxicated to consent or escape. Civilian police attempted to investigate, but Victim declined to participate in the investigation or prosecution. Police were unable to identify Subjects, and local civilian prosecutors declined to take action due to unknown Subjects and Victim declination.	
12	Abusive Sexual Contact (Art. 120)		Army	Cadet/Midshipman	Female	Unknown		Unknown	No	No	Other	Q1 (October-December)	Offender is Unknown									Notes: Victim alleged a Sexual Assault by an Unknown Subject.	
13	Abusive Sexual Contact (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Unknown		Male	No	No	Other	Q3 (April-June)	Subject is a Civilian or Foreign National									Notes: Victim alleged abusive sexual contact by civilian Subject. Referred to civilian law enforcement with no known outcome to date.	
14	Sexual Assault (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Unknown	Unknown	Male	No	No	Other	Q2 (January-March)	Offender is Unknown									Notes: Victim alleged a Sexual Assault by an Unknown Subject.	
15	Sexual Assault (Art. 120)		Army	Cadet/Midshipman	Female	Unknown		Unknown	No	No	Other	Q4 (July-September)	Offender is Unknown									Notes: Victim alleged a sexual assault by an unknown subject.	
16	Sexual Assault (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Unknown		Unknown	No	No	Other	Q3 (April-June)	Offender is Unknown									Notes: Victim alleged a sexual assault by an unknown subject.	

DoD-Unrestricted Report Case Synopses

APY17-18 Service Member Sexual Assault Synopses Report: DoD																			Administrative Actions			
No.	Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	Alcohol Use	Case Synopsis Note
17	Sexual Assault (Art. 120)	Unknown	Navy	E-3	Female	Navy	C-2	Male	No	No		Q2 (January-March)	Other adverse administrative actions for non-sexual assault offense								Both Victim and Subject	Adverse Administration Action Type: Letter of Counseling (LOC); Notes: Victim reported that Subject sexually assaulted her after a night of drinking at Subject's off-base residence. NCIS investigated. RLSO recommended against prosecution due to insufficient evidence based upon witness statements and other findings. SA-IDA took no further action due to insufficient evidence. Commanding Officer issued a Letter of Counseling to the Subject for misconduct involving fraternization. No further action taken.
18	Sexual Assault (Art. 120)		Army	Cadet/Midshipman	Female	Unknown		Unknown	No	No	Other	Q1 (October-December)	Offender is Unknown									Notes: Victim alleged a Sexual Assault by an Unknown Subject.
19	Rape (Art. 120)	UNITED STATES	Air Force	Cadet/Midshipman	Female	Air Force	C-1	Male	No			Q3 (April-June)	Courts-Martial Charge Preferred	Aggravated Sexual Contact (Art. 120)		Convicted		Aggravated Sexual Contact (Art. 120)		Yes	Unknown	Courts-Martial discharge: Dismissal; Confinement: Yes; Confinement Type: Less Than Life; Confinement (Months): 8; Forfeiture of Pay and Allowances: Yes; Fine: No; Restriction: No; Reduction in rank: No; Hard Labor: No; Notes: Victim and Subject had three encounters, two of which were voluntary and the Victim performed oral sex on the Subject. In a third encounter, Subject and Victim went into an empty room and Subject forced Victim to perform oral sex on him by pinning her into a chair and choking her to force her mouth open and he inserted his penis. After consultation with the Staff Judge Advocate, the Subject was subject to a court-martial.
20	Abusive Sexual Contact (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Army	C-2	Male	No	No	Other	Q4 (July-September)	Cadet/Midshipman Disciplinary System Action								Involved but not specified	Adverse Administration Action Type: Cadet/Midshipman Disciplinary System; Notes: Victim alleged that Subject groped Victim two weeks prior. Subject sent to Cadet Disciplinary Hearing where the Investigating Officer found insufficient evidence to support the allegation.
21	Sexual Assault (Art. 120)	UNITED STATES	Navy	Cadet/Midshipman	Female	Unknown		Unknown					Offender is Unknown									Notes: Victim reported attending a party off-base and consuming alcohol. She passed out and awoke to discover Subject, who was unknown to her, having sexual intercourse with her. Victim was unable to identify Subject and did not know if he was military or civilian. NCIS investigated, but could not find Subject. Victim did not provide the date of the party or the names of other attendees. SA-IDA closed the case with no further action due to unknown Subject.

DoD-Unrestricted Report Case Synopses

APY17-18 Service Member Sexual Assault Synopses Report: DoD																			Administrative Actions			
No.	Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	Alcohol Use	Case Synopsis Note
22	Aggravated Sexual Assault (Art. 120)	UNITED STATES	Air Force	Cadet/Midshipman	Female	Air Force	C-1	Male	No			Q3 (April-June)	Courts-Martial Charge Preferred	Aggravated Sexual Assault (Art. 120)		Convicted		Wrongful Sexual Contact (Art. 120)		Yes	Unknown	Courts-Martial discharge: Dismissal; Confinement: Yes; Confinement Type: Less Than Life; Confinement (Months): 3; Forfeiture of Pay and Allowances: No; Fine: No; Restriction: No; Reduction in rank: No; Hard Labor: No; Notes: Subject and Victim had a casual romantic relationship and would engage in consensual sexual acts, including Subject penetrating Victim's vagina with his fingers. Victim expressed interest in someone else and Victim and Subject did not spend as much time together. Subject went in to Victim's room and wanted to know who the other person was and blocked Victim's ability to leave her room. Subject began kissing Victim, digitally penetrated her although Victim asked him to stop. Subject, who was a foot taller and weighed over 100 pounds more than the Victim, demanded oral sex. When Victim declined, he demanded a "hand job" and Victim complied so Subject would leave. Subject was accused of sexual misconduct involving several victims. Subject was found not guilty of forcible sodomy with respect to this victim, but was found guilty of wrongful sexual contact.
23	Abusive Sexual Contact (Art. 120)	UNITED STATES	N/A	US Civilian	Female	Army	C-2	Male	No	No	Other	Q3 (April-June)	Offender is Unknown								Involved but not specified	Notes: Victim alleged unwanted groping by an Unknown Subject.
24	Wrongful Sexual Contact (Art. 120)		Army	Cadet/Midshipman	Female	Army	C-2	Male	No	No		Q3 (April-June)	Administrative Discharge					General			Unknown	Notes: Victim alleged that Subject Cadet groped her and stalked her. Subject was read a General Officer NIP, but submitted a Resignation in Lieu of Appearance Before an Investigating Officer. Subject resigned from USMA.
25	Abusive Sexual Contact (Art. 120)		Army	Cadet/Midshipman	Female	Unknown	Unknown	Male	No	No	Other	Q2 (January-March)	Offender is Unknown									Notes: Victim alleged Abusive Sexual Contact by an Unknown Subject.
26	Sexual Assault (Art. 120)	UNITED STATES	Air Force	Cadet/Midshipman	Female	Air Force	C-1	Male	No			Q1 (October-December)	Administrative Discharge					Under Other than Honorable Conditions (UOTHC)			Both Victim and Subject	Notes: Subject and Victim engaged in underage drinking. Victim and Subject as well as others climbed into a queen-sized bed. Subject touched Victim's breasts and buttocks over her underwear, then Subject digitally penetrated Victim. A little later, Subject digitally penetrated Victim again and she said she did not consent, but Subject continued to digitally penetrate her. Victim fell asleep, and awoke to Subject on top of victim penetrating her with Subject's penis. Victim reported the assault two years after it happened and difficulty remembering exactly when it occurred.
27a	Sexual Assault (Art. 120)		Army	Cadet/Midshipman	Female	Unknown	Unknown	Unknown	No	No	Other	Q1 (October-December)	Offender is Unknown								Involved but not specified	Notes: Victim alleged that two Unknown Subjects had sexual intercourse with Victim when Victim was too intoxicated to consent.
27b	Sexual Assault (Art. 120)		Army	Cadet/Midshipman	Female	Unknown	Unknown	Unknown	No	No	Other	Q4 (July-September)	Offender is Unknown								Involved but not specified	Notes: Victim alleged that two Unknown Subjects had sexual intercourse with Victim when Victim was too intoxicated to consent.
28	Sexual Assault (Art. 120)	UNITED STATES	N/A	US Civilian	Female	Army	C-2	Male	No	No	Other	Q2 (January-March)	A Civilian/Foreign authority is Prosecuting Service Member								Involved but not specified	Notes: Victim alleged that Subject sexually assaulted her by engaging in nonconsensual sexual intercourse with her while she was unconscious after drinking alcohol. Trial delayed without further update.
29	Abusive Sexual Contact (Art. 120)	Jordan	N/A	US Civilian	Female	Army	C-2	Male	No	No		Q1 (October-December)	Other Adverse Administrative Action								Unknown	Adverse Administration Action Type: Letter of Counseling (LOC); Notes: Victim alleged Subject touched Victim inappropriately on multiple occasions. Letter of Counseling filed in his Local File.

USMA- Unrestricted Reports

ARMY MSA APY17-18 UNRESTRICTED REPORTS OF SEXUAL ASSAULTS AT THE UNITED STATES MILITARY ACADEMY		
<p>A. APY17-18 REPORTS OF SEXUAL ASSAULT (rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy, and attempts to commit these offenses) BY or AGAINST Cadets/Midshipmen/Prep School Students.</p> <p>Note: The data on this page is raw, uninvestigated information about allegations received during APY17-18. These Reports may not be fully investigated by the end of the APY.</p> <p>This data is drawn from Defense Sexual Assault Database (DSABD) based on Service affiliation of the Sexual Assault Response Coordinator (SARC) who currently manages the Victim case.</p>	APY17-18 Totals	
# APY17-18 Unrestricted Reports (one Victim per report)		41
# Cadet/Midshipman/Prep School Student Victims		37
# Non-Cadet/Midshipman/Prep School Student Victims in allegations against Cadet/Midshipman/Prep School Student Subject		4
# Relevant Data Not Available		0
# Unrestricted Reports in the following categories		41
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		21
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student		4
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		2
# Unidentified Subject on Cadet/Midshipman/Prep School Student		6
# Relevant Data Not Available		8
# Unrestricted Reports of sexual assault occurring		41
# On military installation		22
# Off military installation		15
# Unidentified location		4
# Victim in Unrestricted Reports Referred for Investigation		41
# Victims in investigations initiated during APY17-18		32
# Victims with Investigations pending completion at end of 31-MAY-2018		9
# Victims with Completed Investigations at end of 31-MAY-2018		23
# Victims with Investigative Data Forthcoming		0
# Victims where investigation could not be opened by DoD or Civilian Law Enforcement		9
# Victims - Alleged perpetrator not subject to the UCMJ		0
# Victims - Crime was beyond statute of limitations		0
# Victims - Unrestricted Reports for Matters Occurring Prior to Military Service		0
# Victims - Other		9
# All Restricted Reports received in APY17-18 (one Victim per report)		22
# Converted from Restricted Report to Unrestricted Report* (report made this year and converted this year)		9
# Restricted Reports Remaining Restricted at end of APY17-18		13
B. DETAILS OF UNRESTRICTED REPORTS FOR APY17-18		
	APY17-18 Totals	APY17-18 Totals for Cadet/Midshipman/Prep School Student Victim Cases
Length of time between sexual assault and Unrestricted Report	41	37
# Reports made within 3 days of sexual assault	4	3
# Reports made within 4 to 10 days after sexual assault	3	3
# Reports made within 11 to 30 days after sexual assault	6	4
# Reports made within 31 to 365 days after sexual assault	14	14
# Reports made longer than 365 days after sexual assault	10	9
# Relevant Data Not Available	4	4
Time of sexual assault	41	37
# Midnight to 6 am	16	14
# 6 am to 6 pm	6	5
# 6 pm to midnight	15	14
# Unknown	1	1
# Relevant Data Not Available	3	3
Day of sexual assault	41	37
# Sunday	8	8
# Monday	3	2
# Tuesday	2	1
# Wednesday	5	5
# Thursday	5	5
# Friday	7	6
# Saturday	7	6
# Relevant Data Not Available	4	4

USMA- Unrestricted Reports (continued)

APY17-18 UNRESTRICTED REPORTS (UR) OF SEXUAL ASSAULT - CADET/MIDSHIPMAN/PREP SCHOOL STUDENT STATUS BY GENDER											
C. UNRESTRICTED REPORTS OF SEXUAL ASSAULTS BY OR AGAINST CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS (VICTIM AND SUBJECT GENDER)	Male on Female	Male on Male	Female on Male	Female on Female	Unknown on Male	Unknown on Female	Multiple Mixed Gender Assault	Relevant Data Not Available	APY17-18 Totals		
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	24	3	0	1	0	4	0	9	41		
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	17	3	0	1	0	0	0	0	21		
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	4	0	0	0	0	0	0	0	4		
# Non-Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	2	0	0	0	0	0	0	0	2		
# Unidentified Subject on Cadet/Midshipman/Prep School Student	1	0	0	0	0	4	0	0	5		
# Relevant Data Not Available	0	0	0	0	0	0	0	9	9		
APY17-18 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 APY17-18	Penetrating Offenses				Contact Offenses						
D. UNRESTRICTED REPORTS OF SEXUAL ASSAULTS BY OR AGAINST CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS (MOST SERIOUS CRIME ALLEGED, AS CATEGORIZED BY THE MILITARY CRIMINAL INVESTIGATIVE ORGANIZATION)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	APY17-18 Totals
D1. Cadets/Midshipmen/Prep School Student and Non-Cadets/Midshipmen/Prep School Student Categories for Cases Reported in APY	3	0	17	0	0	12	0	0	0	9	41
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	2	0	11	0	0	8	0	0	0	0	21
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	1	0	2	0	0	1	0	0	0	0	4
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0	0	1	0	0	1	0	0	0	0	2
# Unidentified Subject on Cadet/Midshipman/Prep School Student	0	0	3	0	0	2	0	0	0	0	5
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	9	9
D2. # TOTAL Cadets/Midshipmen/Prep School Student Victims Report in Current APY											
TOTAL Cadet/Midshipman/Prep School Student Victims in APY17-18 Reports	2	0	15	0	0	11	0	0	0	9	37
# Cadet/Midshipman/Prep School Student Victims: Female	2	0	13	0	0	10	0	0	0	5	30
# Cadet/Midshipman/Prep School Student Victims: Male	0	0	2	0	0	1	0	0	0	4	7
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
TIME OF INCIDENT BY OFFENSE TYPE FOR UNRESTRICTED REPORTS OF SEXUAL ASSAULT MADE IN APY17-18											
D3. Time of sexual assault	3	0	17	0	0	12	0	0	0	9	41
# Midnight to 6 am	2	0	8	0	0	4	0	0	0	2	16
# 6 am to 6 pm	0	0	0	0	0	5	0	0	0	1	6
# 6 pm to midnight	1	0	9	0	0	3	0	0	0	2	15
# Unknown	0	0	0	0	0	0	0	0	0	1	1
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	3	3
D4. Day of sexual assault	3	0	17	0	0	12	0	0	0	9	41
# Sunday	1	0	3	0	0	4	0	0	0	0	8
# Monday	0	0	2	0	0	1	0	0	0	0	3
# Tuesday	1	0	1	0	0	0	0	0	0	0	2
# Wednesday	0	0	2	0	0	1	0	0	0	2	5
# Thursday	0	0	2	0	0	2	0	0	0	1	5
# Friday	0	0	6	0	0	1	0	0	0	0	7
# Saturday	1	0	1	0	0	3	0	0	0	2	7
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	4	4

USMA- Unrestricted Report (continued)

E. SUMMARY OF UNRESTRICTED REPORTS WITH INVESTIGATIONS	APY17-18 Totals
E1. Subjects in Unrestricted Reports Made to Your Service with Investigation Initiated During APY17-18	
Note: This data is drawn from DSAID based on Service affiliation of the SARC who currently manages the Victim case associated with the investigation and Subject below.	
# Investigations Initiated during APY17-18	34
# Investigations Completed as of APY17-18 End (group by MCIO #)	20
# Investigations Pending Completion as of APY17-18 End (group by MCIO #)	14
# Subjects in Investigations Initiated During APY17-18	37
# Service Member Subjects investigated by CID	30
# Your Cadet/Midshipman/Prep School Student Subjects investigated by CID	28
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	2
# Other Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Service Member Subjects investigated by NCIS	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Service Member Subjects investigated by AFOSI	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Non-Service Member Subjects in Service Investigations	0
Note: Non-Service Member Subjects are drawn from all CID, NCIS and AFOSI investigations involving a Victim supported by your Service.	
# Unidentified Subjects in Service Investigations	7
Note: Unidentified Subjects are drawn from all CID, NCIS and AFOSI investigations involving a Victim supported by your Service.	
# Service Member Subjects investigated by Civilian or Foreign Law Enforcement	0
Note: Service Member Subjects are drawn from Civilian or Foreign Law Enforcement investigations involving a Victim supported by your Service.	
# Your Cadet/Midshipman/Prep School Student Subjects investigated by Civilian or Foreign Law Enforcement	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian or Foreign Law Enforcement	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by Civilian or Foreign Law Enforcement	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian or Foreign Law Enforcement	0
# Non-Service Member Subjects in Civilian or Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Unidentified Subjects in Civilian or Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Subject or Investigation Relevant Data Not Available	0
E2. Service Investigations Completed during APY17-18	
Note: The following data is drawn from DSAID and describes criminal investigations completed during the APY17-18. These investigations may have been initiated during the APY17-18 or any prior APY.	
# Total Investigations completed by Services during APY17-18 (Group by MCIO Case Number)	32
# Of these investigations with more than one Victim	0
# Of these investigations with more than one Subject	2
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in investigations completed during APY17-18 involving a Victim supported by your Service	34
# Service Member Subjects investigated by CID	24
# Your Cadet/Midshipman/Prep School Student Subjects investigated by CID	19
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	5
# Other Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Service Member Subjects investigated by NCIS	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Service Member Subjects investigated by AFOSI	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Non-Service Member Subjects in completed Service Investigations involving a Victim supported by your Service	0
# Unidentified Subjects in completed Service Investigations involving a Victim supported by your Service	10
# Subject Relevant Data Not Available	0
# Victims in investigations completed during APY17-18, supported by your Service	32
# Service Member Victims in CID investigations	28
# Your Cadet/Midshipman/Prep School Student Victims in CID investigations	28
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in CID investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in CID investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in CID investigations	0
# Service Member Victims in NCIS investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in NCIS investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in NCIS investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	0
# Service Member Victims in AFOSI investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in AFOSI investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in AFOSI investigations	0
# Non-Service Member Victims in Service Investigations	4
# Victim Relevant Data Not Available	0

USMA- Unrestricted Report (continued)

E3. Subjects and Victims in Investigations Completed by US Civilian and Foreign Agencies during APY17-18	
Note: This data is entered by your Service SARC for cases supported by your Service.	
# Total Investigations completed by US Civilian and Foreign Law Enforcement during APY17-18 (Group by Civilian Law Enforcement Case Number)	0
# Of these investigations with more than one Victim	0
# Of these investigations with more than one Subject	0
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in reports made to your Service and Investigations completed during APY17-18	0
# Service Member Subjects investigated by Civilian and Foreign Law Enforcement	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by Civilian and Foreign Law Enforcement	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian and Foreign Law Enforcement	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by Civilian and Foreign Law Enforcement	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian and Foreign Law Enforcement	0
# Non-Service Member Subjects in Civilian and Foreign Law Enforcement Investigations	0
# Unidentified Subjects in Civilian and Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Subject Relevant Data Not Available	0
# Victims in investigations completed during APY17-18, supported by your Service	0
# Service Member Victims in Civilian and Foreign Law Enforcement investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in Civilian and Foreign Law Enforcement investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in Civilian and Foreign Law Enforcement investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in Civilian and Foreign Law Enforcement investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in Civilian and Foreign Law Enforcement investigations	0
# Non-Service Member Victims in Civilian and Foreign Law Enforcement Investigations in a case supported by your Service	0
# Victim Relevant Data Not Available	0
E4. Subjects and Victims in Investigations Completed by Military Police/Security Forces/Master At Arms/Marine Corps CID (MPs) during APY17-18 (all organizations regardless of name are abbreviated below as "MPs")	
Note: This data is entered by your Service SARC for cases supported by your Service.	
Note: As of 1 Jan 2013, all sexual assault investigations are referred to MCIO for investigation. This section captures remaining Subjects from investigations opened in prior years by Military Police/Security Forces/Master At Arms/Marine Corps CID.	
# Total Investigations completed by MPs during APY17-18 (Group by MP Case Number)	0
# Of these investigations with more than one Victim	0
# Of these investigations with more than one Subject	0
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in reports made to your Service and Investigations completed during APY17-18	0
# Service Member Subjects investigated by MPs	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by MPs	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by MPs	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by MPs	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by MPs	0
# Non-Service Member Subjects in MPs	0
# Unidentified Subjects in MPs	0
# Subject Relevant Data Not Available	0
# Victims in reports made to your Service and Investigations completed during APY17-18	0
# Service Member Victims in MP investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in MP investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in MP investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in MP investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in MP investigations	0
# Non-Service Member Victims in MP Investigations	0
# Victim Relevant Data Not Available	0

USMA- Unrestricted Reports (continued)

F. DEMOGRAPHICS ON VICTIMS IN INVESTIGATIONS COMPLETED IN APY17-18 Note: The information below is drawn from all investigations that were closed during APY17-18, Victims drawn from E2, E3 and E4.	Victim Data From Investigations Completed during APY17-18										APY17-18 Totals
	Penetrating Offenses				Contact Offenses						
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	
F1. Gender of Victims	3	0	17	0	0	12	0	0	0	0	32
# Male	0	0	1	0	0	1	0	0	0	0	2
# Female	3	0	16	0	0	11	0	0	0	0	30
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F2. Age of Victims	3	0	17	0	0	12	0	0	0	0	32
# 0-15	0	0	0	0	0	0	0	0	0	0	0
# 16-19	2	0	11	0	0	6	0	0	0	0	19
# 20-24	1	0	6	0	0	6	0	0	0	0	13
# 25-34	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0
# 50-64	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
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F3. Victim Type	3	0	17	0	0	12	0	0	0	0	32
# Service Member	2	0	15	0	0	11	0	0	0	0	28
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	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
# US Civilian (including NG Title 32)	1	0	2	0	0	1	0	0	0	0	4
# Foreign National	0	0	0	0	0	0	0	0	0	0	0
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F4. Grade of Service Member Victims	2	0	15	0	0	11	0	0	0	0	28
# E1-E4	0	0	0	0	0	0	0	0	0	0	0
# E5-E9	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	0	0	0	0	0
# O4-O10	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	2	0	13	0	0	11	0	0	0	0	26
# Academy Prep School Student	0	0	2	0	0	0	0	0	0	0	2
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F5. Service of Service Member Victims	2	0	15	0	0	11	0	0	0	0	28
# Army	2	0	15	0	0	11	0	0	0	0	28
# Navy	0	0	0	0	0	0	0	0	0	0	0
# Marines	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	0	0	0	0	0	0	0	0	0	0
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F6. Status of Service Member Victims	2	0	15	0	0	11	0	0	0	0	28
# Active Duty	0	0	0	0	0	0	0	0	0	0	0
# Reserve (Activated)	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
# Cadet/Midshipman	2	0	13	0	0	11	0	0	0	0	26
# Academy Prep School Student	0	0	2	0	0	0	0	0	0	0	2
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

USMA- Unrestricted Reports (continued)

G. DEMOGRAPHICS ON SUBJECTS IN INVESTIGATIONS COMPLETED IN APY17-18 (Investigation Completed within the reporting period. These investigations may have been opened in current or prior Academic Years)	Subject Data From Investigations completed during APY17-18										APY17-18 Totals
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	
G1. Gender of Subjects	3	0	19	0	0	12	0	0	0	0	34
# Male	2	0	12	0	0	10	0	0	0	0	24
# Female	0	0	1	0	0	1	0	0	0	0	2
# Unknown	1	0	6	0	0	1	0	0	0	0	8
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G2. Age of Subjects	3	0	19	0	0	12	0	0	0	0	34
# 0-15	0	0	3	0	0	0	0	0	0	0	3
# 16-19	1	0	4	0	0	1	0	0	0	0	6
# 20-24	1	0	7	0	0	8	0	0	0	0	16
# 25-34	0	0	1	0	0	0	0	0	0	0	1
# 35-49	0	0	0	0	0	1	0	0	0	0	1
# 50-64	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
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	1	0	4	0	0	2	0	0	0	0	7
G3. Subject Type	3	0	19	0	0	12	0	0	0	0	34
# Service Member	2	0	12	0	0	10	0	0	0	0	24
# Drill Instructors/Drill Sergeants	0	0	0	0	0	0	0	0	0	0	0
# Recruiters	0	0	0	0	0	0	0	0	0	0	0
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	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
# US Civilian	0	0	0	0	0	0	0	0	0	0	0
# Foreign National	0	0	0	0	0	0	0	0	0	0	0
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0
# Unknown	1	0	7	0	0	2	0	0	0	0	10
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G4. Grade of Service Member Subjects	2	0	12	0	0	10	0	0	0	0	24
# E1-E4	0	0	2	0	0	0	0	0	0	0	2
# E5-E9	0	0	1	0	0	1	0	0	0	0	2
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	1	0	0	0	0	1
# O4-O10	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	2	0	9	0	0	8	0	0	0	0	19
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G5. Service of Service Member Subjects	2	0	12	0	0	10	0	0	0	0	24
# Army	2	0	12	0	0	10	0	0	0	0	24
# Navy	0	0	0	0	0	0	0	0	0	0	0
# Marines	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	0	0	0	0	0	0	0	0	0	0
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G6. Status of Service Member Subjects	2	0	12	0	0	10	0	0	0	0	24
# Active Duty	0	0	3	0	0	2	0	0	0	0	5
# Reserve (Activated)	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
# Cadet/Midshipman	2	0	9	0	0	8	0	0	0	0	19
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

USMA- Unrestricted Reports (continued)

H. FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED APY17-18 INVESTIGATIONS	APY17-18 Totals	H1. ASSOCIATED VICTIM DATA FOR COMPLETED APY17-18 INVESTIGATIONS	APY17-18 Totals
# Subjects in Unrestricted Reports that could not be investigated by DoD or Civilian Law Enforcement Note: These Subjects are from Unrestricted Reports referred to MCIOs or other law enforcement for investigation during APY17-18, but the agency could not open an investigation based on the reasons below.	1		
# Subjects - Not subject to the UCMJ	0		
# Subjects - Crime was beyond statute of limitations	0		
# Subjects - Matter alleged occurred prior to Victim's Military Service	0		
# Subjects - Other	1		
# Subjects in investigations completed in APY17-18 Note: These are Subjects from Tab1b, Cells B29, B59, B77.	34	# Victims in investigations completed in APY17-18	32
		# Cadet/Midshipman/Prep School Student Victims in investigations opened and completed in APY17-18	18
# Total Subjects Outside DoD Prosecutive Authority	11		
# Unknown Offenders	10	# Cadet/Midshipman/Prep School Student Victims in substantiated Unknown Offender Reports	8
		# Cadet/Midshipman/Prep School Student Victims in remaining Unknown Offender Reports	1
# US Civilians or Foreign National Subjects not subject to the UCMJ	0	# Cadet/Midshipman/Prep School Student Victims in substantiated Civilian/Foreign National Subject Reports	0
		# Cadet/Midshipman/Prep School Student Victims in remaining Civilian/Foreign National Subject Reports	0
# Service Members Prosecuted by a Civilian or Foreign Authority	1	# Cadet/Midshipman/Prep School Student Victims in substantiated reports against a Cadet/Midshipman/Prep School Student who is being Prosecuted by a Civilian or Foreign Authority	0
# Subjects who died or deserted	0	# Cadet/Midshipman/Prep School Student Victims in substantiated reports with a deceased or deserted Subject	0
		# Cadet/Midshipman/Prep School Student Victims in remaining reports with a deceased or deserted Subject	0
# Total Command Action Precluded or Declined for Sexual Assault	8		
# Service Member Subjects where Victim declined to participate in the military justice action	4	# Cadet/Midshipman/Prep School Student Victims who declined to participate in the military justice action	2
# Service Member Subjects whose investigations had insufficient evidence to prosecute	4	# Cadet/Midshipman/Prep School Student Victims in investigations having insufficient evidence to prosecute	4
# Service Member Subjects whose cases involved expired statute of limitations	0	# Cadet/Midshipman/Prep School Student Victims whose cases involved expired statute of limitations	0
# Service Member Subjects with allegations that were unfounded by Command	0	# Cadet/Midshipman/Prep School Student Victims whose allegations were unfounded by Command	0
# Service Member Subjects with Victims who died before completion of military justice action	0	# Cadet/Midshipman/Prep School Student Victims who died before completion of the military justice action	0
# Subjects disposition data not yet available	0	# Cadet/Midshipman/Prep School Student Victims involved in reports with Subject disposition data not yet available	4
# Subjects for whom Command Action was completed as of 31-MAY-2018	15		
# APY17-18 Service Member Subjects where evidence supported Command Action	15	# APY17-18 Cadet/Midshipman/Prep School Student Victims in cases where evidence supported Command Action	13
# Service Member Subjects: Courts-Martial charge preferred	7	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial referrals against Subject	6
# Service Member Subjects: Nonjudicial punishments (Article 15 UCMJ)	0	# Cadet/Midshipman/Prep School Student Victims involved with Nonjudicial punishments (Article 15) against Subject	0
# Service Member Subjects: Administrative discharges	1	# Cadet/Midshipman/Prep School Student Victims involved with Administrative discharges against Subject	1
# Service Member Subjects: Other adverse administrative actions(including Cadet Disciplinary System)	5	# Cadet/Midshipman/Prep School Student Victims involved with Other administrative actions against Subject (including Cadet Disciplinary System)	4
# Service Member Subjects: Courts-Martial charge preferred for non-sexual assault offense	1	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial referrals for non-sexual assault offenses	1
# Service Member Subjects: Non-judicial punishment for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Service Member Subjects: Administrative discharges for non-sexual assault offense	1	# Cadet/Midshipman/Prep School Student Victims involved with administrative discharges for non-SA offense	1
# Service Member Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)	0	# Cadet/Midshipman/Prep School Student 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.			

USMA- Unrestricted Reports (continued)

I. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Sexual Assault Charge). This section reports the outcomes of Courts-Martial for sexual assault crimes completed during APY17-18	APY17-18 Totals
# Total Subjects with Courts-Martial Charge Preferred for a Sexual Assault Charge Pending Court Completion	7
# Subjects whose Courts-Martial action was NOT completed by the end of APY17-18	7
# Subjects whose Courts-Martial was completed by the end of APY17-18	0
# Subjects whose Courts-Martial was dismissed	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 punishment	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 acquittal	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 acquittal	0
# Subjects who resigned or were discharged in lieu of Courts-Martial	0
# Officer Subjects who were allowed to resign in lieu of Courts-Martial	0
# Enlisted Subjects who were discharged in lieu of Courts-Martial	0
# Subjects with Courts-Martial charges proceeding to trial on a sexual assault charge	0
# Subjects Acquitted of Charges	0
# Subjects Convicted of Any Charge at Trial	0
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	0
# 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
# Subjects receiving UOTHC administrative discharge	0
# Subjects receiving General administrative discharge	0
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Convicted Subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	0
J. NONJUDICIAL PUNISHMENTS IMPOSED (Sexual Assault Charge). This section reports the outcomes of nonjudicial punishments for sexual assault crimes completed during APY17-18	APY17-18 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a Sexual Assault Charge in APY17-18	0
# Subjects whose nonjudicial punishment action was not completed by the end of APY17-18	0
# Subjects whose nonjudicial punishment action was completed by the end of APY17-18	0
# Subjects whose nonjudicial punishment was dismissed	0
# Subjects administered nonjudicial punishment	0
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	0
# 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
# Subjects who received NJP followed by UOTHC administrative discharge	0
# Subjects who received NJP followed by General administrative discharge	0
# Subjects who received NJP followed by Honorable administrative discharge	0
# Subjects who received NJP followed by Uncharacterized administrative discharge	0
K. OTHER ACTIONS TAKEN. 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.	APY17-18 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY17-18	0
# Subjects receiving an administrative discharge or other separation for a sexual assault offense	2
# Subjects receiving UOTHC administrative discharge	0
# Subjects receiving General administrative discharge	2
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Subjects whose other adverse administrative action was not completed by the end of APY17-18	2
# Subjects receiving other adverse administrative action for a sexual assault offense	5

USMA- Unrestricted Reports (continued)

L. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Non-sexual assault offense). 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.		APY17-18 Totals
# Total Subjects with Courts-Martial Charge Preferred for a non-sexual assault offense in APY17-18		2
# Subjects whose Courts-Martial action was NOT completed by the end of APY17-18		2
# Subjects whose Courts-Martial was completed by the end of APY17-18		0
# Subjects whose Courts-Martial was dismissed		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 punishment		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 acquittal		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 acquittal		0
# Subjects who resigned or were discharged in lieu of Courts-Martial for a non-sexual assault offense		0
# Officer Subjects who were officers that where allowed to resign in lieu of Courts-Martial		0
# Enlisted Subjects who were discharged in lieu of Courts-Martial		0
# Subjects with Courts-Martial charges proceeding to trial on a non-sexual assault offense		0
# Subjects Acquitted of Charges		0
# Subjects Convicted of Any Non-Sexual Assault Charge at Trial		0
# Subjects with unknown punishment		0
# Subjects with no punishment		0
# Subjects with pending punishment		0
# Subjects with Punishment		0
# 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
# Subjects receiving UOTHC administrative discharge		0
# Subjects receiving General administrative discharge		0
# Subjects receiving Honorable administrative discharge		0
# Subjects receiving Uncharacterized administrative discharge		0
M. NONJUDICIAL PUNISHMENTS IMPOSED (Non-Sexual Assault Charge). 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.		APY17-18 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a non-sexual assault offense in APY17-18		0
# Subjects whose nonjudicial punishment action was not completed by the end of APY17-18		0
# Subjects whose nonjudicial punishment action was completed by the end of APY17-18		0
# Subjects whose nonjudicial punishment was dismissed		0
# Subjects administered nonjudicial punishment for a non-sexual assault offense		0
# Subjects with unknown punishment		0
# Subjects with no punishment		0
# Subjects with pending punishment		0
# Subjects with Punishment		0
# 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 on a non-sexual assault charge		0
# Subjects who received NJP followed by UOTHC administrative discharge		0
# Subjects who received NJP followed by General administrative discharge		0
# Subjects who received NJP followed by Honorable administrative discharge		0
# Subjects who received NJP followed by Uncharacterized administrative discharge		0
N. OTHER ACTIONS TAKEN (Non-sexual assault offense). 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.		APY17-18 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY17-18		0
# Subjects receiving an administrative discharge or other separation for a non-sexual assault offense		1
# Subjects receiving UOTHC administrative discharge		0
# Subjects receiving General administrative discharge		1
# Subjects receiving Honorable administrative discharge		0
# Subjects receiving Uncharacterized administrative discharge		0
# Subjects whose other adverse administrative action was not completed by the end of APY17-18		0
# Subjects receiving other adverse administrative action for a non-sexual assault offense		0

USMA- Restricted Reports

ARMY MSA APY17-18 RESTRICTED REPORTS OF SEXUAL ASSAULT	
A. APY17-18 RESTRICTED REPORTS OF SEXUAL ASSAULT	APY17-18 Totals
# TOTAL Victims initially making Restricted Reports	22
# Cadet/Midshipman/Prep School Student Victims making Restricted Reports	20
# Non-Cadet/Midshipman/Prep School Student Victims making Restricted Report involving a Cadet/Midshipman/Prep School Student Subject	2
# Relevant Data Not Available	0
# Total Victims who reported and converted from Restricted Report to Unrestricted Report in the APY17-18*	9
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY17-18	8
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY17-18	1
# Relevant Data Not Available	0
# Total Victim reports remaining Restricted	13
# Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	12
# Non-Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	1
# Relevant Data Not Available	0
# Remaining Restricted Reports involving Cadet/Midshipman/Prep School Students in the following categories	13
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	8
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	3
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student (entitled to a RR by DoD Policy)	1
# Unidentified Subject on Cadet/Midshipman/Prep School Student	1
# Relevant Data Not Available	0
B. INCIDENT DETAILS	APY17-18 Totals
# Reported sexual assaults occurring	13
# On military installation	4
# Off military installation	8
# Unidentified location	0
# Relevant Data Not Available	1
Length of time between sexual assault and Restricted Report	13
# Reports made within 3 days of sexual assault	5
# Reports made within 4 to 10 days after sexual assault	0
# Reports made within 11 to 30 days after sexual assault	1
# Reports made within 31 to 365 days after sexual assault	4
# Reports made longer than 365 days after sexual assault	3
# Relevant Data Not Available	0
Time of sexual assault incident	13
# Midnight to 6 am	6
# 6 am to 6 pm	0
# 6 pm to midnight	7
# Unknown	0
# Relevant Data Not Available	0
Day of sexual assault incident	13
# Sunday	4
# Monday	0
# Tuesday	0
# Wednesday	1
# Thursday	0
# Friday	1
# Saturday	7
# Relevant Data Not Available	0
C. RESTRICTED REPORTING - VICTIM SERVICE AFFILIATION	APY17-18 Totals
# Cadet/Midshipman/Prep School Student Victims	12
# Army Victims	12
# Navy Victims	0
# Marines Victims	0
# Air Force Victims	0
# Coast Guard Victims	0
# Relevant Data Not Available	0

USMA- Restricted Reports (continued)

D. DEMOGRAPHICS FOR APY17-18 RESTRICTED REPORTS OF SEXUAL ASSAULT		APY17-18 Totals
Gender of Victims		13
# Male		2
# Female		11
# Relevant Data Not Available		0
Age of Victims at the Time of Incident		13
# 0-15		0
# 16-19		6
# 20-24		7
# 25-34		0
# 35-49		0
# 50-64		0
# 65 and older		0
# Relevant Data Not Available		0
Grade of Service Member Victims		13
# E1-E4		1
# E5-E9		0
# WO1-WO5		0
# O1-O3		0
# O4-O10		0
# Cadet/Midshipman		12
# Academy Prep School Student		0
# Relevant Data Not Available		0
Status of Service Member Victims		13
# Active Duty		1
# Reserve (Activated)		0
# National Guard (Activated - Title 10)		0
# Cadet/Midshipman/Prep School Student		12
# Academy Prep School Student		0
# Relevant Data Not Available		0
Victim Type		13
# Service Member		13
# DoD Civilian		
# DoD Contractor		
# Other US Government Civilian		
# Non-Service Member		0
# Foreign National		
# Foreign Military		
# Relevant Data Not Available		0
E. RESTRICTED REPORTING FOR A SEXUAL ASSAULT THAT OCCURRED PRIOR TO JOINING SERVICE		APY17-18 Totals
# Cadet/Midshipman/Prep School Student Victims making a Restricted Report for Incidents Occurring Prior to Military Service		0
# Cadet/Midshipman/Prep School Student Making A Restricted Report for an Incident that Occurred Prior to Age 18		0
# Cadet/Midshipman/Prep School Student Making a Restricted Report for an Incident that Occurred After Age 18		0
# Cadet/Midshipman/Prep School Student Choosing Not to Specify		0
# Relevant Data Not Available		0
F. RESTRICTED REPORTS CONVERSION DATA (DSAID USE ONLY)		APY17-18 Totals
Mean # of Days Taken to Change to Unrestricted		37.7
Standard Deviation of the Mean For Days Taken to Change to Unrestricted		33.13
Mode # of Days Taken to Change to Unrestricted		33
G. TOTAL VICTIMS WHO REPORTED IN PRIOR YEARS AND CONVERTED FROM RESTRICTED REPORT TO UNRESTRICTED REPORT IN THE APY17-18		APY17-18 Totals
Total Victims who reported in prior years and converted from Restricted Report to Unrestricted Report in the APY17-18		2
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY17-18		2
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY17-18		0
# Relevant Data Not Available		0
* The Restricted Reports are reports that converted to Unrestricted Reports are counted in the total number of Unrestricted Reports listed in Worksheet 1a, Section A.		

USMA- Support Services

ARMY MSA APY17-18 SUPPORT SERVICES FOR VICTIMS OF SEXUAL ASSAULT	
<i>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.</i>	
A. SUPPORT SERVICE REFERRALS TO CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS VICTIMS FROM UNRESTRICTED REPORTS:	APY17-18 Totals
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	7
# Medical	1
# Mental Health	1
# Legal	4
# Chaplain/Spiritual Support	0
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	1
# 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	
# Other	0
# Cases where SAFEs were conducted	1
# Cases where SAFE kits or other needed supplies were not available at time of Victim's exam	0
# Military Victims making an Unrestricted Report for an incident that occurred prior to military service	3
B. APY17-18 MILITARY PROTECTIVE ORDERS (MPO)* AND EXPEDITED TRANSFERS - UNRESTRICTED REPORTS	APY17-18 TOTALS
# Military Protective Orders issued during APY17-18	0
# Reported MPO Violations in APY17-18	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/Prep School Student Victims of sexual assault	0
# Unit/Duty expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims of sexual assault	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
C. SUPPORT SERVICE REFERRALS FOR MILITARY VICTIMS IN RESTRICTED REPORTS	APY17-18 TOTALS
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	6
# Medical	1
# Mental Health	1
# Legal	2
# Chaplain/Spiritual Support	0
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	1
# DoD Safe Helpline	0
# Other	1
# 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	
# Other	0
# Cases where SAFEs were conducted	3
# Cases where SAFE kits or other needed supplies were not available at time of Victim's exam	0

USMA- Unrestricted Case Synopses

APY17-18 Service Member Sexual Assault Synopses Report: ARMY																			Administrative Actions			Case Synopsis Note
No.	Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	Alcohol Use	
1	Abusive Sexual Contact (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Army	C-2	Male	No	No	Other	Q1 (October-December)	Administrative Discharge						General		Unknown	Notes: Victim alleged Subject verbally berated Victim and touched Victim's buttocks without consent. Administratively separated UP Chapter 14-12c. Commission of a Serious Offense with a General Discharge. Victim concurred.
2	Abusive Sexual Contact (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Army	O-1	Male	No	No	Other	Q1 (October-December)	Cadet/Midshipman Disciplinary System Action									Adverse Administration Action Type: Cadet/Midshipman Disciplinary System. Notes: Victim alleged subject sexually assaulted victim by kissing and tickling her. No action taken, Victim later recanted and stated offense did not occur.
3	Sexual Assault (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Unknown		Unknown	No	No	Other	Q3 (April-June)	Offender is Unknown									Notes: Victim alleged a sexual assault by an unknown subject.
4	Sexual Assault (Art. 120)		Army	Cadet/Midshipman	Female	Unknown		Unknown	No	No	Other	Q1 (October-December)	Offender is Unknown									Notes: Victim alleged a Sexual Assault by an Unknown Subject.
5	Sexual Assault (Art. 120)	UNITED STATES	Army	Prep School Student	Female	Army	E-2	Male	No	No	Other	Q1 (October-December)	Administrative discharge for non-sexual assault offense						General			Notes: Victim alleged Subject had sexual intercourse with the Victim without consent. Victim later recanted and stated sex was consensual. Administratively separated UP Chapter 14-12c. Commission of a Serious Offense with a General Discharge for underlying misconduct.
6	Sexual Assault (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Army	C-2	Male	No	No	Other	Q1 (October-December)	Cadet/Midshipman Disciplinary System Action									Adverse Administration Action Type: Cadet/Midshipman Disciplinary System. Notes: Victim alleged Subject sexually assaulted the Victim in the barracks room. Subject was disciplined under the Academics Discipline System.
7	Sexual Assault (Art. 120)		Army	Cadet/Midshipman	Female	Unknown		Unknown	No	No	Other	Q3 (April-June)	Offender is Unknown									Notes: Victim alleged a sexual assault by an unknown subject.

USMA- Unrestricted Case Synopses

APY17-18 Service Member Sexual Assault Synopses Report: ARMY																	Administrative Actions				Case Synopsis Note	
No.	Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender		Alcohol Use
8	Abusive Sexual Contact (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Army	C-2	Male	No	No	Other	Q4 (July-September)	Cadet/Midshipman Disciplinary System Action								Involved but not specified	Adverse Administration Action Type: Cadet/Midshipman Disciplinary System. Notes: Victim alleged that Subject groped Victim two weeks prior. Subject sent to Cadet Disciplinary Hearing where the Investigating Officer found insufficient evidence to support the allegations.
9	Abusive Sexual Contact (Art. 120)	UNITED STATES	N/A	US Civilian	Female	Army	C-2	Male	No	No		Q2 (January-March)	Cadet/Midshipman Disciplinary System Action								Involved but not specified	Adverse Administration Action Type: Cadet/Midshipman Disciplinary System. Notes: Victim alleged Subject touched her buttocks over her clothing at a bar following the Army/Navy game. USMA misconduct hearing, resulting in one-year turn back, 100 days of leave, and 30 days of leave.
10	Abusive Sexual Contact (Art. 120)		Army	Cadet/Midshipman	Female	Unknown		Unknown	No	No	Other	Q1 (October-December)	Offender is Unknown									Notes: Victim alleged a Sexual Assault by an Unknown Subject.
11	Abusive Sexual Contact (Art. 120)	UNITED STATES	N/A	US Civilian	Female	Army	C-2	Male	No	No	Other	Q3 (April-June)	Offender is Unknown								Involved but not specified	Notes: Victim alleged unwanted groping by an Unknown Subject.
12	Abusive Sexual Contact (Art. 120)		Army	Cadet/Midshipman	Female	Unknown	Unknown	Male	No	No	Other	Q2 (January-March)	Offender is Unknown									Notes: Victim alleged Abusive Sexual Contact by an Unknown Subject.
13	Wrongful Sexual Contact (Art. 120)		Army	Cadet/Midshipman	Female	Army	C-2	Male	No	No		Q3 (April-June)	Administrative Discharge						General		Unknown	Notes: Victim alleged that Subject Cadet groped her and stalked her. Subject was read a General Officer NIP, but submitted a Resignation in Lieu of Appearance Before an Investigating Officer. Subject resigned from USMA.

USMA- Unrestricted Case Synopses

APV17-18 Service Member Sexual Assault Synopses Report: ARMY																		Administrative Actions				
No.	Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	Court Case or Article 15 Outcome	Reason Charges Dismissed at Art.32 Hearing, if applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	Alcohol Use	Case Synopsis Note
14a	Sexual Assault (Art. 120)		Army	Cadet/Midshipman	Female	Unknown	Unknown	Unknown	No	No	Other	Q4 (July-September)	Offender is Unknown								Involved but not specified	Notes: Victim alleged that two Unknown Subjects had sexual intercourse with Victim when Victim was too intoxicated to consent.
14b	Sexual Assault (Art. 120)		Army	Cadet/Midshipman	Female	Unknown	Unknown	Unknown	No	No	Other	Q1 (October-December)	Offender is Unknown								Involved but not specified	Notes: Victim alleged that two Unknown Subjects had sexual intercourse with Victim when Victim was too intoxicated to consent.
15	Abusive Sexual Contact (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Unknown		Male	No	No	Other	Q3 (April-June)	Subject is a Civilian or Foreign National									Notes: Victim alleged abusive sexual contact by civilian Subject. Referred to civilian law enforcement with no known outcome to date.
16	Abusive Sexual Contact (Art. 120)	Jordan	N/A	US Civilian	Female	Army	C-2	Male	No	No		Q1 (October-December)	Other Adverse Administrative Action								Unknown	Adverse Administration Action Type: Letter of Counseling (LOC). Notes: Victim alleged Subject touched Victim inappropriately on multiple occasions. Letter of Counseling filed in his Local File.
17	Sexual Assault (Art. 120)	UNITED STATES	N/A	US Civilian	Female	Army	C-2	Male	No	No	Other	Q2 (January-March)	A Civilian/Foreign authority is Prosecuting Service Member								Involved but not specified	Notes: Victim alleged that Subject sexually assaulted her by engaging in nonconsensual sexual intercourse with her while she was unconscious after drinking alcohol. Trial delayed without further update.
18	Sexual Assault (Art. 120)	UNITED STATES	Army	Cadet/Midshipman	Female	Unknown	Unknown	Male	No	No	Other	Q2 (January-March)	Offender is Unknown									Notes: Victim alleged a Sexual Assault by an Unknown Subject
19	Sexual Assault (Art. 120)		Army	Cadet/Midshipman	Female	Unknown		Unknown	No	No	Other	Q4 (July-September)	Offender is Unknown									Notes: Victim alleged a sexual assault by an unknown subject.

USNA- Unrestricted Reports

NAVY MSA APY17-18 UNRESTRICTED REPORTS OF SEXUAL ASSAULTS AT THE UNITED STATES NAVAL ACADEMY		
A. APY17-18 REPORTS OF SEXUAL ASSAULT (rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy, and attempts to commit these offenses) BY or AGAINST Cadets/Midshipmen/Prep School Students. Note: The data on this page is raw, uninvestigated information about allegations received during APY17-18. These Reports may not be fully investigated by the end of the APY. This data is drawn from Defense Sexual Assault Database (DSABD) based on Service affiliation of the Sexual Assault Response Coordinator (SARC) who currently manages the Victim case.	APY17-18 Totals	
# APY17-18 Unrestricted Reports (one Victim per report)		17
# Cadet/Midshipman/Prep School Student Victims		15
# Non-Cadet/Midshipman/Prep School Student Victims in allegations against Cadet/Midshipman/Prep School Student Subject		2
# Relevant Data Not Available		0
# Unrestricted Reports in the following categories		17
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		5
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student		2
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		0
# Unidentified Subject on Cadet/Midshipman/Prep School Student		0
# Relevant Data Not Available		10
# Unrestricted Reports of sexual assault occurring		17
# On military installation		2
# Off military installation		9
# Unidentified location		6
# Victim in Unrestricted Reports Referred for Investigation		17
# Victims in investigations initiated during APY17-18		16
# Victims with Investigations pending completion at end of 31-MAY-2018		9
# Victims with Completed Investigations at end of 31-MAY-2018		7
# Victims with Investigative Data Forthcoming		1
# Victims where investigation could not be opened by DoD or Civilian Law Enforcement		0
# Victims - Alleged perpetrator not subject to the UCMJ		0
# Victims - Crime was beyond statute of limitations		0
# Victims - Unrestricted Reports for Matters Occurring Prior to Military Service		0
# Victims - Other		0
# All Restricted Reports received in APY17-18 (one Victim per report)		22
# Converted from Restricted Report to Unrestricted Report* (report made this year and converted this year)		7
# Restricted Reports Remaining Restricted at end of APY17-18		15
B. DETAILS OF UNRESTRICTED REPORTS FOR APY17-18		
	APY17-18 Totals	APY17-18 Totals for Cadet/Midshipman/Prep School Student Victim Cases
Length of time between sexual assault and Unrestricted Report	17	15
# Reports made within 3 days of sexual assault	1	0
# Reports made within 4 to 10 days after sexual assault	1	0
# Reports made within 11 to 30 days after sexual assault	1	1
# Reports made within 31 to 365 days after sexual assault	6	6
# Reports made longer than 365 days after sexual assault	3	3
# Relevant Data Not Available	5	5
Time of sexual assault	17	15
# Midnight to 6 am	4	4
# 6 am to 6 pm	1	1
# 6 pm to midnight	6	4
# Unknown	2	2
# Relevant Data Not Available	4	4
Day of sexual assault	17	15
# Sunday	4	3
# Monday	2	1
# Tuesday	0	0
# Wednesday	1	1
# Thursday	0	0
# Friday	3	3
# Saturday	2	2
# Relevant Data Not Available	5	5

USNA- Unrestricted Reports (continued)

APY17-18 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 APY17-18	Penetrating Offenses				Contact Offenses						
D. UNRESTRICTED REPORTS OF SEXUAL ASSAULTS BY OR AGAINST CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS (MOST SERIOUS CRIME ALLEGED, AS CATEGORIZED BY THE MILITARY CRIMINAL INVESTIGATIVE ORGANIZATION)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	APY17-18 Totals
D1. Cadets/Midshipmen/Prep School Student and Non-Cadets/Midshipmen/Prep School Student Categories for Cases Reported in APY	1	0	7	0	0	0	0	0	1	8	17
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0	0	5	0	0	0	0	0	0	0	5
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	1	0	1	0	0	0	0	0	0	0	2
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Unidentified Subject on Cadet/Midshipman/Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	1	0	0	0	0	0	1	8	10
D2. # TOTAL Cadets/Midshipmen/Prep School Student Victims Report in Current APY											
TOTAL Cadet/Midshipman/Prep School Student Victims in APY17-18 Reports	0	0	6	0	0	0	0	0	1	8	15
# Cadet/Midshipman/Prep School Student Victims: Female	0	0	6	0	0	0	0	0	0	7	13
# Cadet/Midshipman/Prep School Student Victims: Male	0	0	0	0	0	0	0	0	1	1	2
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
TIME OF INCIDENT BY OFFENSE TYPE FOR UNRESTRICTED REPORTS OF SEXUAL ASSAULT MADE IN APY17-18											
D3. Time of sexual assault	1	0	7	0	0	0	0	0	1	8	17
# Midnight to 6 am	0	0	3	0	0	0	0	0	1	0	4
# 6 am to 6 pm	0	0	1	0	0	0	0	0	0	0	1
# 6 pm to midnight	1	0	3	0	0	0	0	0	0	2	6
# Unknown	0	0	0	0	0	0	0	0	0	2	2
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	4	4
D4. Day of sexual assault	1	0	7	0	0	0	0	0	1	8	17
# Sunday	1	0	3	0	0	0	0	0	0	0	4
# Monday	0	0	1	0	0	0	0	0	0	1	2
# Tuesday	0	0	0	0	0	0	0	0	0	0	0
# Wednesday	0	0	1	0	0	0	0	0	0	0	1
# Thursday	0	0	0	0	0	0	0	0	0	0	0
# Friday	0	0	1	0	0	0	0	0	0	2	3
# Saturday	0	0	1	0	0	0	0	0	1	0	2
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	5	5

USNA- Unrestricted Reports (continued)

E. SUMMARY OF UNRESTRICTED REPORTS WITH INVESTIGATIONS	APY17-18 Totals
E1. Subjects in Unrestricted Reports Made to Your Service with Investigation Initiated During APY17-18 Note: This data is drawn from DSAID based on Service affiliation of the SARC who currently manages the Victim case associated with the investigation and Subject below.	
# Investigations Initiated during APY17-18	15
# Investigations Completed as of APY17-18 End (group by MCIO #)	3
# Investigations Pending Completion as of APY17-18 End (group by MCIO #)	12
# Subjects in Investigations Initiated During APY17-18	6
# Service Member Subjects investigated by CID	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Service Member Subjects investigated by NCIS	6
# Your Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	6
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Service Member Subjects investigated by AFOSI	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Non-Service Member Subjects in Service Investigations	0
Note: Non-Service Member Subjects are drawn from all CID, NCIS and AFOSI investigations involving a Victim supported by your Service.	
# Unidentified Subjects in Service Investigations	0
Note: Unidentified Subjects are drawn from all CID, NCIS and AFOSI investigations involving a Victim supported by your Service.	
# Service Member Subjects investigated by Civilian or Foreign Law Enforcement	0
Note: Service Member Subjects are drawn from Civilian or Foreign Law Enforcement investigations involving a Victim supported by your Service.	
# Your Cadet/Midshipman/Prep School Student Subjects investigated by Civilian or Foreign Law Enforcement	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian or Foreign Law Enforcement	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by Civilian or Foreign Law Enforcement	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian or Foreign Law Enforcement	0
# Non-Service Member Subjects in Civilian or Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Unidentified Subjects in Civilian or Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Subject or Investigation Relevant Data Not Available	0
E2. Service Investigations Completed during APY17-18 Note: The following data is drawn from DSAID and describes criminal investigations completed during the APY17-18. These investigations may have been initiated during the APY17-18 or any prior APY.	
# Total Investigations completed by Services during APY17-18 (Group by MCIO Case Number)	9
# Of these investigations with more than one Victim	0
# Of these investigations with more than one Subject	0
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in investigations completed during APY17-18 involving a Victim supported by your Service	8
# Service Member Subjects investigated by CID	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Service Member Subjects investigated by NCIS	3
# Your Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	3
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Service Member Subjects investigated by AFOSI	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Non-Service Member Subjects in completed Service Investigations involving a Victim supported by your Service	0
# Unidentified Subjects in completed Service Investigations involving a Victim supported by your Service	5
# Subject Relevant Data Not Available	0
# Victims in investigations completed during APY17-18, supported by your Service	9
# Service Member Victims in CID investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in CID investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in CID investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in CID investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in CID investigations	0
# Service Member Victims in NCIS investigations	9
# Your Cadet/Midshipman/Prep School Student Victims in NCIS investigations	7
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	2
# Other Cadet/Midshipman/Prep School Student Victims in NCIS investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	0
# Service Member Victims in AFOSI investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in AFOSI investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in AFOSI investigations	0
# Non-Service Member Victims in Service Investigations	0
# Victim Relevant Data Not Available	0

USNA- Unrestricted Reports (continued)

E3. Subjects and Victims in Investigations Completed by US Civilian and Foreign Agencies during APY17-18	
Note: This data is entered by your Service SARC for cases supported by your Service.	
# Total Investigations completed by US Civilian and Foreign Law Enforcement during APY17-18 (Group by Civilian Law Enforcement Case Number)	0
# Of these investigations with more than one Victim	0
# Of these investigations with more than one Subject	0
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in reports made to your Service and Investigations completed during APY17-18	0
# Service Member Subjects investigated by Civilian and Foreign Law Enforcement	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by Civilian and Foreign Law Enforcement	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian and Foreign Law Enforcement	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by Civilian and Foreign Law Enforcement	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian and Foreign Law Enforcement	0
# Non-Service Member Subjects in Civilian and Foreign Law Enforcement Investigations	0
# Unidentified Subjects in Civilian and Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Subject Relevant Data Not Available	0
# Victims in investigations completed during APY17-18, supported by your Service	0
# Service Member Victims in Civilian and Foreign Law Enforcement investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in Civilian and Foreign Law Enforcement investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in Civilian and Foreign Law Enforcement investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in Civilian and Foreign Law Enforcement investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in Civilian and Foreign Law Enforcement investigations	0
# Non-Service Member Victims in Civilian and Foreign Law Enforcement Investigations in a case supported by your Service	0
# Victim Relevant Data Not Available	0
E4. Subjects and Victims in Investigations Completed by Military Police/Security Forces/Master At Arms/Marine Corps CID (MPs) during APY17-18 (all organizations regardless of name are abbreviated below as "MPs")	
Note: This data is entered by your Service SARC for cases supported by your Service.	
Note: As of 1 Jan 2013, all sexual assault investigations are referred to MCIO for investigation. This section captures remaining Subjects from investigations opened in prior years by Military Police/Security Forces/Master At Arms/Marine Corps CID.	
# Total Investigations completed by MPs during APY17-18 (Group by MP Case Number)	0
# Of these investigations with more than one Victim	0
# Of these investigations with more than one Subject	0
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in reports made to your Service and Investigations completed during APY17-18	0
# Service Member Subjects investigated by MPs	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by MPs	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by MPs	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by MPs	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by MPs	0
# Non-Service Member Subjects in MPs	0
# Unidentified Subjects in MPs	0
# Subject Relevant Data Not Available	0
# Victims in reports made to your Service and Investigations completed during APY17-18	0
# Service Member Victims in MP investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in MP investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in MP investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in MP investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in MP investigations	0
# Non-Service Member Victims in MP Investigations	0
# Victim Relevant Data Not Available	0

USNA- Unrestricted Reports (continued)

F. DEMOGRAPHICS ON VICTIMS IN INVESTIGATIONS COMPLETED IN APY17-18 Note: The information below is drawn from all investigations that were closed during APY17-18, Victims drawn from E2, E3 and E4.	Victim Data From Investigations Completed during APY17-18										APY17-18 Totals
	Penetrating Offenses				Contact Offenses					Offense Code Data Not Available	
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)		
F1. Gender of Victims	1	0	4	0	0	1	0	0	1	2	9
# Male	0	0	0	0	0	0	0	0	0	0	0
# Female	1	0	4	0	0	1	0	0	1	2	9
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F2. Age of Victims	1	0	4	0	0	1	0	0	1	2	9
# 0-15	0	0	0	0	0	0	0	0	0	0	0
# 16-19	0	0	3	0	0	0	0	0	0	0	3
# 20-24	1	0	1	0	0	1	0	0	1	0	4
# 25-34	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0
# 50-64	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
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	2	2
F3. Victim Type	1	0	4	0	0	1	0	0	1	2	9
# Service Member	1	0	4	0	0	1	0	0	1	2	9
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	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
# US Civilian (including NG Title 32)	0	0	0	0	0	0	0	0	0	0	0
# Foreign National	0	0	0	0	0	0	0	0	0	0	0
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F4. Grade of Service Member Victims	1	0	4	0	0	1	0	0	1	2	9
# E1-E4	0	0	1	0	0	0	0	0	0	0	1
# E5-E9	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	0	0	1	0	1
# O4-O10	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	1	0	3	0	0	1	0	0	0	2	7
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F5. Service of Service Member Victims	1	0	4	0	0	1	0	0	1	2	9
# Army	0	0	0	0	0	0	0	0	0	0	0
# Navy	1	0	4	0	0	1	0	0	1	2	9
# Marines	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	0	0	0	0	0	0	0	0	0	0
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F6. Status of Service Member Victims	1	0	4	0	0	1	0	0	1	2	9
# Active Duty	0	0	1	0	0	0	0	0	1	0	2
# Reserve (Activated)	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
# Cadet/Midshipman	1	0	3	0	0	1	0	0	0	2	7
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

USNA- Unrestricted Reports (continued)

G. DEMOGRAPHICS ON SUBJECTS IN INVESTIGATIONS COMPLETED IN APY17-18 (Investigation Completed within the reporting period. These investigations may have been opened in current or prior Academic Years)	Subject Data From Investigations completed during APY17-18										APY17-18 Totals
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	
G1. Gender of Subjects	1	0	3	0	0	1	0	0	1	2	8
# Male	0	0	2	0	0	0	0	0	1	0	3
# Female	0	0	0	0	0	0	0	0	0	0	0
# Unknown	1	0	1	0	0	1	0	0	0	2	5
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G2. Age of Subjects	1	0	3	0	0	1	0	0	1	2	8
# 0-15	0	0	0	0	0	0	0	0	0	0	0
# 16-19	0	0	1	0	0	0	0	0	1	0	2
# 20-24	0	0	0	0	0	0	0	0	0	0	0
# 25-34	0	0	1	0	0	0	0	0	0	0	1
# 35-49	0	0	0	0	0	0	0	0	0	0	0
# 50-64	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
# Unknown	0	0	0	0	0	0	0	0	0	1	1
# Relevant Data Not Available	1	0	1	0	0	1	0	0	0	1	4
G3. Subject Type	1	0	3	0	0	1	0	0	1	2	8
# Service Member	0	0	2	0	0	0	0	0	1	0	3
# Drill Instructors/Drill Sergeants	0	0	0	0	0	0	0	0	0	0	0
# Recruiters	0	0	0	0	0	0	0	0	0	0	0
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	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
# US Civilian	0	0	0	0	0	0	0	0	0	0	0
# Foreign National	0	0	0	0	0	0	0	0	0	0	0
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0
# Unknown	1	0	1	0	0	1	0	0	0	2	5
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G4. Grade of Service Member Subjects	0	0	2	0	0	0	0	0	1	0	3
# E1-E4	0	0	0	0	0	0	0	0	0	0	0
# E5-E9	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	0	0	0	0	0
# O4-O10	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	0	0	2	0	0	0	0	0	1	0	3
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G5. Service of Service Member Subjects	0	0	2	0	0	0	0	0	1	0	3
# Army	0	0	0	0	0	0	0	0	0	0	0
# Navy	0	0	2	0	0	0	0	0	1	0	3
# Marines	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	0	0	0	0	0	0	0	0	0	0
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G6. Status of Service Member Subjects	0	0	2	0	0	0	0	0	1	0	3
# Active Duty	0	0	0	0	0	0	0	0	0	0	0
# Reserve (Activated)	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
# Cadet/Midshipman	0	0	2	0	0	0	0	0	1	0	3
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

USNA- Unrestricted Reports (continued)

H. FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED APY17-18 INVESTIGATIONS	APY17-18 Totals	H1. ASSOCIATED VICTIM DATA FOR COMPLETED APY17-18 INVESTIGATIONS	APY17-18 Totals
# Subjects in Unrestricted Reports that could not be investigated by DoD or Civilian Law Enforcement Note: These Subjects are from Unrestricted Reports referred to MCIOs or other law enforcement for investigation during APY17-18, but the agency could not open an investigation based on the reasons below.	0		
# Subjects - Not subject to the UCMJ	0		
# Subjects - Crime was beyond statute of limitations	0		
# Subjects - Matter alleged occurred prior to Victim's Military Service	0		
# Subjects - Other	0		
# Subjects in investigations completed in APY17-18 Note: These are Subjects from Tab1b, Cells B29, B59, B77.	9	# Victims in investigations completed in APY17-18	9
# Cadet/Midshipman/Prep School Student Subjects in investigations opened and completed in APY17-18	2	# Cadet/Midshipman/Prep School Student Victims in investigations opened and completed in APY17-18	2
# Total Subjects Outside DoD Prosecutive Authority	6		
# Unknown Offenders	5	# Cadet/Midshipman/Prep School Student Victims in substantiated Unknown Offender Reports	2
		# Cadet/Midshipman/Prep School Student Victims in remaining Unknown Offender Reports	3
# US Civilians or Foreign National Subjects not subject to the UCMJ	1	# Cadet/Midshipman/Prep School Student Victims in substantiated Civilian/Foreign National Subject Reports	0
		# Cadet/Midshipman/Prep School Student Victims in remaining Civilian/Foreign National Subject Reports	0
# Service Members Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman/Prep School Student Victims in substantiated reports against a Cadet/Midshipman/Prep School Student who is being Prosecuted by a Civilian or Foreign Authority	0
# Subjects who died or deserted	0	# Cadet/Midshipman/Prep School Student Victims in substantiated reports with a deceased or deserted Subject	0
		# Cadet/Midshipman/Prep School Student Victims in remaining reports with a deceased or deserted Subject	0
# Total Command Action Precluded or Declined for Sexual Assault	1		
# Service Member Subjects where Victim declined to participate in the military justice action	0	# Cadet/Midshipman/Prep School Student Victims who declined to participate in the military justice action	0
# Service Member Subjects whose investigations had insufficient evidence to prosecute	1	# Cadet/Midshipman/Prep School Student Victims in investigations having insufficient evidence to prosecute	1
# Service Member Subjects whose cases involved expired statute of limitations	0	# Cadet/Midshipman/Prep School Student Victims whose cases involved expired statute of limitations	0
# Service Member Subjects with allegations that were unfounded by Command	0	# Cadet/Midshipman/Prep School Student Victims whose allegations were unfounded by Command	0
# Service Member Subjects with Victims who died before completion of military justice action	0	# Cadet/Midshipman/Prep School Student Victims who died before completion of the military justice action	0
# Subjects disposition data not yet available	1	# Cadet/Midshipman/Prep School Student Victims involved in reports with Subject disposition data not yet available	3
# Subjects for whom Command Action was completed as of 31-MAY-2018	1		
# APY17-18 Service Member Subjects where evidence supported Command Action	1	# APY17-18 Cadet/Midshipman/Prep School Student Victims in cases where evidence supported Command Action	0
# Service Member Subjects: Courts-Martial charge preferred	0	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial referrals against Subject	0
# Service Member Subjects: Nonjudicial punishments (Article 15 UCMJ)	0	# Cadet/Midshipman/Prep School Student Victims involved with Nonjudicial punishments (Article 15) against Subject	0
# Service Member Subjects: Administrative discharges	0	# Cadet/Midshipman/Prep School Student Victims involved with Administrative discharges against Subject	0
# Service Member Subjects: Other adverse administrative actions (including Cadet Disciplinary System)	0	# Cadet/Midshipman/Prep School Student Victims involved with Other administrative actions against Subject (including Cadet Disciplinary System)	0
# Service Member Subjects: Courts-Martial charge preferred for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial referrals for non-sexual assault offenses	0
# Service Member Subjects: Non-judicial punishment for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Service Member Subjects: Administrative discharges for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with administrative discharges for non-SA offense	0
# Service Member Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)	1	# Cadet/Midshipman/Prep School Student 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.			

USNA- Unrestricted Reports (continued)

I. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Sexual Assault Charge). This section reports the outcomes of Courts-Martial for sexual assault crimes completed during APY17-18	APY17-18 Totals
# Total Subjects with Courts-Martial Charge Preferred for a Sexual Assault Charge Pending Court Completion	2
# Subjects whose Courts-Martial action was NOT completed by the end of APY17-18	1
# Subjects whose Courts-Martial was completed by the end of APY17-18	1
# Subjects whose Courts-Martial was dismissed	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 punishment	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 acquittal	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 acquittal	0
# Subjects who resigned or were discharged in lieu of Courts-Martial	0
# Officer Subjects who were allowed to resign in lieu of Courts-Martial	0
# Enlisted Subjects who were discharged in lieu of Courts-Martial	0
# Subjects with Courts-Martial charges proceeding to trial on a sexual assault charge	1
# Subjects Acquitted of Charges	0
# Subjects Convicted of Any Charge at Trial	1
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	1
# Subjects receiving confinement	1
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	1
# Subjects receiving a punitive discharge (Dishonorable, Bad Conduct, or Dismissal)	1
# 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
# Subjects receiving UOTHC administrative discharge	0
# Subjects receiving General administrative discharge	0
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Convicted Subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	1
J. NONJUDICIAL PUNISHMENTS IMPOSED (Sexual Assault Charge). This section reports the outcomes of nonjudicial punishments for sexual assault crimes completed during APY17-18	APY17-18 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a Sexual Assault Charge in APY17-18	0
# Subjects whose nonjudicial punishment action was not completed by the end of APY17-18	0
# Subjects whose nonjudicial punishment action was completed by the end of APY17-18	0
# Subjects whose nonjudicial punishment was dismissed	0
# Subjects administered nonjudicial punishment	0
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	0
# 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
# Subjects who received NJP followed by UOTHC administrative discharge	0
# Subjects who received NJP followed by General administrative discharge	0
# Subjects who received NJP followed by Honorable administrative discharge	0
# Subjects who received NJP followed by Uncharacterized administrative discharge	0
K. OTHER ACTIONS TAKEN. 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.	APY17-18 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY17-18	0
# Subjects receiving an administrative discharge or other separation for a sexual assault offense	0
# Subjects receiving UOTHC administrative discharge	0
# Subjects receiving General administrative discharge	0
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Subjects whose other adverse administrative action was not completed by the end of APY17-18	0
# Subjects receiving other adverse administrative action for a sexual assault offense	0

USNA- Unrestricted Reports (continued)

L. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Non-sexual assault offense). This section reports the outcomes of Courts-Martials 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.		APY17-18 Totals
# Total Subjects with Courts-Martial Charge Preferred for a non-sexual assault offense in APY17-18		0
# Subjects whose Courts-Martial action was NOT completed by the end of APY17-18		0
# Subjects whose Courts-Martial was completed by the end of APY17-18		0
# Subjects whose Courts-Martial was dismissed		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 punishment		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 acquittal		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 acquittal		0
# Subjects who resigned or were discharged in lieu of Courts-Martial for a non-sexual assault offense		0
# Officer Subjects who were officers that where allowed to resign in lieu of Courts-Martial		0
# Enlisted Subjects who were discharged in lieu of Courts-Martial		0
# Subjects with Courts-Martial charges proceeding to trial on a non-sexual assault offense		0
# Subjects Acquitted of Charges		0
# Subjects Convicted of Any Non-Sexual Assault Charge at Trial		0
# Subjects with unknown punishment		0
# Subjects with no punishment		0
# Subjects with pending punishment		0
# Subjects with Punishment		0
# 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
# Subjects receiving UOTHC administrative discharge		0
# Subjects receiving General administrative discharge		0
# Subjects receiving Honorable administrative discharge		0
# Subjects receiving Uncharacterized administrative discharge		0
M. NONJUDICIAL PUNISHMENTS IMPOSED (Non-Sexual Assault Charge). 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.		APY17-18 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a non-sexual assault offense in APY17-18		0
# Subjects whose nonjudicial punishment action was not completed by the end of APY17-18		0
# Subjects whose nonjudicial punishment action was completed by the end of APY17-18		0
# Subjects whose nonjudicial punishment was dismissed		0
# Subjects administered nonjudicial punishment for a non-sexual assault offense		0
# Subjects with unknown punishment		0
# Subjects with no punishment		0
# Subjects with pending punishment		0
# Subjects with Punishment		0
# 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 on a non-sexual assault charge		0
# Subjects who received NJP followed by UOTHC administrative discharge		0
# Subjects who received NJP followed by General administrative discharge		0
# Subjects who received NJP followed by Honorable administrative discharge		0
# Subjects who received NJP followed by Uncharacterized administrative discharge		0
N. OTHER ACTIONS TAKEN (Non-sexual assault offense). 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.		APY17-18 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY17-18		0
# Subjects receiving an administrative discharge or other separation for a non-sexual assault offense		0
# Subjects receiving UOTHC administrative discharge		0
# Subjects receiving General administrative discharge		0
# Subjects receiving Honorable administrative discharge		0
# Subjects receiving Uncharacterized administrative discharge		0
# Subjects whose other adverse administrative action was not completed by the end of APY17-18		0
# Subjects receiving other adverse administrative action for a non-sexual assault offense		1

NAVY MSA APY17-18 RESTRICTED REPORTS OF SEXUAL ASSAULT	
A. APY17-18 RESTRICTED REPORTS OF SEXUAL ASSAULT	APY17-18 Totals
# TOTAL Victims initially making Restricted Reports	22
# Cadet/Midshipman/Prep School Student Victims making Restricted Reports	17
# Non-Cadet/Midshipman/Prep School Student Victims making Restricted Report involving a Cadet/Midshipman/Prep School Student Subject	5
# Relevant Data Not Available	0
# Total Victims who reported and converted from Restricted Report to Unrestricted Report in the APY17-18*	7
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY17-18	6
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY17-18	1
# Relevant Data Not Available	0
# Total Victim reports remaining Restricted	15
# Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	11
# Non-Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	4
# Relevant Data Not Available	0
# Remaining Restricted Reports involving Cadet/Midshipman/Prep School Students in the following categories	15
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	4
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	5
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student (entitled to a RR by DoD Policy)	4
# Unidentified Subject on Cadet/Midshipman/Prep School Student	2
# Relevant Data Not Available	0
B. INCIDENT DETAILS	APY17-18 Totals
# Reported sexual assaults occurring	15
# On military installation	4
# Off military installation	5
# Unidentified location	3
# Relevant Data Not Available	3
Length of time between sexual assault and Restricted Report	15
# Reports made within 3 days of sexual assault	1
# Reports made within 4 to 10 days after sexual assault	0
# Reports made within 11 to 30 days after sexual assault	2
# Reports made within 31 to 365 days after sexual assault	4
# Reports made longer than 365 days after sexual assault	2
# Relevant Data Not Available	6
Time of sexual assault incident	15
# Midnight to 6 am	3
# 6 am to 6 pm	0
# 6 pm to midnight	2
# Unknown	8
# Relevant Data Not Available	2
Day of sexual assault incident	15
# Sunday	1
# Monday	2
# Tuesday	1
# Wednesday	0
# Thursday	0
# Friday	2
# Saturday	4
# Relevant Data Not Available	5
C. RESTRICTED REPORTING - VICTIM SERVICE AFFILIATION	APY17-18 Totals
# Cadet/Midshipman/Prep School Student Victims	11
# Army Victims	0
# Navy Victims	11
# Marines Victims	0
# Air Force Victims	0
# Coast Guard Victims	0
# Relevant Data Not Available	0

USNA- Restricted Reports (continued)

D. DEMOGRAPHICS FOR APY17-18 RESTRICTED REPORTS OF SEXUAL ASSAULT		APY17-18 Totals
Gender of Victims		15
# Male		1
# Female		14
# Relevant Data Not Available		0
Age of Victims at the Time of Incident		15
# 0-15		1
# 16-19		5
# 20-24		7
# 25-34		0
# 35-49		0
# 50-64		0
# 65 and older		0
# Relevant Data Not Available		2
Grade of Service Member Victims		15
# E1-E4		0
# E5-E9		1
# WO1-WO5		0
# O1-O3		3
# O4-O10		0
# Cadet/Midshipman		11
# Academy Prep School Student		0
# Relevant Data Not Available		0
Status of Service Member Victims		15
# Active Duty		4
# Reserve (Activated)		0
# National Guard (Activated - Title 10)		0
# Cadet/Midshipman/Prep School Student		11
# Academy Prep School Student		0
# Relevant Data Not Available		0
Victim Type		15
# Service Member		15
# DoD Civilian		0
# DoD Contractor		0
# Other US Government Civilian		0
# Non-Service Member		0
# Foreign National		0
# Foreign Military		0
# Relevant Data Not Available		0
E. RESTRICTED REPORTING FOR A SEXUAL ASSAULT THAT OCCURRED PRIOR TO JOINING SERVICE		APY17-18 Totals
# Cadet/Midshipman/Prep School Student Victims making a Restricted Report for Incidents Occurring Prior to Military Service		2
# Cadet/Midshipman/Prep School Student Making A Restricted Report for an Incident that Occurred Prior to Age 18		1
# Cadet/Midshipman/Prep School Student Making a Restricted Report for an Incident that Occurred After Age 18		0
# Cadet/Midshipman/Prep School Student Choosing Not to Specify		1
# Relevant Data Not Available		0
F. RESTRICTED REPORTS CONVERSION DATA (DSAID USE ONLY)		APY17-18 Totals
Mean # of Days Taken to Change to Unrestricted		42.14
Standard Deviation of the Mean For Days Taken to Change to Unrestricted		36.13
Mode # of Days Taken to Change to Unrestricted		2
G. TOTAL VICTIMS WHO REPORTED IN PRIOR YEARS AND CONVERTED FROM RESTRICTED REPORT TO UNRESTRICTED REPORT IN THE APY17-18		APY17-18 Totals
Total Victims who reported in prior years and converted from Restricted Report to Unrestricted Report in the APY17-18		0
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY17-18		0
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY17-18		0
# Relevant Data Not Available		0
* The Restricted Reports are reports that converted to Unrestricted Reports are counted in the total number of Unrestricted Reports listed in Worksheet 1a, Section A.		

USNA- Support Services

NAVY MSA APY17-18 SUPPORT SERVICES FOR VICTIMS OF SEXUAL ASSAULT	
<i>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.</i>	
A. SUPPORT SERVICE REFERRALS TO CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS VICTIMS FROM UNRESTRICTED REPORTS:	APY17-18 Totals
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	53
# Medical	2
# Mental Health	11
# Legal	11
# Chaplain/Spiritual Support	9
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	11
# DoD Safe Helpline	9
# 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	
# 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
# Military Victims making an Unrestricted Report for an incident that occurred prior to military service	1
B. APY17-18 MILITARY PROTECTIVE ORDERS (MPO)* AND EXPEDITED TRANSFERS - UNRESTRICTED REPORTS	APY17-18 TOTALS
# Military Protective Orders issued during APY17-18	5
# Reported MPO Violations in APY17-18	1
# Reported MPO Violations by Subjects	1
# 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/Prep School Student Victims of sexual assault	0
# Unit/Duty expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims of sexual assault	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
C. SUPPORT SERVICE REFERRALS FOR MILITARY VICTIMS IN RESTRICTED REPORTS	APY17-18 TOTALS
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	50
# Medical	4
# Mental Health	10
# Legal	9
# Chaplain/Spiritual Support	10
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	10
# DoD Safe Helpline	7
# 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	
# Other	0
# Cases where SAFEs were conducted	1
# Cases where SAFE kits or other needed supplies were not available at time of Victim's exam	0

USNA- Unrestricted Report Case Synopses

APY17-18 Service Member Sexual Assault Synopsis Report: NAVY																			Administrative Actions			
No.	Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	Court Case or Article 15 Outcome	Reason Charges Dismissed at Art. 32 Hearing, if applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	Alcohol Use	Case Synopsis Note
1	Sexual Assault (Art. 120)	UNITED STATES	Navy	Cadet/Midshipman	Female	Navy	C-2	Male	No	No	Chaplain/Spiritual Support	Q1 (October-December)	Court-Martial Charge Preferred	Sexual Assault (Art. 120)		Convicted		Sexual Assault (Art. 120)		Yes		Court-Martial discharge: Dismissal; Confinement: Yes; Confinement Type: Less Than Life; Confinement (Months): 30; Forfeiture of Pay and Allowances: Yes; Fine: No; Restriction: No; Reduction in rank: No; Hard Labor: No; Notes: Victim reported that Subject sexually assaulted her by penetrating her vagina with his penis. NCIS investigated. RLSD recommended prosecution. SA-IDA referred a charge of misconduct in violation of Article 120 (sexual assault) to a General Court-Martial. Subject was convicted, and sentenced to thirty months confinement, and a dismissal.
2	Sexual Assault (Art. 120)	UNITED STATES	Navy	Cadet/Midshipman	Female	Unknown		Unknown	No	No		Q3 (April-June)	Offender is Unknown									Notes: Victim reported sexual assault by an unknown Subject. Victim declined to provide further information, or to participate in the investigation and military justice action. NCIS was unable to identify Subject. SA-IDA closed case with no further action due to unknown Subject and Victim declination.
3	Sexual Assault (Art. 120)	Unknown	Navy	E-3	Female	Navy	C-2	Male	No	No		Q2 (January-March)	Other adverse administrative actions for non-sexual assault offense								Both Victim and Subject	Adverse: Administration Action Type: Letter of Counseling (LOC); Notes: Victim reported that Subject sexually assaulted her after a night of drinking at Subject's off base residence. NCIS investigated. RLSD recommended against prosecution due to insufficient evidence based upon witness statements and other findings. SA-IDA took no further action due to insufficient evidence. Commanding Officer issued a Letter of Counseling to the Subject for misconduct involving fraternization. No further action taken.
4	Sexual Assault (Art. 120)	UNITED STATES	Navy	Cadet/Midshipman	Female	Unknown		Unknown					Offender is Unknown									Notes: Victim reported attending a party off base and consuming alcohol. She passed out and awoke to discover Subject, who was unknown to her, having sexual intercourse with her. Victim was unable to identify Subject and did not know if he was military or civilian. NCIS investigated, but could not find Subject. Victim did not provide the date of the party or the names of other attendees. SA-IDA closed the case with no further action due to unknown Subject.
5	Rape (Art. 120)	UNITED STATES	Navy	Cadet/Midshipman	Female	Unknown		Unknown	No	No		Q1 (October-December)	Offender is Unknown									Notes: Victim reported that she had been sexually assaulted by 4, 5, or 6 unknown male Subjects at an off-base location. Victim had met Subject 1 at a bar and gone with him and several friends to an off-base house. At the house, Victim had consensual sex with Subject 1, but afterwards, the remaining Subjects sexually assaulted her while she was too intoxicated to consent or escape. Civilian police attempted to investigate, but Victim declined to participate in the investigation or prosecution. Police were unable to identify Subjects, and local civilian prosecutors declined to take action due to unknown Subjects and Victim declination.

USAFA- Unrestricted Reports

AIR FORCE MSA APY17-18 UNRESTRICTED REPORTS OF SEXUAL ASSAULTS AT THE UNITED STATES AIR FORCE ACADEMY		
A. APY17-18 REPORTS OF SEXUAL ASSAULT (rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy, and attempts to commit these offenses) BY or AGAINST Cadets/Midshipmen/Prep School Students. Note: The data on this page is raw, uninvestigated information about allegations received during APY17-18. These Reports may not be fully investigated by the end of the APY. This data is drawn from Defense Sexual Assault Database (DSABD) based on Service affiliation of the Sexual Assault Response Coordinator (SARC) who currently manages the Victim case.	APY17-18 Totals	
# APY17-18 Unrestricted Reports (one Victim per report)		9
# Cadet/Midshipman/Prep School Student Victims		9
# Non-Cadet/Midshipman/Prep School Student Victims in allegations against Cadet/Midshipman/Prep School Student Subject		0
# Relevant Data Not Available		0
# Unrestricted Reports in the following categories		9
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		4
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student		0
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		1
# Unidentified Subject on Cadet/Midshipman/Prep School Student		5
# Relevant Data Not Available		-1
# Unrestricted Reports of sexual assault occurring		9
# On military installation		3
# Off military installation		5
# Unidentified location		1
# Victim in Unrestricted Reports Referred for Investigation		9
# Victims in investigations initiated during APY17-18		9
# Victims with Investigations pending completion at end of 31-MAY-2018		4
# Victims with Completed Investigations at end of 31-MAY-2018		5
# Victims with Investigative Data Forthcoming		0
# Victims where investigation could not be opened by DoD or Civilian Law Enforcement		0
# Victims - Alleged perpetrator not subject to the UCMJ		0
# Victims - Crime was beyond statute of limitations		0
# Victims - Unrestricted Reports for Matters Occurring Prior to Military Service		0
# Victims - Other		0
# All Restricted Reports received in APY17-18 (one Victim per report)		23
# Converted from Restricted Report to Unrestricted Report* (report made this year and converted this year)		3
# Restricted Reports Remaining Restricted at end of APY17-18		20
B. DETAILS OF UNRESTRICTED REPORTS FOR APY17-18		
	APY17-18 Totals	APY17-18 Totals for Cadet/Midshipman/Prep School Student Victim Cases
Length of time between sexual assault and Unrestricted Report	9	9
# Reports made within 3 days of sexual assault	5	5
# Reports made within 4 to 10 days after sexual assault	1	1
# Reports made within 11 to 30 days after sexual assault	0	0
# Reports made within 31 to 365 days after sexual assault	0	0
# Reports made longer than 365 days after sexual assault	3	3
# Relevant Data Not Available	0	0
Time of sexual assault	9	9
# Midnight to 6 am	5	5
# 6 am to 6 pm	2	2
# 6 pm to midnight	2	2
# Unknown	0	0
# Relevant Data Not Available	0	0
Day of sexual assault	9	9
# Sunday	3	3
# Monday	0	0
# Tuesday	1	1
# Wednesday	1	1
# Thursday	1	1
# Friday	2	2
# Saturday	1	1
# Relevant Data Not Available	0	0

USAFA- Unrestricted Reports (continued)

APY17-18 UNRESTRICTED REPORTS (UR) OF SEXUAL ASSAULT - CADET/MIDSHIPMAN/PREP SCHOOL STUDENT STATUS BY GENDER											
C. UNRESTRICTED REPORTS OF SEXUAL ASSAULTS BY OR AGAINST CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS (VICTIM AND SUBJECT GENDER)	Male on Female	Male on Male	Female on Male	Female on Female	Unknown on Male	Unknown on Female	Multiple Mixed Gender Assault	Relevant Data Not Available	APY17-18 Totals		
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	5	0	0	0	0	3	0	1	9		
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	4	0	0	0	0	0	0	0	4		
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0	0	0	0	0	0	0	0	0		
# Unidentified Subject on Cadet/Midshipman/Prep School Student	1	0	0	0	0	0	0	0	1		
# Relevant Data Not Available	0	0	0	0	0	3	0	0	3		
	0	0	0	0	0	0	0	1	1		
APY17-18 UNRESTRICTED REPORTS OF SEXUAL ASSAULT BY MATTER INVESTIGATED TYPE (May not reflect what crimes can be charged upon completion of investigation)											
D. UNRESTRICTED REPORTS OF SEXUAL ASSAULTS BY OR AGAINST CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS (MOST SERIOUS CRIME ALLEGED, AS CATEGORIZED BY THE MILITARY CRIMINAL INVESTIGATIVE ORGANIZATION)	Penetrating Offenses				Contact Offenses						
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	APY17-18 Totals
D1. Cadets/Midshipmen/Prep School Student and Non-Cadets/Midshipmen/Prep School Student Categories for Cases Reported in APY	2	0	3	0	0	3	0	0	1	0	9
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0	0	1	0	0	3	0	0	0	0	4
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	1	0	0	0	0	0	0	0	0	0	1
# Unidentified Subject on Cadet/Midshipman/Prep School Student	1	0	2	0	0	0	0	0	0	0	3
# Relevant Data Not Available	0	0	0	0	0	0	0	0	1	0	1
D2. # TOTAL Cadets/Midshipmen/Prep School Student Victims Report in Current APY											
TOTAL Cadet/Midshipman/Prep School Student Victims in APY17-18 Reports	2	0	3	0	0	3	0	0	1	0	9
# Cadet/Midshipman/Prep School Student Victims: Female	2	0	3	0	0	3	0	0	1	0	9
# Cadet/Midshipman/Prep School Student Victims: Male	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
TIME OF INCIDENT BY OFFENSE TYPE FOR UNRESTRICTED REPORTS OF SEXUAL ASSAULT MADE IN APY17-18											
D3. Time of sexual assault	2	0	3	0	0	3	0	0	1	0	9
# Midnight to 6 am	2	0	1	0	0	2	0	0	0	0	5
# 6 am to 6 pm	0	0	1	0	0	1	0	0	0	0	2
# 6 pm to midnight	0	0	1	0	0	0	0	0	1	0	2
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
D4. Day of sexual assault	2	0	3	0	0	3	0	0	1	0	9
# Sunday	0	0	1	0	0	1	0	0	1	0	3
# Monday	0	0	0	0	0	0	0	0	0	0	0
# Tuesday	1	0	0	0	0	0	0	0	0	0	1
# Wednesday	0	0	1	0	0	0	0	0	0	0	1
# Thursday	1	0	0	0	0	0	0	0	0	0	1
# Friday	0	0	0	0	0	2	0	0	0	0	2
# Saturday	0	0	1	0	0	0	0	0	0	0	1
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

USAFA- Unrestricted Reports (continued)

G. DEMOGRAPHICS ON SUBJECTS IN INVESTIGATIONS COMPLETED IN APY17-18 (Investigation Completed within the reporting period. These investigations may have been opened in current or prior Academic Years)	Subject Data From Investigations completed during APY17-18										APY17-18 Totals
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	
G1. Gender of Subjects	2	0	6	0	0	2	0	0	0	0	10
# Male	0	0	5	0	0	2	0	0	0	0	7
# Female	0	0	0	0	0	0	0	0	0	0	0
# Unknown	2	0	0	0	0	0	0	0	0	0	2
# Relevant Data Not Available	0	0	1	0	0	0	0	0	0	0	1
G2. Age of Subjects	2	0	6	0	0	2	0	0	0	0	10
# 0-15	0	0	0	0	0	0	0	0	0	0	0
# 16-19	0	0	3	0	0	1	0	0	0	0	4
# 20-24	0	0	2	0	0	1	0	0	0	0	3
# 25-34	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0
# 50-64	0	0	0	0	0	0	0	0	0	0	0
# 65 and older	1	0	0	0	0	0	0	0	0	0	1
# Unknown	1	0	0	0	0	0	0	0	0	0	1
# Relevant Data Not Available	0	0	1	0	0	0	0	0	0	0	1
G3. Subject Type	2	0	6	0	0	2	0	0	0	0	10
# Service Member	0	0	5	0	0	2	0	0	0	0	7
# Drill Instructors/Drill Sergeants	0	0	0	0	0	0	0	0	0	0	0
# Recruiters	0	0	0	0	0	0	0	0	0	0	0
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	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
# US Civilian	0	0	0	0	0	0	0	0	0	0	0
# Foreign National	0	0	0	0	0	0	0	0	0	0	0
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0
# Unknown	2	0	0	0	0	0	0	0	0	0	2
# Relevant Data Not Available	0	0	1	0	0	0	0	0	0	0	1
G4. Grade of Service Member Subjects	0	0	5	0	0	2	0	0	0	0	7
# E1-E4	0	0	0	0	0	0	0	0	0	0	0
# E5-E9	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	0	0	0	0	0
# O4-O10	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	0	0	5	0	0	2	0	0	0	0	7
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G5. Service of Service Member Subjects	0	0	5	0	0	2	0	0	0	0	7
# Army	0	0	0	0	0	0	0	0	0	0	0
# Navy	0	0	0	0	0	0	0	0	0	0	0
# Marines	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	0	5	0	0	2	0	0	0	0	7
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G6. Status of Service Member Subjects	0	0	5	0	0	2	0	0	0	0	7
# Active Duty	0	0	0	0	0	0	0	0	0	0	0
# Reserve (Activated)	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
# Cadet/Midshipman	0	0	5	0	0	2	0	0	0	0	7
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

USAFA- Unrestricted Reports (continued)

E. SUMMARY OF UNRESTRICTED REPORTS WITH INVESTIGATIONS	APY17-18 Totals
E1. Subjects in Unrestricted Reports Made to Your Service with Investigation Initiated During APY17-18	
Note: This data is drawn from DSAID based on Service affiliation of the SARC who currently manages the Victim case associated with the investigation and Subject below.	
# Investigations Initiated during APY17-18	6
# Investigations Completed as of APY17-18 End (group by MCIO #)	5
# Investigations Pending Completion as of APY17-18 End (group by MCIO #)	1
# Subjects in Investigations Initiated During APY17-18	6
# Service Member Subjects investigated by CID	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Service Member Subjects investigated by NCIS	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Service Member Subjects investigated by AFOSI	4
# Your Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	4
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Non-Service Member Subjects in Service Investigations	0
Note: Non-Service Member Subjects are drawn from all CID, NCIS and AFOSI investigations involving a Victim supported by your Service.	
# Unidentified Subjects in Service Investigations	1
Note: Unidentified Subjects are drawn from all CID, NCIS and AFOSI investigations involving a Victim supported by your Service.	
# Service Member Subjects investigated by Civilian or Foreign Law Enforcement	0
Note: Service Member Subjects are drawn from Civilian or Foreign Law Enforcement investigations involving a Victim supported by your Service.	
# Your Cadet/Midshipman/Prep School Student Subjects investigated by Civilian or Foreign Law Enforcement	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian or Foreign Law Enforcement	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by Civilian or Foreign Law Enforcement	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian or Foreign Law Enforcement	0
# Non-Service Member Subjects in Civilian or Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Unidentified Subjects in Civilian or Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Subject or Investigation Relevant Data Not Available	1
E2. Service Investigations Completed during APY17-18	
Note: The following data is drawn from DSAID and describes criminal investigations completed during the APY17-18. These investigations may have been initiated during the APY17-18 or any prior APY.	
# Total Investigations completed by Services during APY17-18 (Group by MCIO Case Number)	9
# Of these investigations with more than one Victim	1
# Of these investigations with more than one Subject	1
# Of these investigations with more than one Victim and more than one Subject	1
# Subjects in investigations completed during APY17-18 involving a Victim supported by your Service	10
# Service Member Subjects investigated by CID	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by CID	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by CID	0
# Service Member Subjects investigated by NCIS	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by NCIS	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by NCIS	0
# Service Member Subjects investigated by AFOSI	7
# Your Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	7
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by AFOSI	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by AFOSI	0
# Non-Service Member Subjects in completed Service Investigations involving a Victim supported by your Service	0
# Unidentified Subjects in completed Service Investigations involving a Victim supported by your Service	2
# Subject Relevant Data Not Available	1
# Victims in investigations completed during APY17-18, supported by your Service	10
# Service Member Victims in CID investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in CID investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in CID investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in CID investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in CID investigations	0
# Service Member Victims in NCIS investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in NCIS investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in NCIS investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	0
# Service Member Victims in AFOSI investigations	9
# Your Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	9
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in AFOSI investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in AFOSI investigations	0
# Non-Service Member Victims in Service Investigations	1
# Victim Relevant Data Not Available	0

USAFA- Unrestricted Reports (continued)

E3. Subjects and Victims in Investigations Completed by US Civilian and Foreign Agencies during APY17-18	
Note: This data is entered by your Service SARC for cases supported by your Service.	
# Total Investigations completed by US Civilian and Foreign Law Enforcement during APY17-18 (Group by Civilian Law Enforcement Case Number)	0
# Of these investigations with more than one Victim	0
# Of these investigations with more than one Subject	0
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in reports made to your Service and Investigations completed during APY17-18	0
# Service Member Subjects investigated by Civilian and Foreign Law Enforcement	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by Civilian and Foreign Law Enforcement	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian and Foreign Law Enforcement	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by Civilian and Foreign Law Enforcement	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian and Foreign Law Enforcement	0
# Non-Service Member Subjects in Civilian and Foreign Law Enforcement Investigations	0
# Unidentified Subjects in Civilian and Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Subject Relevant Data Not Available	0
# Victims in investigations completed during APY17-18, supported by your Service	0
# Service Member Victims in Civilian and Foreign Law Enforcement investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in Civilian and Foreign Law Enforcement investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in Civilian and Foreign Law Enforcement Investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in Civilian and Foreign Law Enforcement investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in Civilian and Foreign Law Enforcement investigations	0
# Non-Service Member Victims in Civilian and Foreign Law Enforcement Investigations in a case supported by your Service	0
# Victim Relevant Data Not Available	0
E4. Subjects and Victims in Investigations Completed by Military Police/Security Forces/Master At Arms/Marine Corps CID (MPs) during APY17-18 (all organizations regardless of name are abbreviated below as "MPs")	
Note: This data is entered by your Service SARC for cases supported by your Service.	
Note: As of 1 Jan 2013, all sexual assault investigations are referred to MCIO for investigation. This section captures remaining Subjects from investigations opened in prior years by Military Police/Security Forces/Master At Arms/Marine Corps CID.	
# Total Investigations completed by MPs during APY17-18 (Group by MP Case Number)	0
# Of these investigations with more than one Victim	0
# Of these investigations with more than one Subject	0
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in reports made to your Service and Investigations completed during APY17-18	0
# Service Member Subjects investigated by MPs	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by MPs	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by MPs	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by MPs	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by MPs	0
# Non-Service Member Subjects in MPs	0
# Unidentified Subjects in MPs	0
# Subject Relevant Data Not Available	0
# Victims in reports made to your Service and Investigations completed during APY17-18	0
# Service Member Victims in MP investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in MP investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in MP investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in MP investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in MP investigations	0
# Non-Service Member Victims in MP Investigations	0
# Victim Relevant Data Not Available	0

USAFA- Unrestricted Reports (continued)

F. DEMOGRAPHICS ON VICTIMS IN INVESTIGATIONS COMPLETED IN APY17-18 Note: The information below is drawn from all investigations that were closed during APY17-18, Victims drawn from E2, E3 and E4.	Victim Data From Investigations Completed during APY17-18										APY17-18 Totals
	Penetrating Offenses				Contact Offenses						
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	
F1. Gender of Victims	2	0	6	0	0	2	0	0	0	0	10
# Male	1	0	1	0	0	0	0	0	0	0	2
# Female	1	0	5	0	0	2	0	0	0	0	8
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F2. Age of Victims	2	0	6	0	0	2	0	0	0	0	10
# 0-15	1	0	0	0	0	0	0	0	0	0	1
# 16-19	1	0	3	0	0	2	0	0	0	0	6
# 20-24	0	0	2	0	0	0	0	0	0	0	2
# 25-34	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0
# 50-64	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
# Relevant Data Not Available	0	0	1	0	0	0	0	0	0	0	1
F3. Victim Type	2	0	6	0	0	2	0	0	0	0	10
# Service Member	2	0	5	0	0	2	0	0	0	0	9
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	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
# US Civilian (including NG Title 32)	0	0	1	0	0	0	0	0	0	0	1
# Foreign National	0	0	0	0	0	0	0	0	0	0	0
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F4. Grade of Service Member Victims	2	0	5	0	0	2	0	0	0	0	9
# E1-E4	0	0	0	0	0	0	0	0	0	0	0
# E5-E9	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	0	0	0	0	0
# O4-O10	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	2	0	5	0	0	2	0	0	0	0	9
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F5. Service of Service Member Victims	2	0	5	0	0	2	0	0	0	0	9
# Army	0	0	0	0	0	0	0	0	0	0	0
# Navy	0	0	0	0	0	0	0	0	0	0	0
# Marines	0	0	0	0	0	0	0	0	0	0	0
# Air Force	2	0	5	0	0	2	0	0	0	0	9
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F6. Status of Service Member Victims	2	0	5	0	0	2	0	0	0	0	9
# Active Duty	0	0	0	0	0	0	0	0	0	0	0
# Reserve (Activated)	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
# Cadet/Midshipman	2	0	5	0	0	2	0	0	0	0	9
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

USAFA- Unrestricted Reports (continued)

H. FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED APY17-18 INVESTIGATIONS	APY17-18 Totals	H1. ASSOCIATED VICTIM DATA FOR COMPLETED APY17-18 INVESTIGATIONS	APY17-18 Totals
# Subjects in Unrestricted Reports that could not be investigated by DoD or Civilian Law Enforcement Note: These Subjects are from Unrestricted Reports referred to MCIOs or other law enforcement for investigation during APY17-18, but the agency could not open an investigation based on the reasons below.	0		
# Subjects - Not subject to the UCMJ	0		
# Subjects - Crime was beyond statute of limitations	0		
# Subjects - Matter alleged occurred prior to Victim's Military Service	0		
# Subjects - Other	0		
# Subjects in investigations completed in APY17-18 Note: These are Subjects from Tab1b, Cells B29, B59, B77.	10	# Victims in investigations completed in APY17-18	10
# Cadet/Midshipman/Prep School Student Subjects in investigations opened and completed in APY17-18	3	# Cadet/Midshipman/Prep School Student Victims in investigations opened and completed in APY17-18	5
# Total Subjects Outside DoD Prosecutive Authority	2		
# Unknown Offenders	2	# Cadet/Midshipman/Prep School Student Victims in substantiated Unknown Offender Reports	0
		# Cadet/Midshipman/Prep School Student Victims in remaining Unknown Offender Reports	2
# US Civilians or Foreign National Subjects not subject to the UCMJ	0	# Cadet/Midshipman/Prep School Student Victims in substantiated Civilian/Foreign National Subject Reports	0
		# Cadet/Midshipman/Prep School Student Victims in remaining Civilian/Foreign National Subject Reports	0
# Service Members Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman/Prep School Student Victims in substantiated reports against a Cadet/Midshipman/Prep School Student who is being Prosecuted by a Civilian or Foreign Authority	0
# Subjects who died or deserted	0	# Cadet/Midshipman/Prep School Student Victims in substantiated reports with a deceased or deserted Subject	0
		# Cadet/Midshipman/Prep School Student Victims in remaining reports with a deceased or deserted Subject	0
# Total Command Action Precluded or Declined for Sexual Assault	2		
# Service Member Subjects where Victim declined to participate in the military justice action	2	# Cadet/Midshipman/Prep School Student Victims who declined to participate in the military justice action	2
# Service Member Subjects whose investigations had insufficient evidence to prosecute	0	# Cadet/Midshipman/Prep School Student Victims in investigations having insufficient evidence to prosecute	0
# Service Member Subjects whose cases involved expired statute of limitations	0	# Cadet/Midshipman/Prep School Student Victims whose cases involved expired statute of limitations	0
# Service Member Subjects with allegations that were unfounded by Command	0	# Cadet/Midshipman/Prep School Student Victims whose allegations were unfounded by Command	0
# Service Member Subjects with Victims who died before completion of military justice action	0	# Cadet/Midshipman/Prep School Student Victims who died before completion of the military justice action	0
# Subjects disposition data not yet available	4	# Cadet/Midshipman/Prep School Student Victims involved in reports with Subject disposition data not yet available	5
# Subjects for whom Command Action was completed as of 31-MAY-2018	2		
# APY17-18 Service Member Subjects where evidence supported Command Action	2	# APY17-18 Cadet/Midshipman/Prep School Student Victims in cases where evidence supported Command Action	1
# Service Member Subjects: Courts-Martial charge preferred	2	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial preferrals against Subject	1
# Service Member Subjects: Nonjudicial punishments (Article 15 UCMJ)	0	# Cadet/Midshipman/Prep School Student Victims involved with Nonjudicial punishments (Article 15) against Subject	0
# Service Member Subjects: Administrative discharges	0	# Cadet/Midshipman/Prep School Student Victims involved with Administrative discharges against Subject	0
# Service Member Subjects: Other adverse administrative actions(including Cadet Disciplinary System)	0	# Cadet/Midshipman/Prep School Student Victims involved with Other administrative actions against Subject (including Cadet Disciplinary System)	0
# Service Member Subjects: Courts-Martial charge preferred for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial preferrals for non-sexual assault offenses	0
# Service Member Subjects: Non-judicial punishment for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Service Member Subjects: Administrative discharges for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with administrative discharges for non-SA offense	0
# Service Member Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)	0	# Cadet/Midshipman/Prep School Student 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.			

USAFA- Unrestricted Reports (continued)

I. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Sexual Assault Charge). This section reports the outcomes of Courts-Martial for sexual assault crimes completed during APY17-18	APY17-18 Totals
# Total Subjects with Courts-Martial Charge Preferred for a Sexual Assault Charge Pending Court Completion	5
# Subjects whose Courts-Martial action was NOT completed by the end of APY17-18	2
# Subjects whose Courts-Martial was completed by the end of APY17-18	3
# Subjects whose Courts-Martial was dismissed	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 punishment	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 acquittal	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 acquittal	0
# Subjects who resigned or were discharged in lieu of Courts-Martial	0
# Officer Subjects who were allowed to resign in lieu of Courts-Martial	0
# Enlisted Subjects who were discharged in lieu of Courts-Martial	0
# Subjects with Courts-Martial charges proceeding to trial on a sexual assault charge	3
# Subjects Acquitted of Charges	0
# Subjects Convicted of Any Charge at Trial	3
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	3
# Subjects receiving confinement	3
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	1
# Subjects receiving a punitive discharge (Dishonorable, Bad Conduct, or Dismissal)	3
# 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
# Subjects receiving UOTHC administrative discharge	0
# Subjects receiving General administrative discharge	0
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Convicted Subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	3
J. NONJUDICIAL PUNISHMENTS IMPOSED (Sexual Assault Charge). This section reports the outcomes of nonjudicial punishments for sexual assault crimes completed during APY17-18	APY17-18 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a Sexual Assault Charge in APY17-18	0
# Subjects whose nonjudicial punishment action was not completed by the end of APY17-18	0
# Subjects whose nonjudicial punishment action was completed by the end of APY17-18	0
# Subjects whose nonjudicial punishment was dismissed	0
# Subjects administered nonjudicial punishment	0
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	0
# 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
# Subjects who received NJP followed by UOTHC administrative discharge	0
# Subjects who received NJP followed by General administrative discharge	0
# Subjects who received NJP followed by Honorable administrative discharge	0
# Subjects who received NJP followed by Uncharacterized administrative discharge	0
K. OTHER ACTIONS TAKEN. 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.	APY17-18 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY17-18	0
# Subjects receiving an administrative discharge or other separation for a sexual assault offense	1
# Subjects receiving UOTHC administrative discharge	1
# Subjects receiving General administrative discharge	0
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Subjects whose other adverse administrative action was not completed by the end of APY17-18	0
# Subjects receiving other adverse administrative action for a sexual assault offense	1

USAFA- Unrestricted Reports (continued)

L. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Non-sexual assault offense). 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.		APY17-18 Totals
# Total Subjects with Courts-Martial Charge Preferred for a non-sexual assault offense in APY17-18		0
# Subjects whose Courts-Martial action was NOT completed by the end of APY17-18		0
# Subjects whose Courts-Martial was completed by the end of APY17-18		0
# Subjects whose Courts-Martial was dismissed		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 punishment		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 acquittal		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 acquittal		0
# Subjects who resigned or were discharged in lieu of Courts-Martial for a non-sexual assault offense		0
# Officer Subjects who were officers that where allowed to resign in lieu of Courts-Martial		0
# Enlisted Subjects who were discharged in lieu of Courts-Martial		0
# Subjects with Courts-Martial charges proceeding to trial on a non-sexual assault offense		0
# Subjects Acquitted of Charges		0
# Subjects Convicted of Any Non-Sexual Assault Charge at Trial		0
# Subjects with unknown punishment		0
# Subjects with no punishment		0
# Subjects with pending punishment		0
# Subjects with Punishment		0
# 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
# Subjects receiving UOTHC administrative discharge		0
# Subjects receiving General administrative discharge		0
# Subjects receiving Honorable administrative discharge		0
# Subjects receiving Uncharacterized administrative discharge		0
M. NONJUDICIAL PUNISHMENTS IMPOSED (Non-Sexual Assault Charge). 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.		APY17-18 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a non-sexual assault offense in APY17-18		0
# Subjects whose nonjudicial punishment action was not completed by the end of APY17-18		0
# Subjects whose nonjudicial punishment action was completed by the end of APY17-18		0
# Subjects whose nonjudicial punishment was dismissed		0
# Subjects administered nonjudicial punishment for a non-sexual assault offense		0
# Subjects with unknown punishment		0
# Subjects with no punishment		0
# Subjects with pending punishment		0
# Subjects with Punishment		0
# 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 on a non-sexual assault charge		0
# Subjects who received NJP followed by UOTHC administrative discharge		0
# Subjects who received NJP followed by General administrative discharge		0
# Subjects who received NJP followed by Honorable administrative discharge		0
# Subjects who received NJP followed by Uncharacterized administrative discharge		0
N. OTHER ACTIONS TAKEN (Non-sexual assault offense). 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.		APY17-18 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY17-18		1
# Subjects receiving an administrative discharge or other separation for a non-sexual assault offense		0
# Subjects receiving UOTHC administrative discharge		0
# Subjects receiving General administrative discharge		0
# Subjects receiving Honorable administrative discharge		0
# Subjects receiving Uncharacterized administrative discharge		0
# Subjects whose other adverse administrative action was not completed by the end of APY17-18		0
# Subjects receiving other adverse administrative action for a non-sexual assault offense		0

USAFA- Restricted Reports

AIR FORCE MSA APY17-18 RESTRICTED REPORTS OF SEXUAL ASSAULT	
A. APY17-18 RESTRICTED REPORTS OF SEXUAL ASSAULT	APY17-18 Totals
# TOTAL Victims initially making Restricted Reports	23
# Cadet/Midshipman/Prep School Student Victims making Restricted Reports	20
# Non-Cadet/Midshipman/Prep School Student Victims making Restricted Report involving a Cadet/Midshipman/Prep School Student Subject	3
# Relevant Data Not Available	0
# Total Victims who reported and converted from Restricted Report to Unrestricted Report in the APY17-18*	3
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY17-18	3
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY17-18	0
# Relevant Data Not Available	0
# Total Victim reports remaining Restricted	20
# Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	17
# Non-Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	3
# Relevant Data Not Available	0
# Remaining Restricted Reports involving Cadet/Midshipman/Prep School Students in the following categories	20
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	9
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	3
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student (entitled to a RR by DoD Policy)	3
# Unidentified Subject on Cadet/Midshipman/Prep School Student	5
# Relevant Data Not Available	0
B. INCIDENT DETAILS	APY17-18 Totals
# Reported sexual assaults occurring	20
# On military installation	8
# Off military installation	8
# Unidentified location	4
# Relevant Data Not Available	0
Length of time between sexual assault and Restricted Report	20
# Reports made within 3 days of sexual assault	2
# Reports made within 4 to 10 days after sexual assault	4
# Reports made within 11 to 30 days after sexual assault	3
# Reports made within 31 to 365 days after sexual assault	5
# Reports made longer than 365 days after sexual assault	5
# Relevant Data Not Available	1
Time of sexual assault incident	20
# Midnight to 6 am	3
# 6 am to 6 pm	0
# 6 pm to midnight	13
# Unknown	4
# Relevant Data Not Available	0
Day of sexual assault incident	20
# Sunday	3
# Monday	3
# Tuesday	1
# Wednesday	5
# Thursday	1
# Friday	4
# Saturday	3
# Relevant Data Not Available	0
C. RESTRICTED REPORTING - VICTIM SERVICE AFFILIATION	APY17-18 Totals
# Cadet/Midshipman/Prep School Student Victims	17
# Army Victims	0
# Navy Victims	0
# Marines Victims	0
# Air Force Victims	17
# Coast Guard Victims	0
# Relevant Data Not Available	0

USAFA- Restricted Reports (continued)

D. DEMOGRAPHICS FOR APY17-18 RESTRICTED REPORTS OF SEXUAL ASSAULT		APY17-18 Totals
Gender of Victims		20
# Male		2
# Female		18
# Relevant Data Not Available		0
Age of Victims at the Time of Incident		20
# 0-15		0
# 16-19		9
# 20-24		11
# 25-34		0
# 35-49		0
# 50-64		0
# 65 and older		0
# Relevant Data Not Available		0
Grade of Service Member Victims		20
# E1-E4		0
# E5-E9		0
# WO1-WO5		0
# O1-O3		3
# O4-O10		0
# Cadet/Midshipman		15
# Academy Prep School Student		2
# Relevant Data Not Available		0
Status of Service Member Victims		20
# Active Duty		3
# Reserve (Activated)		0
# National Guard (Activated - Title 10)		0
# Cadet/Midshipman/Prep School Student		15
# Academy Prep School Student		2
# Relevant Data Not Available		0
Victim Type		20
# Service Member		20
# DoD Civilian		
# DoD Contractor		
# Other US Government Civilian		
# Non-Service Member		0
# Foreign National		
# Foreign Military		
# Relevant Data Not Available		0
E. RESTRICTED REPORTING FOR A SEXUAL ASSAULT THAT OCCURRED PRIOR TO JOINING SERVICE		APY17-18 Totals
# Cadet/Midshipman/Prep School Student Victims making a Restricted Report for Incidents Occurring Prior to Military Service		1
# Cadet/Midshipman/Prep School Student Making A Restricted Report for an Incident that Occurred Prior to Age 18		0
# Cadet/Midshipman/Prep School Student Making a Restricted Report for an Incident that Occurred After Age 18		1
# Cadet/Midshipman/Prep School Student Choosing Not to Specify		0
# Relevant Data Not Available		0
F. RESTRICTED REPORTS CONVERSION DATA (DSAID USE ONLY)		APY17-18 Totals
Mean # of Days Taken to Change to Unrestricted		16.75
Standard Deviation of the Mean For Days Taken to Change to Unrestricted		28.84
Mode # of Days Taken to Change to Unrestricted		2
G. TOTAL VICTIMS WHO REPORTED IN PRIOR YEARS AND CONVERTED FROM RESTRICTED REPORT TO UNRESTRICTED REPORT IN THE APY17-18		APY17-18 Totals
Total Victims who reported in prior years and converted from Restricted Report to Unrestricted Report in the APY17-18		0
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY17-18		0
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY17-18		0
# Relevant Data Not Available		0
* The Restricted Reports are reports that converted to Unrestricted Reports are counted in the total number of Unrestricted Reports listed in Worksheet 1a, Section A.		

USAFA- Support Services

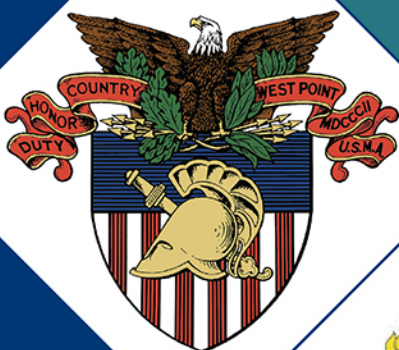
AIR FORCE MSA APY17-18 SUPPORT SERVICES FOR VICTIMS OF SEXUAL ASSAULT	
<i>NOTE: Totals of referrals and military protective orders are for all activities during the reporting period, regardless of when the sexual assault report was made.</i>	
A. SUPPORT SERVICE REFERRALS TO CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS VICTIMS FROM UNRESTRICTED REPORTS:	APY17-18 Totals
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	50
# Medical	8
# Mental Health	9
# Legal	10
# Chaplain/Spiritual Support	7
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	10
# DoD Safe Helpline	6
# 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	
# Other	0
# Cases where SAFEs were conducted	2
# Cases where SAFE kits or other needed supplies were not available at time of Victim's exam	0
# Military Victims making an Unrestricted Report for an incident that occurred prior to military service	2
B. APY17-18 MILITARY PROTECTIVE ORDERS (MPO)* AND EXPEDITED TRANSFERS - UNRESTRICTED REPORTS	APY17-18 TOTALS
# Military Protective Orders issued during APY17-18	0
# Reported MPO Violations in APY17-18	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/Prep School Student Victims of sexual assault	0
# Unit/Duty expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims of sexual assault	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
C. SUPPORT SERVICE REFERRALS FOR MILITARY VICTIMS IN RESTRICTED REPORTS	APY17-18 TOTALS
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	79
# Medical	9
# Mental Health	13
# Legal	16
# Chaplain/Spiritual Support	13
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	18
# DoD Safe Helpline	10
# 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	
# Other	0
# Cases where SAFEs were conducted	1
# Cases where SAFE kits or other needed supplies were not available at time of Victim's exam	0

USAFA- Unrestricted Report Case Synopses

APY17-18 Service Member Sexual Assault Synopses Report: AIR FORCE																			Administrative Actions			
No.	Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	Court Case or Article 15 Outcome	Reason Charges Dismissed at Art. 32 Hearing, if applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	Alcohol Use	Case Synopsis Note
1	Abusive Sexual Contact (Art. 120)	UNITED STATES	Air Force	Cadet/Midshipman	Female	Air Force	C-4	Male	No			Q3 (April-June)	Cadet/Midshipman Disciplinary System Action									Adverse Administration Action Type: Cadet/Midshipman Disciplinary System: Notes: Victim reported Subject took her hand and caused her to touch Subjects chest without consent. After receiving the report of investigation and consulting with the Staff Judge Advocate, the commander determined to delay graduation of Subject. Subject assigned from USAFA.
2	Rape (Art. 120)	UNITED STATES	Air Force	Prep School Student	Female	Air Force	C-1	Male	No			Q3 (April-June)	Courts-Martial Charge Preferred	Attempts to Commit Offenses (Art. 80)		Convicted		Attempt to Commit Crime (Art. 80)		Yes	Unknown	Courts-Martial discharge: Dismissal; Confinement: Yes; Confinement Type: Less Than Life; Confinement (Months): 8; Forfeiture of Pay and Allowances: No; Fine: No; Restriction: No; Reduction in rank: No; Hard Labor: No; Notes: Victim and Subject were friends. Subject and Victim met in an academic building to study and Subject attempted to kiss Victim. Subject then grabbed her wrists, would not let her leave the room and kept trying to kiss Victim. Subject exposed his penis and attempted to get her in a kneeling position forcing her head towards his penis. A nearby door opened and Victim ran out the door. Subject was accused of misconduct involving two victims. Subject was found guilty of attempted forcible sodomy of this Victim (Victim 1), and guilty of wrongful sexual contact of Victim 2.
3	Aggravated Sexual Assault (Art. 120)	UNITED STATES	Air Force	Cadet/Midshipman	Female	Air Force	C-1	Male	No			Q3 (April-June)	Courts-Martial Charge Preferred	Aggravated Sexual Assault (Art. 120)		Convicted		Wrongful Sexual Contact (Art. 120)		Yes	Unknown	Courts-Martial discharge: Dismissal; Confinement: Yes; Confinement Type: Less Than Life; Confinement (Months): 3; Forfeiture of Pay and Allowances: No; Fine: No; Restriction: No; Reduction in rank: No; Hard Labor: No; Notes: Subject and Victim had a casual romantic relationship and would engage in consensual sexual acts, including Subject penetrating Victim's vagina with his fingers. Victim expressed interest in someone else and Victim and Subject did not spend as much time together. Subject went in to Victim's room and wanted to know who the other person was and blocked Victim's ability to leave her room. Subject began kissing Victim, digitally penetrated her although Victim asked him to stop. Subject, who was a foot taller and weighed over 100 pounds more than the Victim, demanded oral sex. When Victim declined, he demanded a "hand job" and Victim complied so Subject would leave. Subject was accused of sexual misconduct involving several victims. Subject was found not guilty of forcible sodomy with respect to this victim, but was found guilty of wrongful sexual contact.

USAFA- Unrestricted Report Case Synopses

APY17-18 Service Member Sexual Assault Synopses Report: AIR FORCE																			Administrative Actions			Case Synopsis Note
No.	Most Serious Sexual Assault Allegation Subject is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Subject Affiliation	Subject Pay Grade	Subject Gender	Subject: Prior Investigation for Sex Assault?	Subject: Moral Waiver Accession?	Subject Referral Type	Quarter Disposition Completed	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	Court Case or Article 15 Outcome	Reason Charges Dismissed at Art 32 Hearing, if applicable	Most Serious Offense Convicted	Administrative Discharge Type	Must Register as Sex Offender	Alcohol Use	
4	Sexual Assault (Art. 120)	UNITED STATES	Air Force	Cadet/Midshipman	Female	Air Force	C-1	Male	No			Q1 (October-December)	Administrative Discharge						Under Other than Honorable Conditions (UOTHC)		Both Victim and Subject	Notes: Subject and Victim engaged in underage drinking. Victim and Subject as well as others climbed into a queen-sized bed. Subject touched Victim's breasts and buttocks over her underwear, then Subject digitally penetrated Victim. A little later, Subject digitally penetrated Victim again and she said she did not consent, but Subject continued to digitally penetrate her. Victim fell asleep, and awoke to Subject on top of victim penetrating her with Subject's penis. Victim reported the assault two years after it happened and difficulty remembering exactly when it occurred.
5	Rape (Art. 120)	UNITED STATES	Air Force	Cadet/Midshipman	Female	Air Force	C-1	Male	No			Q3 (April-June)	Courts-Martial Charge Preferred	Aggravated Sexual Contact (Art. 120)		Convicted		Aggravated Sexual Contact (Art. 120)		Yes	Unknown	Courts-Martial discharge: Dismissal: Confinement: Yes: Confinement Type: Less Than Life: Confinement (Months): 8: Forfeiture of Pay and Allowances: Yes: Fine: No: Restriction: No: Reduction in rank: No: Hard Labor: No: Notes: Victim and Subject had three encounters, two of which were voluntary and the Victim performed oral sex on the Subject. In a third encounter, Subject and Victim went into an empty room and Subject forced Victim to perform oral sex on him by pinning her into a chair and choking her to force her mouth open and he inserted his penis. After consultation with the Staff Judge Advocate, the Subject was subject to a court-martial.



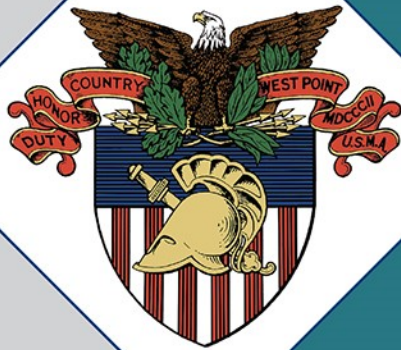
Appendix F: List of Acronyms



Appendix F: List of Acronyms

ADEO	Alcohol and Drug Education Officer
AOC	Air Officers Commanding
APY	Academic Program Year
AWG	Alcohol Working Group
BCT	Basic Cadet Training
BTD	Brigade Tactical Department
BTO	Brigade Tactical Officer
CASHA	Cadets Against Sexual Harassment/Assault
cBIT	Cadet Bystander Intervention Training
CCDP	Cadet Character Development Program
CHiPs	Cadet Healthy Interpersonal Skills
CO	Commissioned Officer or Company Officer
DEOCS	Defense Equal Opportunity Climate Survey
DoD	Department of Defense
DPE	Director of Prevention Education
DSAID	Defense Sexual Assault Incident Database
EO	Equal Opportunity
FAP	Family Advocacy Program
LEAD	Leadership Education and Development
LEL	Leadership, Ethics, and Law
MCIO	Military Criminal Investigation Organization
MEO	Military Equal Opportunity
MOU	Memorandum of Understanding
MSA	Military Service Academy
NCO	Non-Commissioned Officer
NJP	Nonjudicial Punishment
ODEI	Office for Diversity, Equity, and Inclusion
OPA	Office of People Analytics
OSI	Office of Special Investigations
PM	Program Manager
PPC	Peak Performance Center
SAGR	Service Academy Gender Relations
SARB	Sexual Assault Review Board
SARC	Sexual Assault Response Coordinator
SAPR	Sexual Assault Prevention and Response
SAPRO	Sexual Assault Prevention and Response Office
SAPS	Substance Abuse Prevention Services
SEL	Senior Enlisted Leader
SH	Sexual Harassment

SHAPE	Sexual Harassment and Assault Prevention Education
SHARP	Sexual Harassment/Assault Response and Prevention
SJA	Staff Judge Advocate
SOFA	Status of Forces Agreement
SPCMA	Special Court-Martial Convening Authority
SVC	Special Victims' Counsel
TAC	Training, Advising, and Counseling Officer
UCMJ	Uniform Code of Military Justice
USAFA	United States Air Force Academy
USD (P&R)	Undersecretary of Defense for Personnel and Readiness
USC	Unwanted Sexual Contact
USMA	United States Military Academy
USNA	United States Naval Academy
VA	Victim Advocate
VPI	Violence Prevention Integrators



Enclosure 1: United States Military Academy Self-Assessment





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

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**

SUBJECT: United States Military Academy Update on United States Military Academy Plan of Action to Office of the Under Secretary of Defense for Personnel and Readiness June 2017 Memorandum

1. Reference. Memorandum, Under Secretary of Defense, Subject: Department of Defense Academic Program Year 2017-2018 Report on Sexual Harassment and Violence at the Military Service Academies

2. Purpose. This memorandum provides an update on actions and in-stride assessments of the United States Military Academy (USMA) Action Plan as directed by the Office of the Under Secretary of Defense for Personnel and Readiness June 2017 Memorandum.

3. BLUF. USMA remains fully committed to providing a safe environment, fostering a culture based on dignity and respect, and rooting out those who engage in sexual assault or sexual harassment from its formations.

4. Background. The mission of the United States Military Academy: "To educate, train, and inspire the Corps of Cadets so that each graduate is a commissioned leader of character committed to the values of Duty, Honor, and Country and prepared for a career of professional excellence and service to the Nation as an officer in the United States Army."

a. The USMA Strategic Plan, "Commitment to Character and Excellence" is comprised of two imperatives that operationalize the vision and mission of the Academy. The first imperative operationalizes our mission: Develop Leaders of Character and the second imperative operationalizes the vision: Foster Relevance and Preeminence. Our number one priority is to develop leaders of character who will

MASP

SUBJECT: United States Military Academy Update on United States Military Academy Plan of Action to Office of the Undersecretary of Defense for Personnel and Readiness
June 2017 Memorandum

become officers in the United States Army and fight and win our Nation's wars. These leaders of character will be asked to lead units that are gender-integrated, multi-generational, and ethnically diverse. They will be asked to build and maintain cohesive and effective teams where all members are treated with dignity and respect.

b. In the past year, several strategic efforts emphasized the contributing socio-cultural factors and behaviors, such as empathy and moral courage that align with our goal of creating a climate of dignity and respect where every member of the team feels that they are valued and can contribute meaningfully to the mission.

(1) We completed and published a new document, *Developing Leaders of Character*, which provides a common language and understanding for the entire West Point Community to describe West Point's Leader Development System, our integrated approach to developing leaders of character. Within our culture of character growth there are three aspects of character we strive to develop within Cadets: Live Honorably, Lead Honorably and Demonstrate Excellence.

(2) We completed the ground-up review of our sexual violence and harassment prevention program as suggested by the external consulting firm, EverFi. This review provided three key lessons learned that informed our prevention-oriented efforts during APY 17-18.

(a) The indicators of attitudes and beliefs among our Cadet population provided a reminder that our prevention efforts must account for the eighteen (+) years of socialization prior to a Cadet's arrival to West Point on R-Day.

(b) Our operating assumptions about prevention, education and character development were not synchronized or integrated as effectively as they should be.

(c) Taking stock of our activities and programming, with the above two issues in mind, we had to rethink our Prevention Practices. This led us to the Centers for Disease Control Prevention Principles, which are theoretically grounded and have shown success in a variety of public health crises.

(3) Faculty Model and Development. We re-emphasized the importance of empowering and encouraging our faculty to take advantage of opportunities to address issues related to the prevention of sexual harassment, the prevention of sexual assault, and the creation of a climate in which all people are treated with dignity and respect. Our faculty model is designed to develop character through role-modeling as well as consistent, recurring contact between faculty members and Cadets. Our small class size combined with frequent interactions between faculty and Cadets outside the classroom facilitates the creation of teachable moments on a regular basis. Our faculty

MASP

SUBJECT: United States Military Academy Update on United States Military Academy Plan of Action to Office of the Undersecretary of Defense for Personnel and Readiness
June 2017 Memorandum

are hand-selected and trained for their roles as leaders and integrators of the character development program in a deliberate, comprehensive manner.

(4) Gender, Sexuality, and Respect (GSR) Thread. We reinforced a framework within the academic curriculum that encourages and enables courses to formally and rigorously study gender, sexuality, and respect (GSR) through the lens of scientific discourse. Within GSR thread, we have nine academic courses that develop the intellectual foundations necessary for understanding the GSR concepts, and for developing organizational cultures that promote dignity and respect.

(5) We revised our Cadet Character Education program to focus on the desired behaviors, rather than the negative behaviors. This program is now a sequential and progressive program focused on the values expected of a leader of character. This program is now taught by a team, the Character education team, which is comprised of Tactical officers, faculty members, NCOs and Cadets.

(6) We changed the name of the SHARP Symposium to the Relationship Symposium. In this Symposium, we selected keynote speakers for each class. These sessions were mandatory for all Cadets and were followed by small group sessions where a more in depth conversation could occur. For example, one seminar was titled, "Can I Kiss You?" Research-based evidence suggests we are more likely to develop leaders who engage in mature behavior and who demonstrate respect and dignity for others if we talk openly about sex-related issues rather than just telling them not to commit acts of sexual harassment and sexual assault. This is an incredibly important point: we are trying to change the long-standing military cultural practice of telling people what they shouldn't do or can't do by moving towards an education model in which we help young people, transitioning out of their teenage years and understand how to have mature, responsible, respectful relationships with others.

(7) We increased our efforts for the Sexual Assault Awareness and Prevention Month (SAAPM) to include having Denim Day. On this day, the Cadets and staff and faculty wear jeans to bring awareness to SHARP issues. The day also included small group discussions with the Cadets fostering reflection on the attitudes and behaviors that allow sexual assault and harassment to exist. This change of dress or uniform is symbolically significant in the Army. We wear uniforms in the military...always...everywhere...even when it's too hot or too cold. For us to make the uniform of the day to wear jeans, gives us the opportunity to send a strong message that this is important to us. We participate in Denim Day to connect our Academy to national-level efforts to raise awareness of SHARP issues, but more importantly because we know it gets everyone's attention and as such it gives us a great opportunity to send the message that everyone should be treated with dignity and respect at all times.

MASP

SUBJECT: United States Military Academy Update on United States Military Academy Plan of Action to Office of the Undersecretary of Defense for Personnel and Readiness
June 2017 Memorandum

5. Action Plan Summary. Since the 2016 SAGR survey results, we have been working to comprehensively emphasize the behaviors and beliefs in our culture that should lead to a reduction of sexual harassment and sexual assault incidents, as outlined below. Additionally, we addressed the climate that contributes to the victims' fear of reprisal and bystander lack of intervention. This phased approach provides the overarching framework for a long-term campaign of prevention. The phases are sequential efforts that build off the previous and contribute a culture and climate of dignity, respect and action.

a. This campaign is divided into three distinct phases over a two-year timeframe:

(1) **Change the Narrative** (Feb 17 - Aug 17). This phase provides the opportunity for Cadets to reflect and discuss new material among peers. It also sets conditions among staff and faculty to ensure the effort is 'Academy-wide' and not stove-piped to one part of the organization.

(2) **Meet Cadets Where They Are** (Aug 17 – May 18). This phase provides the type of training and engagement that resonates with the Cadet population and focuses on beliefs and values related to life choices.

(3) **Integrate Character Development at the Institutional Level** (May 18-May 19). The final phase provides opportunity to fully synchronize and integrate all elements of the Academy and all aspects of character development to achieve the greatest effect. This phase also provides the opportunity for holistic and longitudinal assessment of the program and prevention efforts.

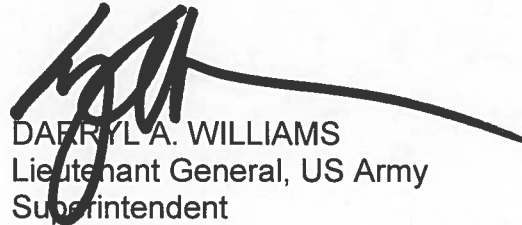
b. This approach is aligned with the Centers for Disease Control's 9 Principles of Prevention. There have been successful campaigns to address unhealthy and in some cases lethal behaviors, such as drunk driving, teen pregnancy, and the spread of HIV through needle-sharing among drug addicts. The key component of these successful strategies is focusing on healthy outcomes, and deliberately and patiently introducing options and educational interventions in a manner that connects to the at-risk population.

6. Conclusion. The United States Military Academy is firmly committed to continuing this work, but realize change of this magnitude is long-term. The program must address the Cadets' personal attitudes and beliefs to help them understand their own professional identity as a leader of character. It also must include the necessary measures needed to maintain a healthy command climate, one of dignity and respect. This approach is the crux of our phased and deliberate program that addresses these issues in a healthy, productive, pro-social manner. Our goal is always to eliminate incidents of sexual violence and harassment completely, so we are taking deliberate and research-informed steps to achieve this end-state.

MASP

SUBJECT: United States Military Academy Update on United States Military Academy
Plan of Action to Office of the Undersecretary of Defense for Personnel and Readiness
June 2017 Memorandum

7. The Point of Contact for this action is COL Mark Bieger, USMA Chief of Staff at (845) 938-3419 or via email at mark.bieger@usma.edu.



DARRYL A. WILLIAMS
Lieutenant General, US Army
Superintendent

Appendices:

- Appendix 1: Alcohol.edu Impact Report
- Appendix 2: BTD Alcohol Policy
- Appendix 3: Haven Impact Report
- Appendix 4: Prescription Drug Impact Report
- Appendix 5: ODIA 2017-2018 Initiatives
- Appendix 6: Character Education Working Group Final Report (EverFi Summary)
- Appendix 7: Concept Plan for AY17-18 Relationships 101 Symposium
- Appendix 8: Sexual Assault Response Reference Guide
- Appendix 9: Sexual Harassment Response Reference Guide

United States Military Academy (USMA)

The following section requests an update on the Plans of Action submitted in response to the Office of the Under Secretary of Defense for Personnel and Readiness June 2017 Memorandum. Additionally, the following section requests an update on the status of assigned tasks from the Sexual Assault Prevention and Response Strategic Plan "Task List."

1. Promote Responsible Alcohol Choices – To produce changes in attitudes and behaviors related to alcohol use, as well as change the context in which alcohol use occurs, the MSAs will submit plans to address attitudes and behavior around alcohol use and misuse.

1.1 Summarize and list new and existing responsible alcohol choices training programs.

During Academic Program Year (APY) 2017-2018, USMA focused efforts to change behaviors towards alcohol from the bottom up. With the Brigade Tactical Department in close over-watch, the Corps of Cadets concentrated on curbing sexual assault and harassment starting at the echelon where messages truly resonated and discipline was best exacted. USMA and the Corps catalyzed this cultural change with some of the following measures.

- USMA continued to empower and demand that leaders at all echelons enforce basic standards. Sexual harassment and assault and alcohol misconduct are extensions of indiscipline. It is imperative that leaders identify and plug small cracks in Cadets' foundations before they become fissures under the influence of alcohol.
- As the legal chain of command, enforcing and instilling standards are central to the Brigade Tactical Department's responsibilities. The Academy is unique insofar as staff and faculty outside the chain of command interface and influence Cadets every day. The Brigade Tactical Officer (BTO) and his Senior Enlisted Leader rotated to all academic and athletic departments to challenge them to stamp out indiscipline in their classrooms and on their fields.
- The Cadet Character Development Program also shifted to more decentralized, interactive, scenario-based training sessions. Instead of stereotypical slide presentations on highlighting the negative aspects of youth culture and behavior, small unit leaders facilitated discussions about challenges connected to intimate and professional relationships. These small group discussions were led by the Cadet Chain of Command, the Tactical Officer or NCO and a volunteer staff, faculty or community member provided guidance and real-world experience to help deepen these conversations.
- When alcohol misconduct occurred the Brigade Tactical Department swiftly addressed these infractions. While affording all subjects due process, the efficient adjudication of through the cadet disciplinary system sends a strong message that the command will not tolerate such indiscipline. The BTO now withholds authority for all alcohol-related misconduct and, when appropriate, delegates it to Regimental Tactical Officers in order to hasten the processing of such disciplinary actions.
- In conjunction with alcohol-related disciplinary measures, the BTO initiated a program called the Special Leader Development Program – Alcohol (SLDP-A). This six-month program is a rehabilitative tool. It requires that alcohol offenders engage with an officer or NCO mentor to reflect on the incident from all angles and submit weekly journal entries.

The data from this past year's alcohol-related misconduct, indicates that there were more Cadets receiving punishment for their poor choices and that in many cases the incidents were discovered in the adjudication of other offenses. Alcohol misuse among Cadets remains a key area of interest and the BTD leadership remains committed to a consistent application of discipline for these offenses, which is an essential part of creating the conditions where Cadets will have a more mature and healthy perspective towards their own use of alcohol as well as that of their peers.

1.2 Discuss additional implementation plans required to deploy the curriculum, including training for permanent party staff.

USMA contracted with EverFi to introduce its Alcohol.edu online training program to the entire Corps of Cadets in the Fall of 2017. This is the first time USMA has ever done any third party formal alcohol training that was aimed at providing Cadets with facts about alcohol, to equip them to make informed decisions about their drinking choices. The training includes a total of 12 modules split between two separate phases and three embedded surveys which provide a baseline set of data to better understand how Cadets think and behave towards and with alcohol. Several key points were highlighted which indicate that USMA Cadets generally exercise discipline and common sense when drinking, but there were also indicators that at least 20% of the Corps self-reported problematic drinking behaviors. The data also provided us with insight into typical drinking behaviors such as chugging, pre-gaming and times where drinking was heaviest, such as weekends. **Appendix 1 is the Alcohol.edu Impact Report.**

1.3 Summarize efforts to review and list any changes made to the institution's alcohol policy.

BTD updated and published BTD Policy Letter # 3 (Alcohol) that explicitly lays out regulations associated with drinking. In addition, provided discretion to the BTO to direct an MD "F" for a semester if a Cadet receives a BDE Board for alcohol misconduct. **Appendix 2 is the new policy.**

1.4 Discuss the office identified to have the primary responsibility to collect data, analyze results, regularly brief on progress, and recommend courses of action to leadership.

The EverFi platform dashboard was made available to select members of the USCC, BTD and USMAPs staff to leverage as they saw fit. As this was our first year using the EverFi program, there will be many opportunities as we continue to use the refresher courses in the coming year to evaluate trends over time to determine how we can most effectively use the data to continue to refine programs and initiatives across the Academy to positively impact the decisions Cadets make about drinking. One immediate positive impact from the EverFi online training around alcohol was that 74% of the over 2500 Cadets who took the surveys embedded in the training indicated that they felt better informed and capable of making more responsible decisions about drinking alcohol.

The data gleaned from the EverFi surveys was presented throughout the year to the members of the SARB for discussion and evaluation, and were also shared with the Simon Center's Education Officer for consideration in specific Cadet Character Development Program (CCDP) classes. BTD Operations is the proponent for executing the EverFi online training. Collaboration between SHARP, BTD, SCPME and G5 continues in evaluating the data provided from this platform.

1.5 Discuss new and existing milestones and metrics used to assess new and ongoing alcohol programs.

BTD – BTD makes a holistic assessment of alcohol programs at the completion of the spring academic semester. Review of data from alcohol incidents over the past year informs recommendations for the next year. This year SLDP-A program was updated and BTD continued to foster working relationships with ASAP. Additionally, BTD piloted a progressive leader development program, delivering targeted educational modules focusing on Followership for Fourth Class Cadets, Building Cohesive Teams for Third Class Cadets, Developing Others for Second Class Cadets and Stewarding the Profession for First Class Cadets. This wide array of topics and quality of chain of command training across the 36 Cadet companies during the last year resulted in the decision to implement this program across the entire Corps of Cadets.

Peer leadership is a key component in the efforts to generate the sort of changes we need to see in attitudes and beliefs about how Cadets treat one another. It is essential for Cadets to own their role in the culture change we are striving to achieve.

2. Reinvigorate Prevention – To reduce sexual assault, sexual harassment, and other readiness-impacting behaviors, the MSAs will work with their respective Military Service's sexual assault prevention and response leadership to ensure the Academies' sexual

harassment, hazing, and bullying prevention efforts are integrated with the overall sexual assault prevention program.

2.1 Summarize and list new and existing prevention training initiatives.

In our internal review process, conducted as a follow-up recommendation to our external consultation report by EverFi, we identified that our main emphasis in educating our community about sexual violence was mechanical, focused on process and procedures. It was also exclusively focused on a negative conversations, only focusing on what Cadets should NOT do. Our underlying strategies were primarily focused on solutions, interventions and perspectives grounded in our assumptions about what Cadets need from the Institution. These strategies created animosity and defensiveness by Cadets towards solutions that are steeped in a worldview that is not connected to how the Cadets see or experience the world. Cadets experienced our efforts as negative, shaming, focused on telling Cadets what they should not do, what is not good for them and what will get them into trouble.

EverFi's report provided feedback across three main areas directly tied to efficacy of programming in higher education: (1) Institutionalization of the Program, (2) Critical processes that support the execution of the program and (3) Programming that is leveraged to effectively address the issues related to sexual violence and sexual harassment, hazing and bullying. A summary of EverFi's findings is included in the Character Education Working Group Close-Out, Appendix 6.

EverFi's Haven Program was added to our education initiatives this year. Similar to the Alcohol.edu program, this program aims to provide Cadets with a baseline set of facts, that in our case reinforced much of what many of them already knew, but the added benefit of the program is that it is presented online, allowing Cadets to do the training in their rooms. This ability to know that every Cadet had taken the same exact training, which we also were able to customize with our policies, processes and resources, helped us integrate several of the Centers for Disease Control (CDC) Nine Principles of Effective Prevention Programming; multiple touches, multiple mediums and content that is both pro-social and relevant to Cadet-life. Additionally, the data from the surveys is real-time as Cadets completed the training, so we were able to immediately harvest key data points to create in-person class content.

For example, data indicated that there were Cadets in unhealthy relationships, information we have never before had at our disposal. This data allowed us to immediately add insights about domestic violence and partner abuse along with the statistics for West Point. We also highlighted resources to support someone in a dangerous or violent relationship, providing Cadets with skills to help a friend in that situation. The value of real-time data on attitudes, beliefs and behaviors provided us with opportunities to have deeper and more immediately relevant conversations about topics and issues impacting members of the Corps. Throughout the year various companies, teams and clubs participated in the One Love Escalation Workshops – another initiative intended to raise awareness about intimate partner violence, provide skills and support options to anyone either personally in a violent relationship or someone who has a friend in that situation. This effort is another example of applying the CDC's best practice recommendations for prevention programming, specifically, identifying socio-culturally relevant issues and providing skills-based programming to help Cadets positively resolve the volatile situation.

2.2 Provide implementation plans required to deploy the curriculum, train education providers, assess the quality of implementation, and understand its impact on behavior.

One of the key pieces of feedback we received from EverFi, reinforced by the best practices of the CDC's prevention programming best practices, is how critical trained, equipped facilitators are to the success and impact of education activities around sexual violence. We implemented a new feature in the Character Education Program, standing up Company Character Education Teams (CCET). These teams were comprised of the TAC/TAC NCO and two volunteers from the Staff, Faculty and USMA

Community to help facilitate the small group discussions throughout the year. These teams were developed to provide the TAC Team with some additional support to facilitate the challenging conversations about issues related to sexual assault, harassment, hazing and bullying. They helped to ensure that the conversations aligned with the stated goals and learning outcomes of the session, provided personal experiences and reflection on the topic and gave deeper meaning to the issue and conversation as a whole. There is definite room for this element of the program to grow and be refined, but feedback from CDTs and members of the teams indicated that most of the discussions were valuable, did contribute to very different sorts of conversations and that it was generally thought of as a nice change over the previous programming efforts.

The SCPME Education Officer developed the content, learning outcomes and provided a training assistance package for each lesson that was accessible to everyone involved in the training. An overview of the entire semester was held for everyone involved, and individual review/prep sessions were also held prior to each scheduled lesson. These review/prep sessions included time allotted for the training team to review the content and determine its strategy for executing the training.

The AY18 Cadet Character Development Program (CCDP) dedicated 4-5 hours of classroom instruction per cadet--more than 50% of its allotted time—to lessons intended to reduce the conditions that can lead to sexual assault and sexual harassment. The Education Officer worked with the SHARP Program Manager, CASHA Committee, and BTD to develop curriculum focused on the social facet of character and five root causes of sexual assault—toxic masculinity, alcohol abuse, the hook-up culture, pornography, and coercion. These topics were developed by reviewing the sexual assault incidents that occurred during APY 16-17, which indicated that these particular issues were recurring themes in the cases victims disclosed to the SARC and VA.

This effort was another touch point for our work to align our program with the CDC's prevention program best practices, identifying socio-culturally relevant issues, identifying various methods to address the issues, developing theoretically informed content and including the aspect of people with life experience to augment and guide the discussions effectively.

These classes were taught by the CCETs. The class titles and lesson objectives are below:

Social Discussion 1: The Hook-Up Fallacy

- Understand the current Hook-Up Culture in American society—know the facts, dispel the myths, and be informed.
- Identify the characteristics of a healthy and enjoyable sex life.
- Distinguish between social and binge drinking; recognize the pitfalls associated with binge drinking.
- Root Causes Addressed: Alcohol, Hook-Up Culture

Social Discussion 2: Looking in the Mirror

- Identify and analyze societal expectations of sexuality and gender (masculinity / femininity). Consider personal application and whether these expectations shape personal behaviors.
- Evaluate the ways toxic behaviors resulting from gender norms impact intervention or consent.
- Apply lessons from the Relationship 101 Symposium with discussions from CCDP.
- Root Causes Addressed: Force/Coercion, Toxic Masculinity

Social Discussion 3: Reading the Cues

- Identify and analyze unhealthy and healthy relationship behaviors. Understand what can be done to stop unhealthy behaviors from escalating to abuse.

- Understand the role that social media often plays in relationships and identify ways to navigate use of social media in their own relationships and those of their friends'
- Root Causes Addressed: Toxic Masculinity, Force/Coercion

Social Discussion 4: Media Matters

- Understand the different sources people learn about sex and relationships
- Identify and analyze the messages communicated through media regarding relationships, sex, and intimacy.
- Evaluate media messaging with regards to healthy relationship behaviors
- Root Causes Addressed: Pornography, Toxic Masculinity, Force/Coercion, Alcohol

Overall, Cadets assessed the lessons to be relevant. Female and freshmen cadets assessed the classes more positively than did males and upper-class cadets. The final assessment of the CCDP recommended that the program develop a 47-month curriculum, that more expertise contribute to the content, and that lessons have more structure and clear learning goals.

In addition to the Social Module classes, during one of the four Leader Challenge scenarios (Lingering Doubt), a real life scenario was used to discuss the realities of sexual assault, stages of recovery, and difficulties of reporting.

Following each lesson, the CCET personnel provided summary and lessons learned from its sessions, which the Education Officer shared with the larger team of trainers immediately after the session and also during the preparation for the next session. We also solicited feedback from the Cadets who were involved in helping to run the sessions and those who attended. This feedback provided useful insights and suggestions that were integrated as appropriate for future sessions. This process, provided the "Assessment" effort to ensure that we continue to improve each time we have an engagement with Cadets to make the next session more impactful.

See **Appendix 4 & 5** for the Haven and Prescription Drug Impact Reports. See **Appendix 6** for ODIA's additional efforts geared to empower and inspire the student athletes to be leaders for change in this area.

2.3 Discuss new and improvements to existing methods for preparation of permanent party staff to support prevention initiatives.

The Cadet Character Development Program established Cadet Character Education Teams, comprised of two faculty per Cadet company. These faculty co-facilitated CCDP lessons which were described in 2.2 above. Through its preparation to facilitate the lessons and its engagement in the discussions with Cadets, the faculty gained in its own understanding of the complexity of the issues faced by Cadets in navigating their relationships, and how important it is for everyone to be engaged in creating a healthy command climate where everyone is treated with dignity and respect. These are the cultural changes that are necessary for us to effectively reduce and prevent sexual assault and sexual harassment. The entire USMA community conducted Annual SHARP Training that reiterated the systems and processes in place to address SHARP issues. Additionally there was contextual discussion about the issue of sexual assault and sexual harassment at West Point. These discussions were conducted at Department level to allow for an open, candid and productive conversation.

2.4 Discuss the activities and responsibilities of the office or entity assigned to track the results of prevention initiatives, coordinate with various stakeholders, and report to the Superintendent.

A SHARP Prevention and Education Working Group was tasked by the Superintendent to evaluate how USMA as an Institution can better integrate and synchronize the efforts being made in the

Academic, Military and Physical Programs to address Character Development in a holistic way. **Appendix 7** is the final report from the Working Group's finding and recommendations.

USCC administers two command climate surveys annually. The DEOCS is offered by the Commandant to the USCC staff and faculty During the month of September. This survey covers all of USCC, with breakouts providing statistical and written results for each department. The Corps of Cadets is offered the opportunity to take the MAOCS (Military Academy Organizational Climate Survey) during November. This survey generates a report for the Corps of Cadets, each Regiment, and each Company.

Bullying and Hazing issues were addressed through increased emphasis during EO briefings and through the Respect Representatives. Perceived Bullying and Hazing issues were more a result of poor communication. During EO briefings scenario based examples were provided to highlight how to professionally communicate deficiencies to a subordinate. At the end of each scenario it was explained where the error was in the example, and how the situation can be better addressed.

Tactical Officers consistently and deliberately message the importance of SHARP through individual counseling's, TAC Time LPDs, CCDP classes, and company level presentations. Building and maintaining inclusive teams is the bedrock of our organization. Teaching respect within the organization is paramount to operations.

The development and publication of the Developing Leaders of Character was a huge strategic effort this year. This document provides a common language and understanding for the entire West Point Community to describe West Point's Leader Development System, our integrated approach to developing leaders of character.

3. Enhance Culture of Respect – To establish and promote continuing respect between cadets and midshipmen, the MSAs will take steps to review and revise their indoctrination training, military education, academic programs, and permanent party in-service and preparatory programs wherever practicable to advance a MSA culture free from sexual harassment, hazing, and bullying, and communicate expectations for appropriate conduct related to social media.

The element of respect for self and others was integrated deliberately into the Character Development Program. These efforts included issues related to sexual assault, sexual harassment, bullying, hazing and the appropriate and respectful use of social media. We see this constellation of issues not as single entities, but as more global concerns over youth culture in general. The challenge we took on this year in our revised Character Education Program was to create opportunities for Cadets to be able to see how all of these behaviors contribute to an unhealthy climate, unhealthy professional and intimate relationships.

As part of the Civic Facet of Character, the Respect Committee focused its education efforts with four classes: Building Cohesive Teams, National Climate, Traditions, and Empathy and Echo Chambers. The lesson objectives were:

Civic Discussion 1: Building Cohesive Teams

- Provide an opportunity to address the values within a diverse team.
- Stress the importance of establishing and maintaining a positive command climate in one's organization while leveraging the strengths and experiences of each member.
- Gain awareness on how to leverage diverse perspectives within a team.
- Provide an opportunity for Cadets to identify their personal biases and understand how they impact team cohesion and/or decision making.

Civic Discussion 2: National Climate

- Provide a forum for Cadets to discuss the controversial issues regarding race, gender and sexuality in current society.
- Understand the value of empathy and identify the role it plays in personal and professional interactions.
- Explore how these issues influence their ability to build cohesive teams based on trust

Civic Discussion 3: Traditions

- Distinguish between traditions and hazing. Compare the intent and impact between these types of activities.
- Identify actions that contradict the Army's policy on hazing and how it may affect team cohesion.
- Generate ways to oppose leadership decisions that defy organizational values.

Civic Discussion 4: Empathy and Echo Chambers

- Understand the definition of echo chambers and identify the role it plays in one's level of empathy in personal and professional interactions.
- Analyze the impact echo chambers have on team cohesiveness, inclusion, and one's leadership style.
- Evaluate when and how to "break out of the bubble" and generate ways to escape your own echo chamber.

In addition to the Civic Classes, one of the Leader Challenge scenarios addressed multiple real-life scenarios focused on hazing, unit rites of passage, loyalty to peers vs. loyalty to the unit, and role-modeling behavior.

Our Annual Conference related to SHARP issues was reframed and titled The Relationships 101 Symposium. Lectures, workshops and keynote addresses were open to the entire community. A key change for this year's event was the addition of a mandatory lecture for each class. The presentation each class received was connected to future CCDP lessons, either directly or indirectly to reinforce the key messages delivered by the speaker. Cadets were encouraged to pause and reflect on their own personal behaviors and how to apply the skills and concepts to their daily interactions and relationships. The Symposium focused on providing Cadets with positive behaviors and actions they can take to promote a healthy command climate, develop healthy intimate relationships, and effectively intervene to support fellow Cadets. We applied the CDCs prevention best practices approach in developing the content, identifying the speakers and creating the various methods used throughout the Symposium.

Appendix 8 is the concept plan for AY17-18 Relationships 101 Symposium.

3.1 Discuss efforts and plans to address command climate overall and specifically to target the problem areas described in the directive.

Leaders are highly encouraged to discuss how Cadets represent the Academy and Army, even while they are intoxicated. The EOA increased the amount of time used during training to discuss the use of social media and cyberbullying. The Respect committee, EO office, and USMA Diversity office has begun hosting "Hot Topic" forums to discuss important social issues. This forum has enabled us to select topics of concern from our surveys and host productive discussions about them. The EOA has used the survey results to select topics for training during the academic year. The EOA will work with the EOL's and Respect representatives to provide the training and identify issues for further training. Focus groups will be conducted throughout the year either in random or command directed companies to discuss and identify potential issues. The Commandant and CSM will continue to host monthly sensing sessions with randomly selected Cadets to discuss EO, SHARP, and quality of life issues.

3.2 Discuss new and existing methods used to evaluate and assess implementation and outcomes of programs developed to reinvigorate prevention and enhance a culture of respect.
EverFi will be used again this year, with refresher sessions for Alcohol.edu and Haven. The ability to review our data over a 2-year administration period, can provide real-time data on whether there have been changes in attitudes and beliefs on the key focus areas of awareness, willingness to act responsibly and to be a positive influencer in social setting, encouraging peers to also behave responsibly and respectfully. The efforts to develop a holistic, integrated and synchronized character development program continued throughout the APY, that will be codified as the USMA Campaign Plan is developed and published.
4. Improve Sexual Assault and Sexual Harassment Reporting – To instill a culture of reporting sexual assault, harassment, and other misconduct, the MSAs will review the findings of previous MSA reports and provide a plan to reduce barriers to reporting within the Academies.
4.1 List and describe efforts to encourage greater sexual assault reporting.
<p>The number of unrestricted reports received during AY17-18 again increased from the previous year. We had fewer restricted reports and our conversion rate was roughly the same this year as in AY16-17. We continue to see positive trends in Cadets believing in the system, trusting in the support staff and being encouraged by their peers and concerned members of the community to seek help and allow the system to support them in dealing with the incidents of sexual assault they have experienced.</p> <p>Advocacy continues to be a strong point in our program. The victims who choose to trust the system are provided with responsive and individualized care, that includes introduction of all the services available to them, chaplain, medical, legal assistance, behavioral health and general support through their advocate or the SARC. The SHARP team conducts wide-ranging wellness reviews with each victim who is in active status, ensuring that areas of stress, such as academics, athletics and interactions within their company are going well and that they know who they can connect to if any of they are experiencing any concerns in these areas. We also adopted a system where-by we conduct case-by-case interventions with the Chain of Command if we notice that a Cadet is showing signs of dysfunction across multiple areas. This effort allows the community to holistically address issues with Cadets before they become obstacles, providing them with the support and assistance necessary, such as: taking a leave of absence, reducing class loads or taking a break from an athletic team to better manage their recovery following an assault.</p>
4.2 Describe any updated Academy policies that pertain to sexual assault reporting.
There are no new policies developed in the past year. Policies have been signed by new leadership.
4.3 Discuss steps taken to improve sexual harassment reporting and/or use of Military Equal Opportunity resources to resolve issues of sexual harassment.
<p>The DoD SAPRO and DEOMI teams suggested during the June 17 visit that we develop reference guides to support Cadets and members of the community to better understand the reporting process for incidents of sexual harassment. These guides were developed and provided to the Tactical Department, published in our Orders Process and published on the BTD SharePoint site for ease of access. They are also available on the West Point App/Wellness Feature for quick reference.</p> <p>Appendix 9 and 10 are copies of the reference guides.</p>
4.4 Provide the status of any updates to sexual harassment training.
No change in the SH training our Tactical Officers receive.
4.5 Discuss new and existing metrics used to track efficacy of sexual assault and sexual harassment policies.
<p>There is nothing new in how we are tracking or handling incidents or reports of sexual harassment.</p> <p>We continue to see very few reports of sexual harassment. This year we had three substantiated cases, which were reported to the SARC within days of the incident and the investigations and</p>

adjudications were handled swiftly and judiciously. While Cadets still indicate experiencing incidents of sexual harassment both in the EverFi surveys, DEOCs surveys and culture surveys, it seems that many of the Cadets are either dealing with the incident themselves, which is ultimately the best course of action, or are getting the matter dealt with by the support of their chain of command. Often when a complainant would discuss the situation with the SARC or VA, when they were informed of their options for handling the matter, they would choose to have a conversation with their TAC to address the issue and not make a formal or informal report. This provides some insight into how supportive and responsive the system is and how much Cadets trust their Tactical Officers and NCOs to handle the issues effectively. Our desire is to curb these incidents completely, and we will continue to send that message through the education program.

The following section lists Observations from the APY16-17 MSA Report and Tasks from the DoD SAPR Strategic Plan “Task List.”

1. Observations and Tasks

1.1 Discuss strategic dialogue accomplished this academic program year with MSA Leadership to facilitate exchange of SAPR best practices.

At COSAS, the Superintendent’s discussed overall Character development. Our Superintendent introduced our newest document, Developing Leaders of Character that describes our three outcomes; Live honorably, Lead honorably and Demonstrate Excellence.

1.2 Discuss the steps the USMA will take to increase the Defense Equal Opportunity Climate Survey (DEOCS) response rate. (The USMA response rate decreased from 50% to 26% for the latest DEOCS.)

After speaking with Cadets, and last year’s Respect Captain the EOA determined the decline in participation was due to overlapping surveys. The Respect committee was distributing its own survey to the Corps of Cadets each semester, and had just completed one when the MAOCS was offered. This year the EO office is working more closely with the Respect committee to ensure the surveys do not overlap. The plan is to use the MAOCS in the fall, and then a similar but shorter survey in the spring from the Respect committee. The EO and Respect representatives will work together to ensure the surveys as relevant and effective as possible. During summer EO training the EOA made explaining the available surveys, their differences, and the importance of completing the surveys a point of emphasis. The EOA also coordinated a NCODP session through the USCC CSM which enabled him the opportunity to discuss the issues within the Corps of Cadets with the TAC NCO’s, and stress the importance of increasing participation.

1.3 Discuss the actions taken to clarify Cadets Against Sexual Harassment/Assault’s (CASHA) role in prevention, efforts to improve the quality of CASHA training, and efforts to disentangle prevention initiatives from academy’s response process.

During AY 18, the CASHA Committee aimed to educate and inspire the Corps of Cadets to create a respectful climate free of sexual harassment, sexual assault, and sexist behavior. The AY18 CASHA Committee focused its efforts on the following goals:

- Eliminate SH/A and sexist behavior from the Corps
- Empower CASHA Representatives to embrace their role as subject matter experts in companies, teams and clubs
- Support command climates that develop strong, cohesive teams
- Foster an environment in which no one fears reprisal or retaliation
- Motivate and support a culture of bystander intervention
- Promote healthy relationship skills that will last beyond West Point
- Provide education and resources concerning SH/A prevention

The CASHA Committee also conducted One Love training for all committee members at the beginning of each semester to help Cadets identify signs of relationship abuse. The committee began efforts to

decentralize activities and return to a cadet-run, grassroots organization by empowering committee representatives in subordinate units.
1.4 Discuss actions taken to expand Tactical Air Command Officer and Non Commissioned Officer preparation to support prevention initiatives.
BTD conducted a two day in processing workshop for new members of the organization. TAC and TAC NCOs actively participate in all CCDP classes with the companies. A key component of the CCDP lessons is leveraging the experiences of former Company Commanders and Platoon Sergeants from the regular Army.
1.5 Discuss changes, if any, made to ensure Sexual Assault Review Board attendance is in accordance with policy.
As suggested by DoD SAPRO Office we included all Victim Advocates as members of the SARB and the SVC. The SVC Program Manager stated that the presence of the SVC at the SARB is out of their scope as attorney representing the victims. The SVC no longer attends the SARB.
1.6 Discuss the Memorandum of Understanding (MOU) with Westchester Medical Center status of completion. If the MOU is not completed, please discuss the actions planned to complete it.
The MOU with Westchester is in final review by Westchester Medical Center.
1.7 Discuss steps taken to ensure that administrative records that support Unrestricted and Restricted reporting follow privacy, security, and records management policies.
The records related to case details for restricted and unrestricted reports are limited distribution for SARB preparation and exist in one location electronically and are password protected to ensure that there is no loss of privacy or data spillage outside of key staff such as the SARC and SHARP PM, SJA and Key USMA leaders.
1.8 Discuss steps taken to identify a single point of contact that gathers data from a variety of sources, conducts overall program evaluation, and makes recommendations to the Superintendent based on that data.
The USMA G5, Strategic Plans and Assessment work with the SHARP Program manager to track metrics and assess the overall effectiveness of our program. Internal culture and honor surveys are created by the G5 Office and will be created in coordination with the SHARP Office to ensure that we are working to capture useful culture trends that can be used to continue to inform the work being done to generate and foster climate and culture change among the Corps of Cadets. Additionally, USMA uses the DEOCS survey that is given to cadets annual as a source of assessment.
1.9 Discuss steps taken to develop and implement framework to capture prevention efforts for (and gaps in) all pre-entry pathways for Service members at the MSA.
While this task is identified for Military Services and SAPRO, USMA did initiate a pre-arrival introduction to sexual violence awareness and alcohol education for the incoming class of 2022. The candidates received a notice to complete the EverFi Haven, Alcohol.edu and Prescription Drug training modules prior to arrival. There was reasonable response rate and data that will be matched up with the current Cadets to see if there are any trends to address beyond what we already have developed for the upcoming Character Education Program. The modules and training are customized so the New Cadets were generally familiar with the behaviors that are not acceptable, resources and systems in place to support anyone who experiences an incident of assault or harassment. In the training session that was held on the 2 nd day of training, many new Cadets were able to correctly respond to simple questions about the content, instead of the normal situation where they are getting the information for the first time in that briefing. This is another mechanism of our efforts to integrate the 9 Principles of Effective Prevention Programming into the fabric of our program.



Enclosure 2: United States Naval Academy Self-Assessment





THE SECRETARY OF THE NAVY
WASHINGTON DC 20350-1000

January 25, 2019

MEMORANDUM FOR UNDER SECRETARY OF DEFENSE FOR PERSONNEL
AND READINESS

SUBJECT: Department of Defense Academic Program Year 2017-2018 Report on Sexual
Harassment and Violence at the Military Service Academies

As requested in your memorandum of July 3, 2018, attached is Department of the Navy input regarding efforts to combat sexual harassment and sexual assault at the United States Naval Academy during Academic Program Year 2017-2018. The submission includes programmatic self-assessments conducted by the Academy.

I am committed to a culture of dignity and respect, where both military personnel and civilian employees are measured against the highest ethical standards. I also want to ensure that victims receive coordinated supportive services, offenders are held appropriately accountable, and that sexual assault and sexual harassment are never tolerated.

The Naval Academy's Sexual Assault Prevention and Response Program reflects engaged leadership at all levels, beginning with peer-to-peer mentorship and reinforced by guidance from the Commandant of Midshipmen and the Superintendent. Training programs have evolved as the Academy continuously assesses for needed changes across all academic year groups and preparatory programs. The primary focus remains transitioning young adults into Junior Officers who embody our core values and are equipped to lead Sailors and Marines who treat everyone with dignity and respect.

Should you require additional information, my point of contact for this action is Ms. Melissa Cohen, Director, Department of the Navy Sexual Assault Prevention and Response Office. She may be reached by telephone at (703) 697-2180 or by e-mail at melissa.e.cohen@navy.mil.



Richard V. Spencer

Attachments:
As stated

cc:
DoD SAPRO

United States Naval Academy (USNA)

The following section requests an update on the Plans of Action submitted in response to the Office of the Under Secretary of Defense for Personnel and Readiness June 2017

Memorandum. Additionally, the following section requests an update on the status of assigned tasks from the Sexual Assault Prevention and Response Strategic Plan “Task List.”

1. Promote Responsible Alcohol Choices – To produce changes in attitudes and behaviors related to alcohol use, as well as change the context in which alcohol use occurs, the MSAs will submit plans to address attitudes and behavior around alcohol use and misuse.

1.1 Summarize and list new and existing responsible alcohol choices training programs.

Our goal this Academic Program Year (APY) was to produce changes in attitudes and behaviors related to alcohol use, as well as change the context in which alcohol use occurs. Our program addressed the culture that surrounds alcohol use and misuse. We sought to maintain an environment that not only promoted responsible use of alcohol, but also healthy alternatives to alcohol. The program focused on holding everyone accountable for their actions and highlighted the essential role that leaders play in setting the example for all midshipmen to follow.

Established a Mission Statement – To accomplish our goals, the Commandant’s Alcohol Working Group (AWG) first developed a mission statement that provided the foundation for our focused efforts: “To develop junior officers who understand and demonstrate the responsible use of alcohol by taking personal ownership of their actions, assuming responsibility for the welfare of their shipmates, and avoiding the destructive use of alcohol.” Around this, we built an education program that sought to increase awareness and collective responsibility.

Brigade-Wide Briefs – We continued the past precedent of four Brigade-wide briefs aimed specifically at addressing alcohol issues. These briefs occurred at the beginning of each semester during the Reform period, prior to departing on Summer Training, and during Alcohol Awareness Week prior to Spring Break.

Midnight Teachable Moments – We continued and increased participation in the Midnight Teachable Moments program, a company-level scenario-based training event aimed at addressing issues surrounding alcohol that midshipmen may see while on liberty.

“Keep What You’ve Earned” – We continued and expanded the “Keep What You’ve Earned” campaign, utilizing those that have been negatively affected by alcohol as a resource to educate the Brigade and advance our mission statement.

Guardian Angels – The midshipman staff developed the Guardian Angel program. This involved midshipman leadership taking responsibility for the actions of other midshipmen on liberty and ensuring that everyone made it home safely. Not only did this decrease the number of potential alcohol related incidents, it served as a leadership example for those serving in the program and those observing their actions.

Eliminated Ineffective Program – We eliminated the “21st Birthday Training” program because the AWG, comprised of influential midshipmen and officers in Bancroft Hall, determined that it was ineffective in curbing the abuse of alcohol and often encouraged it. All program associated resources were terminated.

Targeted Message at an Important Time – Alcohol Awareness Week was again conducted the week prior to Spring Break. This involved daily discussion topics pertaining to responsible use, company-

level training, an incredibly meaningful Brigade-wide brief given by three individuals whose lives have been permanently altered by alcohol abuse, and a 5K race to promote responsible choices.

1.2 Discuss additional implementation plans required to deploy the curriculum, including training for permanent party staff.

Formalized Training Plan – The AWG began the process of creating a formalized training plan with specific objectives for each class. The AWG met to discuss the most effective methods for getting our message out to the Brigade and the most important objectives to get across for each year group. Permanent party staff will plan a key role in those messages.

Midnight Teachable Moments – The frequency of the Midnight Teachable Moments training was doubled from 15 times a year to 30 times a year due to input directly from midshipmen involved in the Alcohol Working Group. Feedback on the effectiveness of the program was incredibly positive, and we intend to continue with this training and expand it to include more underclass midshipmen. Since it occurs at the company level, Company Officers (CO) and Senior Enlisted Leaders (SEL) play a huge role in the delivery and implementation of this important training.

XYZ Cases – “XYZ Cases,” published for the midshipmen, faculty, and staff similarly to Plan of the Week announcements, were utilized throughout the APY updating midshipmen on alcohol use policies and using conduct adjudications as a preventative method to help guide midshipmen in their future decision making choices.

SHAPE Curriculum Collaboration – The AWG coordinated and collaborated with the Director of Prevention Education to ensure SHAPE curriculum addressed appropriate messages of responsible alcohol use and its importance in sexual assault prevention. Conversely, we ensured that all alcohol training included appropriate messages sensitive to SAPR victim concerns addressing proper prevention methods taught throughout the 4-year SHAPE curriculum.

1.3 Summarize efforts to review and list any changes made to the institution’s alcohol policy.

Updated Instruction – Reviewed COMDTMIDNINST 5350.1C, which establishes an Alcohol and Drug Education Officer (ADEO) and corresponding responsibilities for all members of Commandant’s Cost Center. An updated instruction will include streamlined processes for requesting alcohol training events, a discussion of new programs being implemented, and a training plan to be carried out each year.

Breathalyzers – Breathalyzers were used as a training tool at Midnight Teachable Moments and other sanctioned, controlled, company-level events. They were not used at the gate as midshipmen returned from liberty as they had been in the past. This practice was discontinued due to midshipmen feedback that it became a competition to see who had a higher BAC and was counterproductive to our prevention efforts.

Sanctioned Tailgating – We broadened tailgating at the USNA sporting events to include opportunities for supervised unit-level social events beyond the fall football season. COMDTMIDNINST 1531.1, the Commandant’s Tailgating Instruction, was signed and implemented to govern the policy and procedures ensuring the safe and responsible execution of these events under appropriate supervision.

Firstie Club – “Firstie Club” was established and utilized in the fall semester as an option for First Class Midshipmen to consume alcohol in an on-base, supervised setting during the week. The Alley at the Naval Academy Club was selected as the location for Firstie Club. The club was open to First Class Midshipmen on Thursday nights throughout the fall semester. It was not utilized during the

spring semester due to midshipmen choosing to take advantage of authorized town liberty on week nights.

Second Class Club – The framework was laid for Second Class midshipmen to open a “Second Class Club” toward the end of spring semester in preparation for their use of Firstie Club the following fall. The plan involved an educational setting with interaction from senior officer leadership. While Second Class Club was not implemented this year, plans continue for it to be utilized in the spring of 2019.

1.4 Discuss the office identified to have the primary responsibility to collect data, analyze results, regularly brief on progress, and recommend courses of action to leadership.

The Alcohol and Drug Education Officer (ADEO) program, working with the AWG and Brigade DAPA advisors, provides recommendations for alcohol program changes to the Commandant of Midshipmen. The Commandant is briefed weekly on alcohol-related incidents, statistics comparing incidents year-over-year, and current treatment plans for midshipmen with alcohol abuse problems.

1.5 Discuss new and existing milestones and metrics used to assess new and ongoing alcohol programs.

The AWG and the ADEO program are the primary methods of feedback from the Brigade on the effectiveness of training programs. These teams are constantly assessing ways in which to improve our message in a way that will resonate with midshipmen. In addition, statistics on alcohol-related incidents are updated weekly and briefed to the Commandant.

2. Reinvigorate Prevention – To reduce sexual assault, sexual harassment, and other readiness-impacting behaviors, the MSAs will work with their respective Military Service’s sexual assault prevention and response leadership to ensure the Academies’ sexual harassment, hazing, and bullying prevention efforts are integrated with the overall sexual assault prevention program.

2.1 Summarize and list new and existing prevention training initiatives.

This APY, we sought to reduce sexual assault, sexual harassment, and other readiness-impacting behaviors by continuing to work with DoD and DON sexual assault prevention and response leadership to ensure sexual harassment, hazing, and bullying prevention efforts were integrated with the overall sexual assault prevention program. We recognize that these efforts will take time and need to remain adaptable as the culture and environment outside the institution continues to change. The events surrounding Harvey Weinstein and the #metoo movement weighed heavily on the environment and popular culture surrounding our midshipmen throughout the year. Our Sexual Harassment and Assault Prevention Education (SHAPE) program operated in parallel and separately from our response efforts, but we sought advice from experts in the field, most notably Dr. Dorothy Edwards, to further refine that distinct departure from response-based training to prevention-based training. Even though we were greatly disappointed Dr. Edwards’ availability was cut off, after what seemed a promising start, we continued the revisions to the curriculum to keep it a solution-focused program equipping midshipmen with the skills and aptitude necessary to lead Sailors and Marines. The program continues to be facilitated by subject matter experts, and midshipmen are taught by specially-trained midshipmen following an updated syllabus informed by the latest research and innovative methods. We continue our commitment to adapting our program to best prepare midshipmen for all leadership challenges in the Fleet and Marine Corps and fulfilling the mission of the United States Naval Academy to develop leaders morally, mentally, and physically that are dedicated to a career in Naval service.

Director of Prevention Education - An important task accomplished this APY was promoting our Training Specialist into the previously gapped Director of Prevention Education position, giving her more access to the leadership and formally codifying her duties and responsibilities.

Revamped Initial SAPR Training for Plebes in Plebe Summer – We streamlined the summer program to remain in compliance with all instructions requiring new accessions receive training within 14 days of reporting, and to put company leadership in front of the new plebes sooner. Instead of three phases, we reduced the program to two, with the 2nd phase being a 90-minute SAPR discussion conducted at the platoon level by the CO or SEL teaching alongside a member from the SAPR department. Initial feedback was very positive from both midshipmen and company leaders, citing that the unified message aids information retention and allows permanent party staff to play a more prominent role in shaping attitudes and beliefs by clearly defining their expectations early on. Leaders were better able to convey the standards they require with regard to dignity and respect and were able to do so much earlier in the training cycle than in years past.

SHAPE Third Class Curriculum – The female-only session was rewritten to focus on identifying relevant gender expectations and how they impact individual and collective experiences as military women. Overwhelming feedback from female midshipmen requested that their revamped session generate strategies for fostering supportive environments premised on treating everyone with dignity and respect. This feedback originated from female peer educators that saw the changes to the Third Class male-only sessions that were implemented this APY and demanded their sessions be updated, too.

Equal Opportunity (EO) and Sexual Harassment (SH) Training – EO and SH training is approved annually by DEOMI to incorporate recurring changes and reflect the current state of the Navy. The USNA Command Managed Equal Opportunity (CMEO) office further tailors this curriculum to administer it to the Brigade of Midshipmen. Training discussions are led at the platoon level by the CO and SEL, along with CMEO's and CCS's guidance. Elements of EO and SH concepts are also incorporated into the SHAPE program curriculum.

Leadership, Ethics, and Law (LEL) 4-Year Curriculum – The academic core leadership curriculum taught by the LEL department is a key facet of our prevention program because it addresses dignity and respect at its most basic level and connects it to the tenets of being a naval officer. The core LEL courses, one taken each year, build on the midshipman experience in successive order: developing the individual during their plebe year; an individual of character in their second year; a leader of character in their third year; and finally a leader of character effectively utilizing the framework of the Navy's legal system during their fourth year. These courses are continually updated to support SAPR initiatives as they relate to command climate and treating Sailors and Marines with dignity and respect.

2.2 Provide implementation plans required to deploy the curriculum, train education providers, assess the quality of implementation, and understand its impact on behavior.

Four Year Graduated Program – The SHAPE program currently has nine mandatory midshipmen-led education sessions (four for plebes, three for Third Class, and two for Second Class) that are supplemented by a mandatory presentation from an outside guest speaker for each of the four academic classes. First Class Midshipmen receive SHAPE education as part of their Capstone Course. Capstone discusses real-life sexual assault and sexual harassment case studies in both small and large groups moderated by officers and senior enlisted leaders. SHAPE focuses on broadening midshipmen's awareness of sexual harassment and assault by emphasizing their role as an active bystander. Cultural issues are addressed. Myths are deconstructed and accepted behaviors are emphasized. Midshipmen are taught SAPR is a leadership issue, and the program is dedicated to providing them with practical tools to intervene proactively and foster professional environments based on the values of treating all Sailors and Marines with dignity and respect. These concepts build on each other as midshipmen develop in age, experience, and rank.

Importance of Detailed but Flexible Script – Each peer-educated session has a detailed script with educators extensively trained on that script, but we encourage them to use their own language, and not to read the script verbatim. Deviation from the language is accepted but not from the content or flow. SHAPE sessions take place during the evening hours to best integrate the learning into busy schedules. Each 1-hour training session simultaneously employs more than 30 midshipmen peer educators and 15 fleet mentors in order to train an entire regiment of same-year midshipmen (approximately 500+) in one night. Each session is led by two SHAPE peer educators accompanied by an active duty fleet mentor, and is discussion-based to encourage active participation. Videos, case scenarios, stories, and activities that promote active participation are utilized to solidify prevention concepts.

Peer Educators are the Cornerstone – The SHAPE program has more than 80 midshipmen peer educators. They are volunteer midshipmen who must formally apply to the program and submit recommendation letters from a current SHAPE peer educator and officer or senior enlisted in their chain of command. They undergo an interview and selection process after that. Once selected, educators must annually attend an intensive 72-hour train-the-trainer course during Block Zero Training period. They receive a full summer Professional Training Event (PTE) credit for this intensive two-week course. Often these volunteers give up leave and other training opportunities to be a part of the program. The training consists of subject-matter lectures and discussions, session modeling and practice on curriculum delivery, teaching and public speaking skills, and team building exercises.

SHAPE Curriculum Assessment – Quality of implementation is continually assessed. Formal peer-to-peer feedback is anonymously provided by the midshipman students via Google Survey software after every session. Outside speaker performance is evaluated by the audience via the same software and used by the speakers to modify their presentations in future engagements. All feedback is reviewed by the midshipmen peer educator team and used to address problems or deficiencies in delivery. Subject matter experts, through the Director of Prevention Education, use the feedback to modify curriculum content or make revisions addressing audience reception of important concepts.

Overall USNA Prevention Program Assessment – A survey assessing the attitudes and beliefs in relation to rape myth acceptance and bystander intervention is disseminated to midshipmen twice in their four year careers at USNA. On entering the Academy, plebes receive this survey during their Plebe Summer indoctrination. At the completion of the entire SHAPE curriculum, the First Class receive the survey during their final semester. We currently have data from the plebe classes beginning in 2012. The Class of 2018 was the first “Senior” class to take the survey as First Class Midshipmen, and we hope to have data in a few years to assess whether the 4-year SHAPE program changed or improved attitudes and beliefs surrounding rape myth acceptance and bystander intervention.

2.3 Discuss new and improvements to existing methods for preparation of permanent party staff to support prevention initiatives.

Inter-Semester SAPR Training Update – As discussed in 2.1, the new Plebe Summer Phase II training more effectively utilizes permanent party staff directly in charge of midshipmen. In addition to receiving training from the SAPR Department to then execute midshipmen training side-by-side with SAPR Department instructors, they also receive refresher training between the first and second semester. That mandatory session addresses any updates to the prevention program and allows a mid-year assessment of both prevention and response efforts across all 30 companies.

Fleet Mentor Program – Every SHAPE session has a volunteer officer or senior enlisted leader present to aid in guiding the midshipmen SHAPE instructors. The cadre has never been stronger with over 60 volunteers participating last APY. Every major academic department and every battalion have representatives from the permanent staff ranks.

State of the SAPR Program Series – Last APY, we began a series of “State of the SAPR Program” discussions held at the Departmental level where the SAPR Program Manager was the guest speaker at various department meetings and at a special session of the Faculty Senate. Updates on the program included curriculum updates, results of the 2016 SAGR Survey, and response procedures and responsibilities. These sparked great collaboration and increased program knowledge throughout the Yard (campus).

New Guest Speaker – Guest Speakers CAPT Roy Nafarrete (Change the Culture) and Don McPherson (Gender Relations) were added into the program during the APY, and they both spoke to permanent party faculty and staff. Don McPherson has been added to the permanent curriculum of SHAPE speaking to Third Class Midshipmen. Collaboration with West Point during the fall SHARP Summit helped us secure this valuable addition to our program. Future plans include adding a presentation from a military survivor of sexual assault to be given to the Second Class.

Coach, Officer Representative, and Athletic Trainer Reporting Protocol and Procedures – The SAPR department assisted Naval Academy Athletic Association (NAAA) in updating its trainer/coach care protocol and report procedures (in wake of the events occurring at Michigan State) to ensure that all athletes at the Naval Academy receive the appropriate care and are protected from inappropriate behavior while participating in athletic activities. The Program Manager continues to address all coaches and officer representatives on an annual basis updating them on key issues of the program.

Beginning this APY, the LEL NL110 (Preparing to Lead) instructor cohort, both permanent party and rotational instructors, participated in a robust collective faculty seminar specifically focused on providing foundational knowledge and understanding to all instructors. This was an improvement to our previous model, which relied heavily on weekly curriculum meetings to deliver key information. This innovation in faculty development allowed subject matter experts to better prepare instructors with important concepts before the beginning of the formal academic year. We observed a significant improvement in our instructors’ preparedness and comfort with all topics (especially the SAPR and other life skills topics) improving the moral development of the students.

2.4 Discuss the activities and responsibilities of the office or entity assigned to track the results of prevention initiatives, coordinate with various stakeholders, and report to the Superintendent.

SAPR Program Manager – The SAPR Department, led by the SAPR Program Manager (Navy O-6), serves as the key advisor to the Superintendent on the USNA SAPR program. He/she exercises administrative oversight of the program, including management of all instructions and the overall strategic training and education plans. He/she shall collaborate with the Lead SARC in matters involving response protocols for all first responders, including watchstanders, SAPR Victim Advocates (VA), medical personnel, chaplains, legal personnel, Base Security, MDC personnel, and Fleet and Family Services staff. He/she shall: enhance communication and information-sharing across the campus; serve as liaison to Service and DoD higher authorities in SAPR program matters; conduct outreach and collaborate with local community to augment or enhance the program; work with designated midshipmen GUIDes and SHAPE Peer Educators for outreach and training; and serve as the command SAPR Point of Contact, ensuring responsive command management of alleged sexual assaults and compliance of SAPR program requirements. Sexual harassment prevention efforts and other efforts of diversity and equal opportunity are conducted by an active duty officer (currently an O-3) who works directly for the Commandant of Midshipman. Both offices coordinate training sessions and messages overlap both programs. The SAPR Program Manager billet is nominated by the Navy Bureau of Personnel and accepted by the Superintendent. The SAPR Program Manager signs all performance evaluations of Naval Academy SAPR department employees.

Director of Prevention Education – The Director of Prevention Education (DPE) reports directly to the SAPR Program Manager as the senior civilian subject matter expert in the topics of sexual assault and sexual harassment prevention, education, and training. The DPE position has the overall responsibility of strategic planning, implementation, and assessment of the Naval Academy's sexual assault prevention and response efforts. The DPE is responsible for research, development, implementation, and maintenance of all SAPR prevention programming. The DPE is the subject matter expert advising the Superintendent and Commandant through the Program Manager. The DPE has the responsibility for the training and education of all midshipmen, staff and faculty in the areas of sexual assault and sexual harassment, and the DPE ensures that all programming is aligned with DoD, DON, and USNA directives. This training includes “Train the Trainer” responsibilities of all midshipmen designated as SHAPE Peer Educators and midshipmen serving as Guidance, Understanding, Information, Development, Education (GUIDEs). During this APY, the Director of Prevention Education was promoted to the GS-12 paygrade from her previous Training Specialist position at the GS-11 paygrade. The promotion assists in access to leadership and overall visibility throughout the Yard.

Academic Faculty Liaison – Dr. Judy Rosenstein, Associate Professor of Sociology, SHAPE Content Consultant, and Research Expert assists the program in her official capacity as the subject matter expert within the academic realm of the program. Her position description contractually binds her to the SAPR Program in addition to her academic duties in the Leadership, Ethics, and Law (LEL) Department. She is the point of contact and lead for the assessment surveys, and she assures SHAPE compliance with all the latest prevention research.

Academic Assessment Report – The USNA AY18 Academic Assessment Report assesses our leadership program every year. LEL assessed the core curriculum learning objective, “Describe the fundamental elements of character and moral reasoning and apply them to the personal and professional challenges of military leadership.” This objective is sufficiently addressed by all core LEL classes and directly assists in enhancing a culture of respect and developing leaders of character equipped to address an environment that seeks to prevent sexual assault. Our efforts are aligned with the USNA SAPR strategic plan. We will continue to collaborate and modify our approaches when appropriate.

3. Enhance Culture of Respect – To establish and promote continuing respect between cadets and midshipmen, the MSAs will take steps to review and revise their indoctrination training, military education, academic programs, and permanent party in-service and preparatory programs wherever practicable to advance a MSA culture free from sexual harassment, hazing, and bullying, and communicate expectations for appropriate conduct related to social media.

3.1 Discuss efforts and plans to address command climate overall and specifically to target the problem areas described in the directive.

A culture of respect lies at the heart of training midshipmen to become commissioned officers. We reviewed and revised our indoctrination training, military education, academic programs, and permanent party in-service and preparatory programs. Guidance comes straight from the Superintendent and Commandant that the Naval Academy shall maintain a culture that is free from sexual violence, sexual harassment, hazing, and bullying. Collaborating across the entire spectrum of Naval Academy leaders who contribute to midshipmen development, a Life Skills Working Group identified many topics vital to preparing young men and women to be effective commissioned officers. The topics ranged from healthy nutrition and sleep habits to relationship/interpersonal skills and conflict resolution. Many of the topics were already sufficiently covered over the four-year training plan, but we enhanced our efforts on several important topics. Indoctrination training, core academic classes, and supplemental seminars offered throughout the four-year course of study by various subject matter experts were implemented. The Commandant's Staff, SAPR Department, Midshipman Development Center, Department of Leadership, Ethics, and Law, Leadership Education and

Development Division, Division of Professional Development, and Chaplains Center all played vital roles in these efforts. Specifically, the Naval Academy has rolled out a new initiative:

New Life Skills Handbook – Program managers thoroughly reviewed the academic leadership curriculum and drew intentional links between courses that reinforce the principles of building and maintaining a culture of respect. Morality and actions that marginalize abusive behavior were highlighted and reinforced. A Life Skills Handbook was created to cover topics that midshipmen and faculty/staff identified as needing more attention. The handbook was prepared as a LEAD Master's Degree project and supported by USNA leaders across multiple key departments involved with the development of midshipman training and mentorship. The handbook's desired end state is to have Naval Academy graduates who are well prepared to tackle life's challenges once they leave Bancroft Hall. Admittedly, not all lessons can be learned in the classroom or captured by military training, but the handbook attempts to provide a resource for the key influencers in the lives of midshipmen (coaches, faculty and officer representatives, company officers, sponsor families, etc.) who have unique opportunities to engage midshipmen individually at the point of impact as they work through the challenges of life. The handbook suggests critical conversations to have with midshipmen. If the simpler tasks in life can be mastered, then maybe the difficult life skills can be more effectively overcome. Topics include nutrition, healthy sleeping habits and active coping mechanisms, active listening skills, and harmful effects of pornography. Professional skills such as communication and negotiation tactics, signs of fraternization, and social media navigation are addressed, along with mastering the basics such as planning meals, paying bills, and buying insurance. Ten subject matter experts from across the USNA faculty and staff contributed to the 23 life skills topics in this handbook. The goal is that these guides aide productive discussion and facilitate the life skill development of midshipmen that is difficult to achieve in formalized and less personalized settings.

3.2 Discuss new and existing methods used to evaluate and assess implementation and outcomes of programs developed to reinvigorate prevention and enhance a culture of respect.

In addition to the assessment tools already addressed in 2.1 and 2.2:

Results of Office of People Analytics (OPA) Survey – Results of the survey taken in March of 2018 will directly inform the strategic plan going forward. While we know that prevention education takes many years to show progress, incremental changes are made where survey results suggest change is needed.

First Class Exit Survey – The Class of 2018 was the first graduating class to participate in a survey that measures midshipmen's attitudes and beliefs at the completion of their four-year SHAPE curriculum. The results will be compared with their plebe year survey to determine any progress or effectiveness of USNA programs.

Brigade Pulse Check and Annual Climate Survey – When companies or individuals have challenges or common climate concerns that are unique to EO, the Commandant convenes focus groups and/or one-on-one training sessions to address the unique concerns of each situation. Those focus groups solicit recommendations from the parties involved and offer the complainants resources to help resolve particular situations. It's an all-inclusive outreach effort that is tailored to meet and address overall climate needs. The EO department then prepares a simple plan of action for the CO to implement and reevaluate its effectiveness quarterly. If the plan fails to produce acceptable results, EO returns to one-on-one interviews and builds another plan to address the shortcomings of the previous plan. It's an ongoing process designed to stimulate greater communication until the conflict is resolved.

4. Improve Sexual Assault and Sexual Harassment Reporting – To instill a culture of reporting sexual assault, harassment, and other misconduct, the MSAs will review the findings of previous MSA reports and provide a plan to reduce barriers to reporting within the Academies.

4.1 List and describe efforts to encourage greater sexual assault reporting.
We have worked hard to establish and maintain a culture at the Naval Academy that reduces barriers and promotes the reporting of sexual assault, harassment, and other misconduct. We continue to ensure that we are in full compliance with all DoD and DON instructions and remain committed to holding all perpetrators accountable. Local programs like our Leave of Absence program and support groups at the Midshipman Development Center (MDC) were utilized by record numbers of midshipmen this APY and remain important tools to encourage midshipmen to seek proper care for short and long-term healing. Faculty, staff, and midshipmen recommitted themselves to improve our culture of dignity and respect and reduce the number of incidents involving sexual harassment and sexual assault. Providing the best care possible to our victims and survivors is essential to retaining the trust of the midshipmen and encouraging reports. We also remain committed to holding perpetrators accountable for their actions.
4.2 Describe any updated Academy policies that pertain to sexual assault reporting.
During the APY, we had ten midshipmen take advantage of our new Leave of Absence (LOA) option available for victims of sexual assault. Five returned fully integrated back into the Brigade, while four processed out of the institution for medical reasons. One midshipman is currently on LOA with future plans still pending. The LOA option gives midshipmen more reasons to file unrestricted reports, and our response office and the Commandant continue to receive feedback from midshipmen that this new option represents a great improvement to our reporting process.
4.3 Discuss steps taken to improve sexual harassment reporting and/or use of Military Equal Opportunity resources to resolve issues of sexual harassment.
New anonymous reporting protocol now allows midshipmen the opportunity to report EO and sexual harassment concerns without the stigma traditionally attached to “whistle blowers.” Members or active bystanders who wish to remain anonymous now have the option to report without being identified.
4.4 Provide the status of any updates to sexual harassment training.
EO Sexual Harassment training for the Fourth Class Midshipmen is now completed during Plebe Summer. Departmental training for all hands and a refresher training for CO/SEs are completed every September. All command members are familiar with the CCS and CMEOs billets and midshipmen, faculty, and staff constantly reach out to report concerns and observations of unacceptable behaviors.
4.5 Discuss new and existing metrics used to track efficacy of sexual assault and sexual harassment policies.
Per OPNAVINST 5354.IG and OPNAVINST 5300.13, all informal and formal equal opportunity and sexual harassment complaints are documented on a 5354/2 EO form, and the metrics are reported quarterly to OPNAV-173 by USNA’s CCS.
The following section lists Observations from the APY16-17 MSA Report and Tasks from the DoD SAPR Strategic Plan “Task List”.
1. Observations and Tasks
1.1 Discuss strategic dialogue accomplished this academic program year with MSA Leadership to facilitate exchange of SAPR best practices.
Executive SAPR Discussion Each Semester – The Naval Academy operates on an academic year timeline with the year starting in August and finishing in late May. Therefore, the advantageous times to update and evaluate our strategic vision occur at the beginning of each semester. The SAPR Program Manager and Director of Prevention Education gather inputs from faculty, staff, and midshipmen during August and September, and they sit down with the Superintendent, Commandant, and key members of their respective staffs to update and reassess our prevention plan. This APY, we conducted these discussions in OCT 2017 and JAN 2018. Items on the October agenda included SHAPE curriculum updates, summary of changes being made at the other service academies, updates on our progress on the DoD SAPR Plan of Action, summary of current DoD and DON efforts, progress on the 2018 MSA OPA Survey, and a “Pulse of the Brigade.” The January agenda included:

top level Superintendent priorities to discuss with the Chief of Naval Operations; more discussions on the other service academy efforts, DoD, and DON programs; updates on the DoD Plan of Action and SAGR Survey preparations; and the "Pulse of the Brigade." In addition to program personnel changes, we also discussed the many outside collaborations of the year with both local community organizations and national military and civilian organizations. The Harvey Weinstein events and the #metoo movement entered into the conversation this year and definitely affected the Brigade in ways that may or may not be measured in this year's SAGR Survey. The feedback from our SAPR Peer Educators, GUIDEs, and Fleet Mentors is that midshipmen were talking about it a lot in their SHAPE sessions with follow-on conversations continuing into Bancroft Hall. Response efforts are also discussed. We update leadership on numbers of Restricted and Unrestricted Reports and pass along any trends that we observe if there are any. Once again this year, mid-semester seems to produce the most reports (October/November and March/April). Feedback from our midshipmen indicates that this is the time that midshipmen begin taking on the most amount of stress as 6-week grades are due along with so many other demands on their time such as athletic practices and military deadlines. Midshipmen often realize during this stress-induced time that they cannot handle a past sexual assault incident and reach out for help.

Executive Summary of Professional Conventions Attended – This year the SAPR Program Manager and Director of Prevention Education attended the Relationships 101 SHARP Summit at West Point during the fall semester and the Student Affairs Administrators in Higher Education (NASPA) Strategies Convention in Portland during the spring semester. The Superintendent and Commandant are briefed after every external engagement. The West Point Summit yielded a few changes in our SHAPE curriculum, the most significant change being the replacement of Coach Joe Ehrmann with Don McPherson as our spring semester guest speaker. The NASPA Convention yielded some positive confirmation that our program is leading the way in prevention education, utilizing the latest research informing our curriculum.

Monthly Sexual Assault Case Management Group Discussions – SACMG allows the Superintendent a forum to address to all the most influential leaders his thoughts on trends and feedback that he observes during each month. While the focus is predominantly on response efforts, these efforts often inform prevention programming.

Board of Visitors – The Board of Visitors (BOV) meets three times a year and is comprised of key members of Congress, leaders of industry, and influential graduates. The SAPR Program Manager attends every meeting and is available to discuss program updates with the members. The Superintendent updates the board when results of the SAGR Survey and Focus Groups are available. Members are able to influence strategic decisions in this forum and often provide us with their thoughts on the direction of our program.

Brigade Command Operations Report and Semester Inputs – The SAPR Department holds a prominent seat at the operations planning board and has priority in scheduling SHAPE activities for the next semester. The schedule is finalized at least six months in advance and SHAPE training maintains a high priority when conflicts arise. Every year, the SAPR efforts are captured in the Commandant's Operations Report, that is archived for future executive planning efforts.

State of the SAPR Program with Department Heads – This APY, the SAPR Program Manager began an initiative focused on better informing each department on the current and future efforts of both SAPR prevention and response efforts. During department meetings, the SAPR Program manager received feedback from each department on concerns and applied programmatic feedback to best tailor response care and prevention curriculum changes across all departments.

1.2 Discuss the steps the USNA will take to increase the Defense Equal Opportunity Climate Survey (DEOCS) response rate. (The USNA response rate decreased from 40% to 27% for the latest DEOCS.)

The DEOCS survey is a voluntary survey and will remain that in the future when the survey is administered. The CMEO will seek increased support from the company leadership this year. Our plan is to have the COs/SELs take the survey on board and sell the "why" to their midshipmen, so there is more incentive to have midshipmen's voices heard. We will be getting the word out to the company leadership sooner than last year, so they can have time to prepare and brief their companies in small group settings.

1.3 Discuss the steps established that ensures prevention efforts will be planned and sequenced to reinforce key prevention principles throughout the midshipman experience.

In addition to the initiatives discussed in 2.1 and 2.3, The following list is a combination of the core courses taught within the LEL department that reinforce key prevention principles:

NL110 – *Preparing to Lead* course for plebes seeks “*To empower students with the skills, strategies, and knowledge necessary to maximize their personhood, preparing them to realize their personal and professional potential as leaders of character in the Navy or Marine Corps.*” Every plebe learns to embrace a culture of respect within the Brigade of Midshipmen and later in the Navy and Marine Corps. The program provides a foundation for developing people of character equipped to create and maintain an environment that prevents sexual assault. Leaders of character treat other people with dignity and respect. That lesson is the central theme of 12 of our 26 lessons in the NL110 course. Nearly 50% of the class time is devoted to explaining and exemplifying the crucial connection between an individual's ability to influence another's performance and the character habit of treating other people virtuously.

NE203 – This course teaches moral objectivism versus moral relativism to get students to think about moral judgments when in another culture. “*Do we just accept their norms, even if they violate our values because we are in their culture? When we go to a foreign port, do we check our values at the brow, or do we take them with us?*” It teaches the case study “We Treat Her Like Everyone Else,” which discusses issues of fair treatment between genders. It discusses bystander intervention in the context of several cases (Abu Ghraib, the Omelas story among others). It teaches Kantian ethics, which is based on the categorical imperative (moral test) that applies the virtue of respect for all human beings. Finally, the course describes the fundamental elements of character and moral reasoning, and it applies them to the personal and professional challenges of military leadership.

NL310 – This course develops midshipmen to be leaders of superior moral character. Course objectives address ethical leadership based on morals and leader behaviors and outcomes associated with contemporary theories of leadership (authentic, servant, ethical, and transformational leadership theories). NL310 builds upon the foundations established by NL110 and NE203 as the midshipmen progress through the LEAD program curriculum.

Practical Application During the Final Year – Midshipmen put the previous three years' academic work to practical use when they assume actual peer leadership billets running the operations of the Brigade. During their First Class (senior) year, they serve as leaders of squads, all the way up to Brigade Commander, and also serve as team captains, club captains, mentors, and role models to their peers and underclassmen. All leaders must foster a healthy command culture and climate that prevents sexual assault in the first place but the management tools needed to respond if such an event does occur.

SHAPE Strategic Plan Update – The first session for all Third Class Midshipmen on social conformity was eliminated due to overwhelming midshipman feedback that the session was ineffective and

<p>redundant. Therefore, the key points of that training were inculcated into other sessions. The Third Class curriculum now begins with the dynamic “Speak About It” program. Our goal is that this provocative show will start that all-important Third Class year off on a stronger note and stave off negative attitudes that historically develop among midshipmen during that year. Other key changes include the elimination of Coach Ehrmann’s discussion of being “Leaders of Character” and replacing it with a discussion from a military survivor of sexual assault. All of these changes are from direct input made from midshipmen and officers involved with the SHAPE program.</p>
<p>1.4 Discuss steps taken to prepare Company Officers and Senior Enlisted Leaders to support the USNA’s way forward in their sexual assault and harassment prevention programs.</p>
<p>In addition to the items discussed in 2.3, the future USNA Company Officers are hosted every spring semester by the LEL Department as members of the LEAD Master Program. They begin during the fall semester, training alongside experienced LEL faculty in classroom leadership and content delivery. In the spring semester, they assume responsibility for their own Naval Leadership section of midshipmen. This opportunity allows them to transfer the psychological and sociological theories taught in NL110 — like the virtues of integrity, loyalty, ownership, civility, dignity, and respect — and apply them to real-world leadership challenges of being in charge of midshipmen living in Bancroft Hall.</p>
<p>1.5 Discuss how the prevention program will provide midshipmen with applied leadership experience using the climate assessment process.</p>
<p>Sections 2.2., 3.1, 3.2, 1.2, and 1.3 address our efforts to provide midshipmen with leadership experience. That experience culminates in them actually leading the Brigade of Midshipmen as First Class and forces them to use the climate assessment process continually throughout both semesters leading up to commissioning.</p>
<p>1.6 Discuss the USNA policy regarding the Sexual Assault Response Coordinator’s authority to obtain Sick in Quarters status, if approved for implementation.</p>
<p>The discussions surrounding this authorization have been tabled for now. The level of cooperation between the chain of command and the SAPR Response Office continues to provide the necessary relief to victims without involving medical chits. A Sick in Quarters chit is required to be posted on the door of the midshipman’s room and possibly invites increased scrutiny that can be avoided during these often delicate situations. Currently, a SARC request to the individual’s COC is sufficient. This strong relationship between stakeholders also provides greater confidentiality up and down the chain of command.</p>
<p>1.7 Discuss steps taken to ensure that administrative records that support Unrestricted and Restricted reporting follow privacy, security, and records management policies.</p>
<p>All documents supporting restricted and unrestricted reports are kept in a double-lock file within the SAPR Response Office. Files sent electronically are secured in the AMRDEC SAFE application when transferred.</p>
<p>1.8 Discuss steps taken to ensure that midshipman peer evaluations are conducted in such a way that does not hinder sexual harassment and sexual assault reporting.</p>
<p>The Naval Academy has completely revamped its midshipman evaluation system. This brand new program is governed by COMDTMIDNINST 1600.2J that was signed on 3 AUG 18. At the completion of the pilot program during APY17-18, the Midshipman Development Report was overhauled from the old system to more closely resemble the fitness report systems used by the United States Navy and Marine Corps. The old system employed a series of drop down menus using single adjective descriptions that had the potential to trigger victims/survivors of sexual assault and often became tools for midshipmen to shame each other with hateful descriptive words. The new system uses <i>Midshipman Development Traits</i> and eliminates those potential outcomes. There are now five areas evaluated for each class: leadership, character, professionalism, team driven, and judgment and tact. The aptitude system may not be used to bypass the processes established in either the Conduct System or Honor Program. There is now a requirement to conduct midterm counseling and both</p>

midshipmen and commissioned officers play a delineated and definitive role in determining the final aptitude score. Sexual harassment or assault reports made or not made play no role in the evaluation process and therefore neither encourage nor discourage reporting.
1.9 Discuss steps taken to identify a single point of contact that gathers data from a variety of sources, conducts overall program evaluation, and makes recommendations to the Superintendent based on that data.
The SAPR Program Manager is the single point of contact with direct access to the Superintendent. Inputs from the Director of Prevention Education, the Academic Faculty Liaison, the USNA Lead SARC, key members from the SHAPE/GUIDE midshipmen leadership, and leadership in the Commandant's Staff help guide strategic discussions and implement key initiatives as appropriate.
1.10 Discuss steps taken to develop and implement framework to capture prevention efforts for (and gaps in) all pre-entry pathways for Service members at the MSA.
All pre-entry pathways to the Naval Academy are subject to the highly exhaustive admissions processes and candidates receive varying degrees of prevention training depending on their source. All plebes take a survey during Plebe Summer aimed to measure their attitudes and beliefs to establish a class baseline that informs SHAPE curriculum areas that need more or less focus.

Enclosure 3: United States Air Force Academy Self-Assessment





DEPARTMENT OF THE AIR FORCE
WASHINGTON DC

OFFICE OF THE ASSISTANT SECRETARY

December 19, 2018

MEMORANDUM FOR UNDER SECRETARY OF DEFENSE (PERSONNEL AND READINESS)

FROM: Assistant Secretary of the Air Force (Manpower and Reserve Affairs)

SUBJECT: Annual Report on Sexual Harassment and Violence at the Military Service
Academies; Academic Program Year 2017 – 2018 (USAFA)

In accordance with Section 532 of the John Warner National Defense Authorization Act for Fiscal Year 2007, attached is USAFA's Sexual Harassment and Violence Self-Assessment Report covering Academic Program Year June 1, 2017 through May 31, 2018.

Our report details an update on USAFA's plan of action to promote responsible alcohol use, to reinvigorate prevention programs regarding sexual assault, sexual harassment, and other readiness-impacting behaviors. Finally, USAFA endeavors to enhance a culture of respect and improve sexual assault and sexual harassment reporting.

The USAF POC for this report is Brig Gen Michael Martin, AF/A1Z, (703) 693-6699.

A handwritten signature in blue ink, appearing to read "SJM", is positioned above the name "SHON J. MANASCO".

SHON J. MANASCO
Assistant Secretary
(Manpower and Reserve Affairs)

Attachment:
As stated

cc:
USAFA/CC
SAF/GC
AF/A1
AF/JA

United States Air Force Academy (USAFA)

The following section requests an update on the Plans of Action submitted in response to the Office of the Under Secretary of Defense for Personnel and Readiness June 2017 Memorandum. Additionally, the following section requests an update on the status of assigned tasks from the Sexual Assault Prevention and Response Strategic Plan "Task List."

1. Promote Responsible Alcohol Choices – To produce changes in attitudes and behaviors related to alcohol use, as well as change the context in which alcohol use occurs, the MSAs will submit plans to address attitudes and behavior around alcohol use and misuse.

1.1 Summarize and list new and existing responsible alcohol choices training programs.

The Peak Performance Center (PPC) and Substance Abuse Prevention Services (SAPS) clinic provides cadets with alcohol assessments, psychoeducational materials, and regularly conducts outreach to proactively address responsible alcohol consumption. During AY 17-18, staff were involved in multiple alcohol prevention outreach initiatives. Many of these events were specifically requested by Air Officers Commanding (AOC) to brief responsible drinking skills to cadets in their squadrons. SAPS staff provided holiday outreach in the dormitory, encouraging the creation of a safe plan in the event alcohol consumption was a part of their holiday plan. This initiative reached approximately 300 cadets. Additionally, a newsletter was distributed during the month of March, in coordination with the Outreach and Prevention Element, to all cadets highlighting responsible drinking skills prior to spring break. Also in March, Professional Ethics and Education Representatives (PEERs) held an outreach event, utilizing an interactive and hands-on approach to engaging nearly 400 cadets. During AY 17-18, over 2,100 cadets received alcohol education through outreach initiatives.

More recently the SAPS clinic has partnered with the Sexual Assault Prevention and Response Office to offer Interpersonal Skills Training (IST) to the Cadet Third Class (C3C) cohort. The SAPS clinic provides alcohol education to cadets about responsible drinking, the impact of alcohol use on relationships, and overall health. In addition to outreach and prevention initiatives delivered by the SAPS clinic, there are other trainings and education provided to the cadets indirectly or directly addressing responsible alcohol use and behaviors consistent with officers. A more detailed discussion of training is outlined in question 1.9 of this document.

Samples of Training Overseen by the Curriculum Department:

The Cadet Fourth Class (C4C) cohort receives training via the Commissioning Education 100 course. Additionally, Fourth Class Living Honorably Education focuses on self-control, delayed gratification, and discipline. Furthermore the incoming C4C cohort received Cadet Healthy Personal Skills (CHIPS) during Basic Cadet Training (BCT). CHIPS is an evidenced based prevention program focused on mitigating sexual assault through social skills training.

The Cadet Third Class (C3C) cohort receive Cadet Supervisor Training (CST) in which cadets learn how to effectively supervise and mentor C4C cadets, they also receive Cadet Bystander Intervention Training (cBIT) in which they explore topics such as personal responsibility and leadership expectations of caring for others, and Third Class Living Honorably Education where cadets learn how to model principles of living honorably and continue their interpersonal development as a leader.

The Cadet Second Class (C2C) cohort receive training on the principles of a team, impact of a team on culture and leadership responsibilities which include how to treat others. Social Decorum Training is a comprehensive training program, which provides cadets an opportunity to learn correct protocol in social and business settings. Lastly, C2Cs receive Second Class Living Honorably Education similar to the C3C cohort. This training builds upon the C3C Living Honorably Education, and focuses on

moral development, living honorably in their daily lives, and continue to develop leadership competencies.

The Cadet First Class (C1C) cohort receive Commissioning Education 400 which includes modules on human relations, diversity, discrimination, and sexual harassment. Additional trainings includes Instilling and Modeling the Profession of Arms and Character in a Team, SAPR for leaders, and Gender Forums.

Note: The list of education/courses above is not comprehensive. Additionally, while many of the trainings above are not designed to focus solely on responsible alcohol decisions, the curriculum does focus on elements and characteristics of responsible decision making skills.

1.2 Discuss additional implementation plans required to deploy the curriculum, including training for permanent party staff.

Staff from SAPR and JA created and conducted training for bartenders at the cadet area bar, Haps, about bystander intervention and laws concerning sexual assault and intoxication after learning of a reported sexual assault that took place during the midst of heavy drinking at Haps'. Post incident after-action recommendations were discussed at the training as well as potential policy/procedural changes to help prevent similar incidents in the future. The training discussions ultimately led to policy changes discussed in Section 1.3 below. USAFA SAPR also utilizes the Bystander Intervention Training (BIT) for Alcohol Servers which was developed by the Air Force.

1.3 Summarize efforts to review and list any changes made to the institution's alcohol policy.

In response to the SECDEF's focus on promoting responsible alcohol choices and in light of a recent USAFA case, which began at the on-campus cadet bar (Haps') during AY 17-18, USAFA instituted several alcohol policy changes to promote responsible drinking and prevent binge drinking.

Completion happened in early AY 18-19. Those policies include:

- Cadets are no longer permitted to purchase wine by the bottle (only by the 5 oz glass).
- Cadets are no longer permitted to purchase buckets of beer.
- The serving size for beer is reduced from 24 oz to 12 or 16 oz
- Cadets can only buy 2 drinks at a time, which is designed to increase the interaction between servers and cadets, so that servers can better evaluate an individual's sobriety before serving additional drinks.
- Haps' also increased the amount of supervision on Thursday nights (the most attended night) to increase their ability to observe interaction among cadets and intervene when necessary.
- If a bartender refuses service to a cadet who appears intoxicated, they are authorized to provide non-alcoholic drinks and food to the cadet free-of-charge.

1.4 Discuss the office identified to have the primary responsibility to collect data, analyze results, regularly brief on progress, and recommend courses of action to leadership.

The Cadet Discipline Department collects, maintains, and reports alcohol-related incident trends to leadership. The PPC tracks trends based upon clinical encounters through client self-report and Personal Ethics and Education Representative (PEER) consultations, but such data is not comprehensive and is not used to draw conclusions exclusively. The PPC also works with the Cadet Wing to integrate questions into the Commandant's Special Interest Survey, which informs senior leadership, cadet leadership, and cadets about issues that affect the cadet wing.

The Violence Prevention Integrators (VPIs) also collect data about many topics including alcohol use and/or abuse to inform their efforts to address interpersonal and self-directed violence. The VPIs examine shared risk factors for multiple topics that may affect cadets and inform leadership about progress and recommendations through the Community Action Board (CAB) and the Community Action Team (CAT).

1.5 Discuss new and existing milestones and metrics used to assess new and ongoing alcohol programs.

The Military Service Academy (MSA) DEOMI Organizational Climate Survey (DEOCS) and the Health and Wellness section of the Commandant's Special Issues Survey both have sections about alcohol use. The Spring 2018 Commandant's Special Issues survey indicates that roughly 6% of cadets self-report that they have experienced issues, problems or difficulties with "alcohol or other drug use", 98% of cadets indicate that they have received information about "alcohol or other drug use" and 4% would like to receive more information about "alcohol or other drug use." These percentages are essentially unchanged from the first time the Health and Wellness section was administered as part of the Commandant's Special Issues survey in 2016, roughly 5% of cadets self-report that they have experienced issues, problems or difficulties with "alcohol or other drug use", 97% of cadets indicate that they have received information about "alcohol or other drug use" and 3% would like to receive more information about "alcohol or other drug use."

2. Reinvigorate Prevention – To reduce sexual assault, sexual harassment, and other readiness-impacting behaviors, the MSAs will work with their respective Military Service's sexual assault prevention and response leadership to ensure the Academies' sexual harassment, hazing, and bullying prevention efforts are integrated with the overall sexual assault prevention program.

2.1 Summarize and list new and existing prevention training initiatives.

USAFA implements awareness, response and prevention training and education throughout a cadet's four years at the Academy. The prevention education and training reflects the Academy's Officer Development System and the Personal, Interpersonal, Teams and Organization (PITO) model that develops officers with responsibilities, skills and knowledge.

During AY 17-18, following the investigation and discipline of several cadets on the USAFA Lacrosse team, members of the Lacrosse team worked with Cadet Wing leadership, subject matter experts (SMEs) in the Dean of Faculty, and JA to develop hazing prevention training called Hazing Education and Prevention Program (HEPP). The team of cadet trainers met with all cadets in their squadrons to present lessons learned from their experience, but also to train them on the DoD definitions of hazing. The training was interactive and consisted of several scenarios in which cadets discussed whether the behavior amounted to hazing under the legal definition. In addition, the USAFA Athletic Department (AD) is currently undergoing a third-party review by Collegiate Associates to evaluate the culture and climate in AD and offer USAFA recommendations concerning areas of improvement – the issue of hazing is one of the reviewer's focus areas.

During the first year (fourth class cadet year), cadets receive information and awareness briefings within the required 48 hours of first reporting to USAFA. Sexual assault prevention education begins with a three-hour SAPR Basic Cadet Training (BCT) that occurs within the first 10 days of BCT. Additionally, fourth class cadets (C4C/four degrees) receive a subject matter expert guest speaker who addresses cadets' role in preventing sexual assault. USAFA conducted the first-ever randomized control trial study of an evidence based prevention program, the life skills program Cadet Healthy Personal Skills (CHiPS). The CHiPS training was developed academic year 16-17 and implemented with half of the BCT/C4C class the current academic year. The initial three-month follow-up showed promise of reducing sexual violence. The 12-month follow up will be conducted in the summer of AY 18-19 and will give more definitive results at the end of the calendar year.

During the second year (third class cadet year), cadets receive the cadet Bystander Intervention Training (cBIT) the summer before their third class cadet (C3C/three degree) academic year. This year the development of responsible alcohol choices training was coordinated with the PPC and will be implemented with three degrees in the summer of 2018 in accordance with the Secretary of

Defense Directive for responsible alcohol choices. Three degrees also attend a presentation by an external subject matter expert during the year who reiterates their role as potential bystanders.

During the third year (second class cadet year), sexual assault prevention training focused on prevention in their military training, leadership training, and Behavioral Science 310 courses. The inclusion of Healthy Relationships Training (HRT) for second class cadets (C2C/two degrees) is being developed for implementation next academic program year. Two degrees also attend a briefing from a subject matter expert on response to victims and trauma informed leadership.

During their final year (first class cadet year), first class cadets (C1C/first class cadets) attend a training session by attorney Anne Munch, a subject matter expert who focuses on their role as leaders and how social learning impacts all leaders when it comes to sexual assault prevention. This session has historically ranked high in the cadet evaluation of SAPR trainings. USAFA has worked with the Headquarters Air Force Integrated Resilience Office (HAF/A1Z) to develop a green dot based training specific for cadets. Several focus groups and site visits have been conducted to ensure the new training will be specific to cadets at USAFA. Though the development and curriculum has been delayed, the final version of Green Dot Training for cadets will be delivered in AY 18-19.

The Athletic Department implemented HRT for all intercollegiate athletes. The program was developed in collaboration with USAFA SAPR personnel, the legal office, and the Athletic Department. The training is in its third year and has shown some promise with athlete specific climate questions and qualitative follow-up. Formal evaluation of the program is scheduled for next academic year. The USAFA Athletic Department, in conjunction with SAPR and the Judge Advocate, developed a series of training modules to educate student-athletes on healthy relationship behaviors. The goal of this training is to improve mutual respect and communication and also to destigmatize asking for help. The training is broken up into three modules and delivered once a year in small groups within the sports teams. The modules cover topics such as dating, warning signs and red flags, consent, setting boundaries, qualities of good leaders, communication, and building a culture that prevents sexual assault. The training is conducted as a small group discussion that allows cadets to have honest conversations about their thoughts, beliefs, and experiences without defining "right answers". Additionally, the Cadet Wing, HRT trainers, and SAPR have been in discussions about how to expand the program to non intercollegiates. The Superintendent directed that Cadet Wing look into using this program with all cadets.

2.2 Provide implementation plans required to deploy the curriculum, train education providers, assess the quality of implementation, and understand its impact on behavior.

Response not provided

2.3 Discuss new and improvements to existing methods for preparation of permanent party staff to support prevention initiatives.

The SAPR office conducted brown bag lunch discussions with all Dean of Faculty (DF) departments throughout the fall semester. These sessions were used to address the drastic changes in the program's personnel, but also to address the permanent party's role in prevention. Though sessions were informal and allowed for open questions and discussions, specific objectives regarding DF personnel roles and responsibilities were met and determined for each event. Additionally, the SAPR staff briefed updates to the program and specifics about the Academy's SAPR office during a Dean's all-call with all faculty members.

The incoming cohort of Air Officers Commanding (AOCs) received a collaborative brief from the offices of SAPR, Office of Special Investigations (OSI), Special Victim's Counsel (SVC) and the Legal office. This one-hour panel discussion was scenario based and covered Academy specific information. Following the panel presentation, the USAFA SAPR personnel presented two-hours of

training and education about the role of commanders in response to sexual assault, prevention of sexual violence, use of climate feedback, differentiating awareness and prevention, and specifics about their role in sexual assault response and prevention within their squadron.

The cadet squadron leadership also received information about supporting prevention and survivors by attending mandatory training sessions. These sexual assault information sessions included topics such as the use of the DEOMI Organizational Climate Survey (DEOCS), Gender Forum lessons, and an update on the program changes and office-specific information at a Commandant's all-call. Additionally, in response to specific DEOCS items, SAPR staff recently proposed a leadership presence policy initiative requesting the Superintendent, Commandant of Cadets, Dean of Faculty, and the Athletic Director each attend one of the mandatory cadet subject matter expert presentations. The proposal also requests that each cadet group leadership position – all AOCs and Academy Military Trainers (AMTs) – attend one session. Expected completion of this proposal will be AY 18-19.

2.4 Discuss the activities and responsibilities of the office or entity assigned to track the results of prevention initiatives, coordinate with various stakeholders, and report to the Superintendent.

USAFA has two positions for Violence Prevention Integrators (VPIs). One of the positions is charged to track and coordinate prevention initiatives for the Cadet Wing and one focuses on the permanent party. The two positions have not been filled consistently since their inception over two years ago. The VPIs will track results of prevention initiatives and coordinate with stakeholders such as Family Advocacy Program (FAP), Chaplains, Military Family Life Counselors (MFLC), Alcohol and Drug Abuse Prevention and Treatment (ADAPT), Peak Performance Center (PPC), and Mental Health. Currently the positions report to the USAFA Sexual Assault Program Manager/Lead SAPR Coordinator who reports directly to the Vice Superintendent.

The SAPR program has an analyst who will have the focus of analyzing the outcomes of training and education, surveys and focus group results, and reports and prevalence data to inform leadership and provide feedback to prevention efforts. This position has been multi-tasked with the rebuild of the office but now has the ability to focus on tracking and assessing data for the SAPR program.

3. Enhance Culture of Respect – To establish and promote continuing respect between cadets and midshipmen, the MSAs will take steps to review and revise their indoctrination training, military education, academic programs, and permanent party in-service and preparatory programs wherever practicable to advance a MSA culture free from sexual harassment, hazing, and bullying, and communicate expectations for appropriate conduct related to social media.

3.1 Discuss efforts and plans to address command climate overall and specifically to target the problem areas described in the directive.

To address command climate overall and specifically target the problem areas USAFA has implemented the following efforts:

Community Action Team (CAT): In its capacity, the CAT brings together all of the helping agencies on a monthly basis to focus on the full spectrum of issues that cadets deal with in their lives at USAFA. The collaboration between all of the helping agencies covers counseling, religious respect, healthy relationships, SAPR issues/victim care, Equal Opportunity (EO), specific concerns from the Athletic Department, squadron human relations, climate issues, hazing, and retaliation concerns. Moreover, the tactical execution arm of the CAT is the Helping Agencies Resiliency Team for Cadets/Cadet Candidates (HeART-C). It aims to align and integrate helping agency services and equip leaders at all levels to strengthen cadet organizational, personal, mental, physical, social, and spiritual well-being. Cadets from the PEER Program attend the CAT to enhance the collaboration between cadets at the squadron level and the permanent party. Additionally, the Cadet Wing Major Training Events (MTE), Public Affairs (PA), and support staff attend to assist with immediate concerns and bring a current perspective to the CAT.

Cadet Respect Initiative: This initiative is conducted by the Cadet Wing Character staff. Cadets modeled their initiative after USMA's program in which the squadron, group & wing character staff address focus items from across the Cadet Wing to discuss. This need originated from within the squadron and reverberated across the Cadet Wing, has been validated by the Military Service Academy (MSA) DEOCS. Survey participants repeatedly requested the ability to discuss topics concerning race, ethnicity, gender, religion, and sexual orientation. The Character Staff will conduct a beta test over the Fall semester and implement phase one during the Spring semester to allow for adequate feedback and course corrections.

Awareness and Unconscious Bias Training to Cadets, Faculty, and Staff: Participants included the cadet cadre, Cadet Wing basic cadet training staff, the Cadet Wing, senior leadership and staff, and USAFA faculty and staff. These members received training to address awareness and unconscious bias. Training objectives included the official Air Force definition of diversity and its components, and to highlight that the Air Force position that "Diversity is a Necessity." These interactive sessions focused on audience participation and discussions to identify and provide tools to address bias (self and others), micro aggressions, and the origin and cycle of such behaviors. Additionally, it highlighted impact versus intent, and perception versus reality linked to bias.

USAFA Staff Implicit Bias and Awareness Training: This training was provided to directors and vice directors during an air-staff meeting. Professor Bell of the University of Colorado in Colorado Springs (UCCS) visited USAFA to present the topic of implicit bias training to the staff. Dr. Bell discussed the differences between explicit and implicit bias and shared insight on how implicit biases and stereotypes interfere with decision making by leaders and the impacts on job advancement, promotions, and team cohesion. Staff members were educated on biases and stereotypes in order to share this information with cadets. Additionally this training allows them to reflect on ways they may be inadvertently biased and how this affects the learning environment for cadet.

Professional Development Workshops for Faculty, Staff, and Coaches: The objective of these workshops were to provide permanent party the tools needed to advance a culture free from sexual harassment, hazing, and bullying while actively creating a safe and inclusive environment for all.

- The Culture, Climate, and Diversity (CCD) office funded a three-day workshop for 11 USAFA participants (faculty, staff, and coaches) to the Knapsack Institute at the University of Colorado in Colorado Springs (UCCS). The Knapsack institute is an interactive and collaborative institute that looks at teaching and learning through a social justice lens. The workshop provided participants with education on teaching about privilege and oppression.
- The CCD office sent one employee to attend the Forum on Workplace Inclusion Conference (10-12 April 2018). This forum explained the tools needed to create an open and inclusive environment within a group setting. The attendee presented information learned at the conference with fellow employees at USAFA to provide future implementation on workplace inclusion.
- The National Conference on Race and Ethnicity (29 May-2 June 2018) was the third conference offered to staff during the year by the CCD office. This conference provided training on navigating problem areas related to racial and ethnic inclusion. Two faculty members were selected to attend and they returned to brief information learned to fellow faculty and staff members at USAFA.
- The CCD sent five attendees to attend a Diversity 4.0: A Creative Experience in Transformative Leadership. The attendees developed their understanding of leadership as it applies to culture and diversity and how they approach working with cadets.

USAFA reestablished the Chair of the Superintendent's Diversity Council. The Chief Diversity Office (CDO) chaired the Superintendent Diversity Council meetings (Jul 17, Dec 17 and Feb 18) which brought together a working group of leadership representatives from each mission element, subject-

matter experts, and cadets for the express purpose of discussing and collaborating on issues of diversity and inclusion. This council provided a forum to address strategic issues and opportunities and reported them to the Superintendent.

Town Hall - Diversity and Inclusion Discussion by cadets, faculty and staff: This town hall provided a forum for critical discussions by a total of 150 cadets, faculty and staff. Current issues relating to culture, climate, and inclusion were highlighted. Faculty-led discussions included the events leading up to and after incidents in Ferguson, MO, and Charlottesville, VA.

“Virtual” Unconscious Bias Training Initiative, Trial Presentation for Possible Contract (23 Aug 18): This new training will be provided to a target group of USAFA members to determine if the virtual training could be effective and useful in future diversity and inclusion training sessions for the USAFA cadets and staff. This trial session will be facilitated by an unconscious bias and micro aggression expert in this field, Dr. Dena Samuels (<http://denasamuels.com/>). This training incorporates interactive and virtual reality simulation engagements for participants. The program has received a positive response from other institutions. In the CDO’s effort to move forward with unconscious bias and micro aggression training, she will review the feedback and process to determine if integrating or customizing virtual reality training is feasible as it applies to USAFA.

3.2 Discuss new and existing methods used to evaluate and assess implementation and outcomes of programs developed to reinvigorate prevention and enhance a culture of respect.

Ethics and Respect for Human Dignity (ERFHD) Team: Responding to recommendations from our accreditors, USAFA began an effort in 2014 to consolidate our list of 21 institutional outcomes. The effort was completed in the Spring of 2016 with the approval of nine institutional outcomes. Three of the previous outcomes (Ethical Reasoning in Action, Respect for Human Dignity, and Ethics and the Foundations of Character) were consolidated to one ethics-oriented outcome: Ethics and Respect for Human Dignity. As part of this process, a team comprised of USAFA Cadet Wing members and Dean of Faculty staff, ERFHD Outcome Team, developed a set of thirteen “proficiencies” that serve as specific, assessable guides for teachers and trainers to use in developing a curriculum that contributes to cadet progress. These proficiencies were approved by the Academy Board in the Fall of 2016. The inaugural curriculum and assessment period for the new outcome scheme was effective with the 2021 graduating class which entered the institution in June of 2017.

From June 2017 to December 2017, USAFA provided cadets with numerous discrete learning experiences across all of the 13 proficiencies under the ERFHD Institutional Outcome. To measure the effectiveness of these learning experiences, instructors and trainers employed a variety of quantitative and qualitative assessment measures, instruments, and rubrics. The ERFHD Outcome Team also began the process of collecting holistic data on the cultivation of character, which we provide here as a way to capture (much more directly in some cases) a picture of cadet progress concerning ethics, character, and respect. We frame this summary as the answers to three questions:

- Do the programs of academic and military instruction intentionally contribute to the cultivation of officers of character?
- Do the programs of academic and military instruction measurably contribute to the cultivation of officers of character?
- Given the answers to these first two questions, what are the ERFHD Outcome Team’s plans for the next cycle of learning and assessment?

The report, covering just the period of June 2017 through December 2017, should be understood as a “beta-test” that will lay the groundwork for a more comprehensive regular and annual report in the future. The goal of this analysis is to provide a starting point for curriculum development and assessment that will be useful for future teachers, trainers, and leaders.

Additionally, USAFA continues to review the Military Service Academy (MSA) DEOCS and Sexual Assault Gender Relations (SAGR) survey/focus group results to implement necessary changes in curriculum, messaging, and awareness and prevention efforts.

4. Improve Sexual Assault and Sexual Harassment Reporting – To instill a culture of reporting sexual assault, harassment, and other misconduct, the MSAs will review the findings of previous MSA reports and provide a plan to reduce barriers to reporting within the Academies.

4.1 List and describe efforts to encourage greater sexual assault reporting.

In addition to the Safe-to-Report policy discussed in response to Question 4.2, USAFA began a focused search for additional platforms to supplement our current reporting processes.

In AY 17-18, members of the USAFA SAPR office visited the headquarters of Callisto®, a web-based platform used by approximately 20 civilian universities to provide information and sexual assault reporting capabilities (as well as a unique matching function) with a user friendly website. The visit was conducted after several cadets and faculty members suggested that USAFA consider implementing this program. USAFA/JA completed a legal review of the platform in April 2018 and found no significant legal barrier to USAFA's use of the platform. As of the date of this document, USAFA is still in the acquisition phase and hopes to launch Callisto® in AY 18-19. It is worth noting that due to DoD reporting requirements, cadets will not be able to file an official report via Callisto®, but the platform will provide cadets the ability to obtain information, store information about their perpetrator/alleged assault, and contact SAPR personnel using a web-based system.

4.2 Describe any updated Academy policies that pertain to sexual assault reporting.

On 8 May 2018, the Commandant of Cadets published the Safe-to-Report policy in an effort to clarify USAFA leadership's position concerning the handling of victim and witness collateral misconduct. The policy initiative was in response to concerns expressed by victims (supported by anecdotal evidence from SAPR/SVC and data collected in various studies and surveys) that a significant barrier to reporting a sexual assault was concern that they would be punished for various types of collateral misconduct. Prior to the Safe-to-Report policy, USAFA utilized an unwritten "lighter-later" philosophy, in which discipline for collateral misconduct by victims would be delayed pending the outcome of the sexual assault investigation/disposition and, after considering the unique facts and circumstances of a given incident, might be less than the standard discipline for such misconduct. The issues expressed by cadets and the SVC concerning this philosophy was lack of awareness by cadets and that this was not codified in policy to offer specific guidance for appropriate discipline. Although there are some guidelines outlined in Air Force Instruction 90-6001 regarding collateral misconduct, this policy memo specifically states that a cadet who reports a sexual assault will not be prosecuted for collateral misconduct violations of Air Force Cadet Wing Instruction 36-3501, Cadet Standards, involving alcohol use or possession, consensual intimate behavior in the cadet area, unprofessional relationships, or cadet-area limits restrictions.

This philosophy is now codified in the Safe-to-Report policy, which provides victims and witnesses with greater certainty and clarity concerning collateral misconduct while still allowing commanders to maintain good order and discipline. This policy now affords "amnesty" for the most common forms of collateral misconduct, while still allowing commanders to take action when aggravating circumstances exist. The policy was modeled after the United States Naval Academy (USNA) policy, which was highlighted by DoD SAPRO in the AY14-15 MSA Report and is consistent with civilian university amnesty policies enacted by statute in various states (e.g. Texas and New York).

The Commander's Intent memo, which accompanied the policy also reinforced that retaliation, reprisal, ostracism and maltreatment against victims would not be tolerated.

<p>Finally, both prior to and following the release of the Safe-to-Report policy, the SVC had coordinated with USAFA/JA when questions arose concerning the applicability of the policy and/or whether a victim would face discipline for certain collateral misconduct. USAFA/JA, on a case-by-case basis, raised these concerns to the Commandant so victims would have clarity on the impact of collateral misconduct before making an unrestricted report.</p>
<p>4.3 Discuss steps taken to improve sexual harassment reporting and/or use of Military Equal Opportunity resources to resolve issues of sexual harassment.</p> <p>The EO office established a satellite office within walking distance of the cadet dorms and many other personnel, allowing cadets to have a local helping agency readily available. Often it is most convenient for cadets' schedules to meet outside of the normal duty hours, therefore an EO staff member is readily available via on-call cell during and after duty hours.</p> <p>In addition, the EO office placed a special emphasis on ensuring all leaders are aware of their Title 10 Section 1561 requirements to investigate allegations of sexual harassment, and report the complaint and results of the investigation to the General Court Martial Convening Authority (GCMCA) within the mandated timelines. The EO staff conducted targeted briefings during four Group AOC staff meetings. Group commanders, squadron commanders, and AMTs received additional information on the processing requirements. This briefing includes discussion of definitions, policy requirements, and resources and options available for resolution and reporting.</p> <p>The EO office solicits reporting of any EO complaints worked within the unit, including sexual harassment complaints, and provide the leaders with the Title 10 Section 1561 excerpt. Finally, the EO staff developed a sexual harassment hotline poster and it was posted in high traffic areas within the Cadet Wing.</p> <p>Any time a commander or supervisor contacts the EO office and relays that they may have a sexual harassment complaint, EO personnel provide them the requirements for investigating and reporting sexual harassment complaints to the GCMCA, and offer to serve as subject matter experts during the investigation.</p>
<p>4.4 Provide the status of any updates to sexual harassment training.</p> <p>During APY 17-18, there have not been any updates to the training prescribed to EO professionals as mandatory training to Air Force personnel, such as the Sexual Harassment Awareness Education lesson plan and other human relation education lessons taught during newcomer's orientation. Internal to USAFA, the EO office placed a special emphasis on ensuring all leaders are aware of their Title 10 Section 1561 requirements to investigate allegations of sexual harassment and report the complaint and results of the investigation to the General Court Martial Convening Authority (GCMCA) within the mandated timelines. This is emphasized during all Key Personnel Briefings and every month when the EO office solicits reporting of any EO complaints worked within the unit to include sexual harassment complaints.</p> <p>The EO staff conducted special training for the AMTs in regards to sexual harassment. The training targeted the definitions, roles and responsibilities, and the EO office's services. In February 2018, the EO Director reviewed the basic cadet training (BCT) curriculum and determined the EO and SAPR offices needed to do a separate training for their respective agencies. The 1.5 hour EO lesson plan was researched and written. It was presented during the 2018 BCT and met with very positive comments.</p>
<p>4.5 Discuss new and existing metrics used to track efficacy of sexual assault and sexual harassment policies.</p>
<p>Response not provided</p>

The following section lists Observations from the APY16-17 MSA Report and Tasks from the DoD SAPR Strategic Plan “Task List.”

1. Observations and Tasks

1.1 Discuss strategic dialogue accomplished this academic program year with MSA Leadership to facilitate exchange of SAPR best practices.

In conjunction with COSAS, USAFA/JA participates in biannual Service Academy Legal Team (SALT) meetings to discuss issues common to FSAs and exchange ideas. In AY 17-18, USAFA/JA led discussions concerning sexual misconduct policies, particularly policies in place at MSAs that prohibit cadets/midshipmen from engaging in “intimate behavior” on base. USAFA/JA also led discussions concerning collateral misconduct policies, closed-circuit cameras in common areas, and healthy relationships training.

1.2 Provide details on the strategic communications plan and social marketing campaign that was developed for the rebranding referred to in the USAFA Plan.

At the beginning of AY 17-18, the interim SAPR Program Manager created a communications plan with the USAFA Communications Management (USAFA/CM) office to address the unprecedented staff turnover and the media attention USAFA received. This communications plan included several blogs to address the aforementioned issues and to ensure that victim care is USAFA's number one priority and will be continued with interim staff in place.

USAFA SAPR also coordinated efforts with USAFA/CM through conducting the first annual Pathways to Thriving Summit on 9-10 Apr 18, hosted by the Superintendent. The summit welcomed current and former cadets, graduates, and community members who wanted to learn more about sexual assault prevention and support victims of sexual violence. The summit allowed attendees to learn and share with USAFA leaders, survivors, and subject matter experts. It included large-forum guest speaker events, breakout sessions, and a discussion for USAFA's way forward on this topic. Along with planning the summit, the SAPR office served as panel members during one of the breakout sessions. Other breakout sessions included a history of SAPR, a panel of OSI, SVC and legal offices, an introduction to Healthy Relationships Training (HRT), the neurobiology of trauma, and a cadet panel of survivors. The office staff also facilitated world café groups for the 110 attendees as they were split into groups in order to collaborate and present their ideas and solutions on the subject of sexual assault and prevention to the Superintendent.

Throughout the academic year, the SAPR office periodically published newsletters titled “Washroom Wisdom” and posted the publication in restrooms and other various locations around USAFA. The newsletters provided information about upcoming events, introduced new staff members, created a new anonymous question-asking forum via mobile phone ‘QR’ code-scanning technology, and much more.

The SAPR office also conducted brown bag lunch discussions with all Dean of Faculty (DF) departments throughout the fall semester, addressing the drastic changes in the program's personnel as well as the permanent party's role in prevention. Sessions were informal and allowed for open questions and discussions, however, DF specific responsibilities and objectives were determined and met for each event. Additionally, the SAPR staff briefed updates to the program and specifics regarding the Academy's SAPR office during a Dean's all-call to faculty members.

Future strategic communications plans include a USAFA SAPR video series. This 7-part video series will highlight USAFA's SAPR program, and the forward-leaning approach this institution has embraced in its victim advocacy, prevention education, training, and outreach services. The targeted audience for these videos will include current and future USAFA cadets, current and future USAFA parents, members of Congress, military leadership, and the general public. The goal of these videos will be as

follows: communicate how the USAFA educates and collaborates to respond to and stop sexual assault; provide gender-inclusive, culturally competent and recovery-oriented response services; face its sexual assault history honestly and openly; reach out to survivors to hear their stories and provide support; and work ardently to learn from past mistakes. Expected completion of this series is planned for early AY 19-20.

1.3 Discuss steps taken to ensure that administrative records that support Unrestricted and Restricted reporting follow privacy, security, and records management policies.

On 23 Feb 18, the USAFA Superintendent sent a memorandum to all individuals that support victims reinforcing the Privacy Act and guidance in AFI 90-6001 as well as outlining expectations concerning the safeguarding of victims' privacy. All individuals were required to acknowledge receipt of the memorandums. All memorandums are maintained on the USAFA SAPR SharePoint site where commanders and supervisors have access to load any updates.

1.4 Discuss steps taken to publicize sexual harassment reporting resources.

USAFA/EO uses publications and multiple EO training sessions to publicize harassment reporting resources:

Visual Publication: Bulletin board items, which are a compilation of the USAFA Superintendent's Equal Opportunity & Treatment and Sexual Harassment Emphasis policy letters, USAFAVA 36-2701, 19 Jan 2018, our local EO flyer, and the Air Force Discrimination & Sexual Harassment hotline flyer, are sent out to all USAFA and GSU unit leaders for dissemination with their organizations.

Additionally, all of these items are provided to all AOCs/AMTs during their Key Personnel Briefings (mandatory EO briefing provided to commanders, first sergeants and pertinent other key leaders within 60 days of appointment to their key positions).

Compliance with the AFI 36-2706 requirement that USAFA/EO publicize the EO program is inspected annually during the by-law inspection conducted by USAFA/IG. Compliance is determined by random spot inspections looking for the bulletin board item(s) in units and other base organizations in high-traffic areas.

Auditory Publication: EO Specialists provide information related to addressing and reporting sexual harassment during mandatory EO training sessions and many of the "upon-request" training sessions requested by USAFA Cadet Wing leaders. The training sessions include, but are not limited to, the following:

- BCT Helping Agency briefing (15 mins) – initial introduction to EO program
- BCT EO training session (1.5 hrs)
- International Cadets EO Briefing (45 mins) – initial orientation to EO program
- Casual Lieutenant EO Briefing (30 mins)
- Refresher Training sessions (time varies) – requested by AOCs for cadets who have violated EO policies and need assistance with growth in this area of leadership development.

The cadets are provided training specific to their infractions and needs based on feedback provided to EO directly from the AOC. Often the training is conducted one-on-one with an EO Specialist. Some cadets are required to attend two or more sessions and/or research and present EO related presentations to their organizations related to their violation.

1.5 Discuss the status of the Memorandum of Understanding (MOU) with Memorial Hospital. If the MOU is not complete, please discuss the actions planned to complete it.

The MOU between Memorial Hospital and USAFA was completed and signed by both parties. A copy of the MOU can be reviewed in the supporting documents section.

1.6 Discuss steps taken to identify a single point of contact that gathers data from a variety of sources, conducts overall program evaluation, and makes recommendations to the Superintendent based on that data.

USAFA has two positions for Violence Prevention Integrators (VPI). One is dedicated to coordinate prevention initiatives for the cadet wing and one focuses on the permanent party. The two positions have not been filled consistently since their inception over two years ago. The VPIs will track results of prevention initiatives and coordinate with stakeholders such as Family Advocacy Program (FAP), Chaplains, Military Family Life Counselors (MFLC), Alcohol and Drug Abuse Prevention and Treatment (ADAPT), Peak Performance Center (PPC), and Mental Health. Currently the positions report to the Direct Reporting Unit Sexual Assault Program Manager/Lead SAPR Coordinator who reports directly to the Vice Superintendent.

The SAPR program has an analyst who will have the focus of analyzing the outcomes of training and education, surveys and focus group results and report and prevalence data to inform leadership and provide feedback to prevention efforts. This personnel has been multi-tasked with the rebuild of the office but now has the ability to focus on tracking and assessing data for the SAPR program.

1.7 Discuss the process established and implemented to provide Academy Defense Equal Opportunity Climate Survey results to Air Officers Commanding, and the process established and implemented to prepare them to understand results and prepare action plans to address challenges.

Survey Results/Reports: The raw survey data results are received directly by the Office of People Analytics (OPA) at the Defense Equal Employment Opportunity Institute (DEOMI) from participant submissions. The DEOMI Equal Opportunity Climate Survey (DEOCS) reports are compiled and provided to USAFA/EO from DEOMI. The reports are also sent directly to the SARC, AOCs, the Commandant of Cadets, and additional leaders as approved by the Commandant of Cadets—typically, the Vice Commandant of Cadets, Vice Commandant of Culture & Climate, and the Director of Assessment and Research.

Analyzing & Responding to Survey Results: Prior to the administration of the annual survey, USAFA/EO conducts a mandatory training session with all AOCs/AMTs. Cadet leadership is encouraged, but not required to attend the training session. During the training and throughout the survey administration process, leaders are encouraged to utilize a website titled Assessment to Solutions. The website is a tool to assist commanders with developing action plans based on survey results and is directly geared to mirror the permanent party DEOCS, but has information that is still useful to leaders relating to the military service academy (MSA) DEOCS. After receipt of the reports, USAFA/EO contacts the AOCs and offers to provide follow-up services. When requested, the results of a squadron survey will be reviewed by the squadron leadership and an EO professional, who provides feedback from their own analysis of the report and offers pertinent recommendations and services to assist after actions.

1.8 List and discuss steps taken to develop a sexual assault prevention orientation program at MSA for second-year cadets.

Cadet Bystander Intervention Training (cBit): SECDEF and Air Force mandated training to address bystander intervention. Small group scenario based discussions address how to identify the need for intervention and the three Ds (direct, distract, delegate) used to intervene safely and successfully. Setting up “what would you do” scenarios, cadets will explore personal responsibility and leadership expectations of caring for others and setting Air Force standards. 90 minutes.

1.9 Discuss steps taken to ensure the curricula outlines honor, respect, and character development as pertaining to SAPR.

Curriculum is carefully developed with an emphasis on honor, respect, and character development. Training objectives and outcomes are clearly stated in all lesson plans. Curriculum is developed to appropriately shape leadership and supervisory capabilities based upon cadets' cohort.

Fourth Class Cadet Curriculum

Fourth Class Living Honorably Education: The purpose of this program is to engage Fourth Class Cadets in a classroom experience where they can (1) further their individual development in living honorably, (2) prepare for interpersonal leadership roles within the Honor System, (3) and continue their personal development towards a leader of character.

Commissioning Education 100 (CE 100): Commissioning Education provides the basic and essential knowledge, skills, and abilities needed to ensure success for all new Air Force officers upon entry to commissioned service in accordance with AFI 36-2014, Commissioning Education Program. CE 100 lessons contribute to Officership 100 objectives (a developmental effort integrating character development, Commissioning Education, and Behavioral Science and Leadership academic coursework) and are scheduled in sequence with Officership 100 lessons. Sexual Assault Prevention - Know the components of sexual assault prevention, Comprehend the problem of sexual assault and the impact it can have on the individual, the unit, and the Air Force.

Introduction to Living Honorably in the Profession of Arms (ILHPA): The purpose of this program is to engage Basic Training Cadets in a classroom experience where they can (1) begin their personal development journey in becoming a leader of character, (2) appreciate what it means to live honorably at USAFA via the Air Force Core Values and corresponding virtues, and (3) understand elements of the Honor Code and System in preparation to take the Honor Oath.

Developmentally Appropriate SAPR Subject Matter Expert: Flexible small or large group presentation or discussion delivered by subject matter expert. The session aligns with the SAPR Developmental Cadet Training Plan and addresses current needs of each cadet class as determined by local trends and assessments.

Character & Leadership 101: Four-degree Orientation to Character Effectiveness (FORCE): This workshop introduces Fourth Class Cadets to the tenets of effective followership. Through table-top discussions, videos, interactive exercises and facilitated discussions, cadets value being an effective follower in the Profession of Arms through the practice (1) being an effective follower (2) practicing self-management, (3) practicing commitment, (4) practicing competence, and (5) practicing courage, in the Profession of Arms. This program integrates with Behavioral Science 100 (academic course) and Commissioning Education 100 to meet the Foundational Level of the Leadership, Teamwork, and Organizational Management (LTOM) USAFA Outcome. This class is a graduation requirement.

Third Class Cadet Curriculum

Cadet Bystander Intervention Training (cBit): SECDEF and Air Force mandated training to address bystander intervention. Small group scenario based discussions address how to identify the need for intervention and the 3 Ds used to intervene safely and successfully. Setting up “what would you do” scenarios, cadets will explore personal responsibility and leadership expectations of caring for others and setting Air Force standards. 90 minutes.

Developmentally Appropriate SAPR Subject Matter Expert: Flexible small or large group presentation or discussion delivered by subject matter expert. The session aligns with the SAPR Developmental Cadet Training Plan and addresses current needs of each cadet class as determined by local trends and assessments. The third class year focuses on applying bystander intervention techniques, comprehending how to respond to and support victims and comprehending how to address retaliation. During AY 17-18 a social impact theater group called Pure Praxis delivered a presentation to the three degrees.

Third class Human behavior & Relationships In Varied Environments (THRIVE), Character & Leadership (CL) 202: The purpose of this program is to engage Third Class Cadets in a seminar

experience where they (1) participate in a personality assessment and (2) comprehend how different personality types affect leadership. The PITO Model Personal Competency (build personal awareness of strengths, developmental needs and impact on others) and Interpersonal Competency (promote mutual respect, fairness and dignity in interactions) are developed during this seminar. In one lesson the third class cadets will comprehend the 4 colors that make up personality temperaments, comprehend the joys, values, needs, and stressors of the 4 colors in the True Colors spectrum, comprehend their color spectrum, particularly their primary/dominant style and non-dominant style, apply the True Colors model for understanding self and others in interpersonal relationships that serve as the basis for enhancing communication and reducing conflict. This is a graduation requirement.

Third Class Living Honorably Education: The purpose of this program is to engage Third Class Cadets in a classroom experience where they can (1) model the principles of living honorably in the Cadet Wing, (2) prepare for their commitment to living honorably in the Profession of Arms, and (3) continue the interpersonal development as a leader of character. Lesson 2: "I Don't Think I'm Biased!" – Comprehend biases that could potentially hinder leading.

Second Class Cadet Curriculum

Developmentally Appropriate SAPR Subject Matter Expert: Flexible small or large group presentation or discussion delivered by subject matter expert. The session aligns with the SAPR Developmental Cadet Training Plan and addresses current needs of each cadet class as determined by local trends and assessments. The second class year will focus on an understanding of the results of climate surveys conducted with cadets at USAFA, becoming more confident in addressing local topics as leaders at the Academy and among peers and comprehending their personal role in SAPR. Last year the presentation was the Neurobiology of Trauma presented by 10 Air Base Wing Mental Health Director.

Instilling and Modeling the Profession of Arms and Character in a Team (IMPACT), Character & Leadership (CL) 202: The purpose of this program is to engage Second Class Cadets in a seminar experience where they can comprehend (1) the foundational principles of team leadership and (2) the role of a team leader as a steward of culture and climate in the Cadet Wing. With respect to culture and climate, cadets will comprehend team leadership responsibilities and how to oversee the desired attitudes and behaviors of the Cadet Wing. In one lesson the second class cadets will apply the Team Leadership Competencies to solve cadet-written scenarios, comprehend their role as stewards of culture and climate of the Cadet Wing. This course is a graduation requirement.

Social Decorum Training 300 (SDT 300): A comprehensive training program instructing cadets on the correct protocol for social and business situations (USAFAI 36-3537, Cadet Social Decorum, 25 April 2012). Second class cadets will comprehend proper social introductions, behavior when alcohol is available, social event planning, civilian dress standards, and written and verbal social communication skills.

Second Class Living Honorably Education: The purpose of this program is to engage Second Class Cadets in a classroom experience where they can (1) foster the moral development of the Cadet Wing as leaders of character, (2) apply the virtues of living honorably to their daily lives, and (3) continue their development of team competencies of tactical/team leaders. Lesson 1: Bouncing Back from Adversity – Comprehend resiliency when encountering adversity; Lesson 2: Making a Difference – Comprehend how positive and/or negative attitudes can impact culture and climate in a Squadron; Lesson 3: Achieving Excellence in Teamwork – Comprehend how to integrate personal and organizational excellence to effectively align with team outcomes Lesson 4: Defining Excellence: Mission & Vision – Comprehend mission, vision, and strategies to create buy-in.

Military Leadership Credit: Per United States Air Force Academy Curriculum Handbook (page 18 - 1-5, c.), it is a graduation requirement that each cadet must successfully complete leadership programs, one of which must be Military Leadership. Comprehend how the core values impact individuals, teams, and organizational commitment; Know how to identify organizational strengths and weaknesses and apply organizational improvement; Apply leadership TTPs at the element leader and above level in support of the mission; Apply leadership TTPs to enhance subordinate development; Comprehend the impact respect and dignity has on an organization.

First Class Cadet Curriculum

Commissioning Education 400: Commissioning Education provides the basic and essential knowledge, skills, and abilities needed to ensure success for all new Air Force officers upon entry to commissioned service in accordance with AFI 36-2014, Commissioning Education Program. Lesson 3: Human Relations in the Air Force - Know the importance of managing diversity and the concepts and consequences of discrimination and sexual harassment; Lesson 4: Human Relations in the Air Force, Case Studies - Know the importance of managing diversity and the concepts and consequences of discrimination and sexual harassment; Lesson 5: Religious Respect - Know the Air Force policy on religious accommodation and comprehend how to effectively administer Air Force policy on religious accommodation.

Developmentally Appropriate SAPR Subject Matter Expert: Flexible small or large group presentation or discussion delivered by a subject matter expert. The session aligns with the SAPR Developmental Cadet Training Plan and addresses current needs of each cadet class as determined by local trends and assessments. Last year the First Class Cadets received a presentation by Attorney Anne Munch, The Unknown Conspirator.

Instilling and Modeling the Profession of Arms and Character in a Team (IMPACT) II, Character & Leadership (CL) 402: The purpose of this course is to help First Class Cadets comprehend their role as stewards of a healthy culture and climate in order to establish trust, earn loyalty, and build commitment in the Cadet Wing. IMPACT equips First Class Cadets to use the Awareness, Reasoning, Decision, and Action (ARDA) model and (2). Regarding decision-making, cadets will understand the ARDA model to recognize alternatives among available options, respect the dignity of others, and use judgment to select the best alternative. This course is a graduation requirement. Cadets will comprehend the Awareness, Reasoning, Decision, and Action (ARDA) model; Cadets will comprehend their role as stewards of culture and climate of the Cadet Wing.

First Class Living Honorably Education: The purpose of this program is to engage First Class Cadets in a classroom experience where they can (1) lead the moral development of the Cadet Wing, and (2) prepare to be Leaders of Character in the Profession of Arms. Lesson 1: Pride Destroys, Humility Prevails! – Comprehend pride and humility in leadership positions and in personal life; Lesson 2: The Happiness Challenge – Comprehend how decisions can impact happiness and performance; Lesson 3: Power and Authority, The Struggle is Real – Comprehend power and authority and their importance as a leader; Lesson 4: Your Legacy Awaits...- Comprehend strategies to create a legacy of contribution in the operational Air Force; Lesson 5: Medal of Honor Speaker – Value how living honorably in the Profession of Arms is/was integral in combat and personal life.

All Cadet Year Curriculum Opportunities

In AY 17-18, the Department of Law Curriculum Committee approved the offering of an elective course titled, Law 495: Sex and the Law for the Fall 2018 semester. The course was proposed to offer cadets a deeper understanding of the law and societal issues concerning to sexual assault, gender/gender identity discrimination, and privacy rights. The official course description is below:

Law 495. Sex and the Law. This course uses the subject of sexuality to explore critical legal concepts in the areas of constitutional and criminal law. In the last century, sexuality and gender-related issues have provided the critical defining line for the public-private boundary in law. In the area of constitutional law, cadets will examine the development of the Court's privacy doctrine as it relates to reproductive rights and the right of couples to engage in private sexual conduct. In the area of criminal law, cadets will explore laws and jurisprudence prohibiting certain types of sexual conduct based on how and with whom one engages in sex, particularly substantive and procedural legal concepts concerning sexual assault and sexual harassment. Finally, the course will return to constitutional law concepts, in which cadets will study the equal protection clause and the evolution of jurisprudence in the area of gender equality, to include rights of LGBTQ individuals. In each of the topic areas, cadets will also learn about how these legal concepts apply to the unique military context. Final exam. Prerequisite: Law 220.

Falcon Heritage Forum: The purpose of this program is for cadets to connect with our nation's distinguished veterans/mentors and history in order to (1) strengthen appreciation for Air Force heritage and (2) enhance perspective as a leader of character in the Profession of Arms. Falcon Heritage is a two part program: semi-annual Falcon Heritage Forum and annual Falcon Heritage Experience. Falcon Heritage Forum is a semi-annual event, held in the fall and spring designed to link cadets with the wealth of experience and military heritage embodied in our nation's distinguished veterans/mentors.

National Character and Leadership Symposium (NCLS): This program connects participants (cadets, faculty and staff, and USAFA visitors) with powerful speakers and discussion sessions in a way that encourages reflection and action toward living honorably and becoming a leader of character. In addition, the cadet NCLS staff experience is designed to be a developmental opportunity that allows cadets to practice character-based leadership in a real world context.

1.10 Discuss steps taken to develop and implement a framework to capture prevention efforts for (and gaps in) all pre-entry pathways for Service members at the MSA.

Currently the USAFA does not have a framework to capture prevention efforts for all pre-entry pathways for service members in regards to perpetration or prior victims. The USAFA Admissions Office reviews all applications of potential cadet candidates. Any applicant that discloses any information within their application that the Admissions Office deems necessary to annotate, they will do so and submit those names with a general outline of what was disclosed to the Vice Commandant of Cadets. Additionally, if an applicant discloses any information to an Air Liaison Officer (ALO) during their interview, the ALO would also contact the Admissions Office to relay that information.



2018 Service Academy Gender Relations Survey

Overview Report

**DATA
DRIVEN
SOLUTIONS
FOR
DECISION
MAKERS**



Additional copies of this report may be obtained from:

Defense Technical Information Center

ATTN: DTIC-BRR

8725 John J. Kingman Rd., Suite #0944

Ft. Belvoir, VA 22060-6218

Or from:

<http://www.dtic.mil/dtic/order.html>

Ask for report by AD1066512

2018 Service Academy Gender Relations Survey

Overview Report

Lisa Davis,^a William Klauberg,^b Natalie Namrow,^b Mark Petusky,^b Yvette Claros,^b
Kimberly Hylton,^b Alisha Creel, PhD.,^c Ashlea Klahr, PhD.^a

^a Office of People Analytics

^b Fors Marsh Group

^c Westat

DATA
DRIVEN
SOLUTIONS
FOR
DECISION
MAKERS



Acknowledgments

The Office of People Analytics (OPA) is indebted to numerous people for their assistance with the *2018 Service Academy Gender Relations Survey (2018 SAGR)*, which was conducted on behalf of the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD[P&R]). The survey program is conducted under the leadership of Dr. Ashlea Klahr, Director of OPA's Health and Resilience (H&R) Division. H&R research is conducted under the oversight of Ms. Lisa Davis, Deputy Director. The project manager for this effort was Ms. Kimberly Hylton of Fors Marsh Group (FMG).

Service Academy officials contributing to the development and administration of this survey included Ms. Samantha Ross and Mr. Kerry Dunham (U.S. Military Academy); CAPT Raymond Marsh and LT Samantha Stepp (U.S. Naval Academy); Dr. Kimberly Dickman and Mr. Daniel Lee (U.S. Air Force Academy); Ms. Shannon Norenberg (U.S. Coast Guard Academy), and CDR Andrew McCarthy, LTJG Andrew Baransky, and LT David Taliaferro (U.S. Merchant Marine Academy).

Policy officials contributing to the development of this survey include Dr. Nathan Galbreath (Sexual Assault Prevention and Response Office) and Ms. Shirley Raguindin (Office of Diversity, Equity, and Inclusion).

The lead survey design analysts were Ms. Kimberly Hylton and Ms. Natalie Namrow of FMG. They designed the unique presentation of complex items used in this report. Ms. Margaret Coffey, Team Lead of Survey Operations, is responsible for the creation of survey database and archiving standards. The lead operations analyst on this survey was Mr. William (Xav) Klauberg of FMG.

OPA's Statistical Methods Branch, under the guidance of Mr. David McGrath, Branch Chief, is responsible for all statistical aspects of this survey, including, sampling, weighting, nonresponse bias analysis, imputation, and the implementation of statistical hypothesis testing used in the survey program. Mr. Eric Falk, Team Lead of the Statistical Methods Branch, was responsible for coordinating the sampling and weighting processes and developed the statistical weights based on the respondents for this survey.

A team consisting of Ms. Lisa Davis and Dr. Ashlea Klahr of OPA, Mr. William (Xav) Klauberg, Ms. Natalie Namrow, Mr. Mark Petusky, Ms. Yvette Claros, Dr. Laura Severance of FMG, and Dr. Alisha Creel of Westat, contributed to the writing and analyses provided in this report. A team consisting of Ms. Lisa Davis of OPA and Ms. Natalie Namrow, Ms. Kimberly Hylton, Mr. William (Xav) Klauberg, Mr. Mark Petusky, and Ms. Yvette Claros, of FMG, completed quality control for this report.

Executive Summary

The Department of Defense (DoD) seeks to continually expand and improve sexual assault and sexual harassment programs and resources at the Military Service Academies. The *2018 Service Academy Gender Relations Survey (2018 SAGR)* is a key source of information for evaluating these programs and for assessing the gender relations environment at the U.S. Military Academy (USMA), the U.S. Naval Academy (USNA), and the U.S. Air Force Academy (USAFA).

In response to the *2016 SAGR* results, DoD issued a memorandum on June 20, 2017, directing the Academies to increase attention in four areas: (1) promoting responsible alcohol choices; (2) reinvigorating prevention, through integrating sexual harassment, hazing and bullying prevention efforts with efforts to prevent sexual assault; (3) enhancing a culture of respect; and (4) improving sexual assault and harassment reporting (Department of Defense, 2017). The Academies were directed to submit plans of action in the fall of 2017 for implementation before students entered the Academies in the summer of 2018. As such, the *2018 SAGR*, administered in March–April 2018 (before the implementation of the plans of action), serves as a baseline for evaluating these most recent efforts.

Background and Methodology

The *2018 SAGR*, conducted by the Health and Resilience (H&R) Division within the Office of People Analytics (OPA), is the ninth of a series of surveys mandated by Title 10, United States Code, Sections 4361, 6980, and 9361, as amended by Section 532 of the John Warner National Defense Authorization Act (NDAA) for Fiscal Year 2007. The survey results include the estimated prevalence rates of unwanted sexual contact, sexual harassment, and gender discrimination; students' perceptions of Academy culture with respect to sexual assault and sexual harassment; perceptions of program effectiveness in reducing or preventing sexual assault and sexual harassment; and the availability and effectiveness of sexual assault and sexual harassment training.

The DoD's weighted response weight for the *2018 SAGR* was 73% (81% for women, 65% for men). USMA respondents included 897 women (92% response rate) and 2,296 men (69% response rate). USNA respondents included 875 women (74% response rate) and 2,071 men (64% response rate). USAFA respondents included 839 women (77% response rate) and 1,876 men (61% response rate).

Survey Methodology

OPA conducts cross-Service surveys that provide the DoD with accurate assessments of attitudes and opinions of the entire DoD community, using standard scientific methods. OPA's survey methodology meets industry standards that are used by government statistical agencies (e.g., Census Bureau and Bureau of Labor Statistics), private survey organizations, and well-known polling organizations. OPA uses survey methodology best practices promoted by the American

Association for Public Opinion Research (AAPOR).¹ Although OPA has used industry-standard scientific survey methodology for many years, there remains some confusion as to how scientific practices employed by large survey organizations control for bias and allow for generalizability to populations. Appendix B contains frequently asked questions (FAQ) on the scientific methods employed by government and private survey agencies, including OPA. The survey methodology used on the *SAGR* surveys has remained consistent across time, which allows for comparisons across survey administrations.

Data were collected across all Academies in March and April 2018. A team of researchers from OPA administered the paper-and-pen survey in group sessions. The *2018 SAGR* was administered in this manner for maximum assurance of anonymity. Separate sessions were held for female and male students at each Academy. After checking in, each student was handed a survey, an envelope, a pen, and an Academy-specific information sheet. This sheet included information about the survey and details on where students could obtain help if they became upset or distressed while taking the survey or afterward. Students were briefed on the purpose and details of the survey, the importance of participation, and that completion of the survey itself was voluntary. If students did not wish to take the survey, they could leave the session at the completion of the mandatory briefing. Students returned completed or blank surveys (depending on whether they chose to participate) in sealed envelopes to a bin as they exited the session; this process was monitored by the survey proctors as an added measure for protecting students' anonymity.

The population of interest for the *2018 SAGR* consisted of students at USMA, USNA, and USAFA in class years 2018 through 2021.² A census of all students was conducted to ensure maximum reliability of results in the sections where the survey questions applied to only a subset of students, such as questions asking details of an unwanted gender-related behavior. Data were weighted, using an industry standard process, to reflect each Academy's population as of March 2018. The weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics.

Summary of Unwanted Sexual Contact Trends

As each Academy has unique issues, resources, and programs, this report provides data separately for each Academy by gender. This section provides background for trended estimates regarding unwanted sexual contact by Academy, followed in the next section by topline results by Academy.

As detailed in Chapter 1 of the report, unwanted sexual contact includes experiencing completed or attempted unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object,

¹ AAPOR's "Best Practices" state that "virtually all surveys taken seriously by social scientists, policy makers, and the informed media use some form of random or probability sampling, the methods of which are well grounded in statistical theory and the theory of probability" (<http://www.aapor.org/Standards-Ethics/Best-Practices.aspx#best3>). OPA has conducted surveys of the military and the DoD community using these "Best Practices" for over 25 years, tailored as appropriate for the unique design needs of specific surveys, such as the census study employed in the *2018 SAGR*.

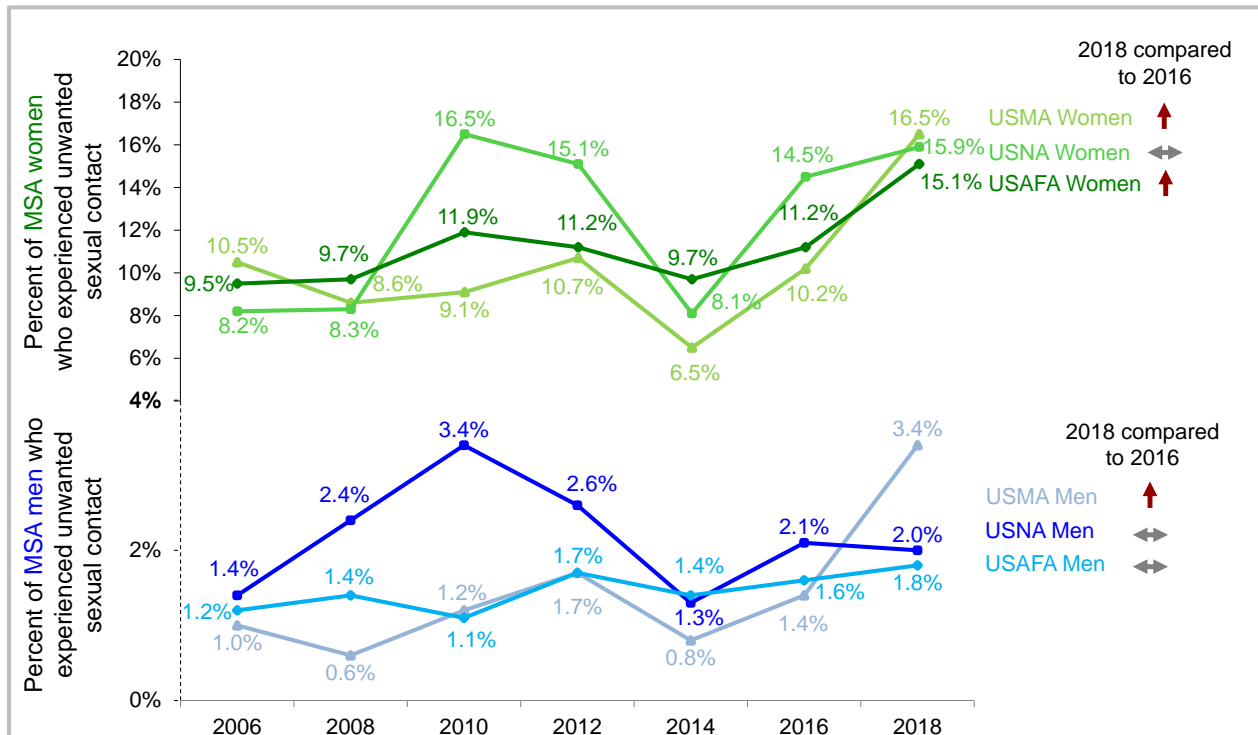
² Two groups of students were excluded: visiting students from other Academies and foreign nationals.

or unwanted sexual touching. Students were asked about experiences of unwanted sexual contact between June 2017 and the time they took the survey, representing the past academic program year (APY2017–2018).

Figure 1 shows the estimated unwanted sexual contact rate by Academy and gender starting in 2006, along with comparisons of the 2018 estimate to the 2016 estimate. Details are described for each Academy.

Figure 1.

Estimated Past Year Unwanted Sexual Contact Rate, by Academy and Gender



United States Military Academy (USMA)

The estimated prevalence rates of unwanted sexual contact at USMA increased for both women and men in 2018 compared to 2016. For women, a significant increase was found among freshmen, sophomores, and juniors. For men, a significant increase was found among freshmen, sophomores, and seniors. Sophomore women and men were more likely than those in other class years to experience unwanted sexual contact.

For women, there was an increase in all three categories of unwanted sexual contact (completed penetration, attempted penetration, and unwanted sexual touching).³ For men, there was an increase in completed penetration and unwanted sexual touching.

United States Naval Academy (USNA)

The estimated prevalence rates of unwanted sexual contact at USNA did not change significantly in 2018 compared to 2016, for both women and men. However, a significant increase was found among sophomore women and men, whereas a significant decrease was found among senior men. Sophomore women and men were more likely than midshipmen in other class years to experience unwanted sexual contact. For women and men, there was no change in the rates for all three categories of unwanted sexual contact experienced.

United States Air Force Academy (USAFA)

The estimated prevalence rates of unwanted sexual contact at USAFA increased for women but were statistically unchanged for men in 2018 compared to 2016. For women, a significant increase was found among juniors. Sophomore and junior women were more likely than those in other class years to experience unwanted sexual contact. There were no differences between classes for men. For women, there was an increase in completed penetration and unwanted sexual touching. For men, there was no change in the rates by type of unwanted sexual contact experienced.

Results by Military Service Academy

This section reviews the topline findings for each Academy, including additional details about unwanted sexual contact experiences, estimates of sexual harassment and gender discrimination, and results related to the four areas of increased attention outlined by DoD, including alcohol use, bystander intervention in high-risk situations, perceptions of sexual assault and sexual harassment training, perceptions of how leadership and peers respond to sexual assault and sexual harassment, and trust in the Academy's response to a report of sexual assault.

United States Military Academy (USMA)

Unwanted Sexual Contact Among Women at USMA

Overall, nearly one in six USMA women (16.5%) experienced unwanted sexual contact since June 2017. This is a statistically significant increase compared to 2016 (6.3 percentage points higher than in 2016).

³ This variable was coded in a hierarchical manner such that those who indicated experiencing completed penetration were categorized as such (regardless of whether they indicated experiencing attempted penetration and/or unwanted sexual touching). Students who did not indicate experiencing completed penetration but did indicate experiencing attempted penetration were categorized as experiencing attempted penetration (regardless of whether they indicated experiencing unwanted sexual touching). Finally, students who did not indicate experiencing completed or attempted penetration but indicated experiencing unwanted sexual touching were categorized as experiencing unwanted sexual touching. Further details on how each behavior is defined and categorized are found in Chapter 1.

Specifically, 4.8% of USMA women experienced completed penetration (with or without sexual touching and/or attempted penetration), 6.6% experienced attempted penetration (with or without sexual touching), and 5.1% experienced unwanted sexual touching only. As noted above, each of the three estimates is a significant increase compared to 2016.

Of USMA women who experienced unwanted sexual contact, the vast majority (96%) indicated that the alleged offender in the one situation that had the greatest effect on them was male and more than half (54%) indicated the alleged offender was a fellow Academy student who was in the same class year. Of USMA women who experienced unwanted sexual contact, just under half (45%) indicated the alleged offender had been drinking alcohol at the time of the incident, and over one-third (38%) indicated they themselves had been drinking.

Of USMA women who experienced unwanted sexual contact, 15% indicated they reported this incident (an increase from 5% in 2016).⁴

Unwanted Sexual Contact Among Men at USMA

Overall, around one in 29 USMA men (3.4%) experienced unwanted sexual contact since June 2017. This is a statistically significant increase compared to 2016 (2.0 percentage points higher than in 2016).

Specifically, 1.0% of USMA men experienced completed penetration (with or without sexual touching and/or attempted penetration), 0.7% experienced attempted penetration (with or without sexual touching), and 1.7% experienced unwanted sexual touching only. As noted above, the estimates for completed penetration and unwanted touching are significantly higher compared to 2016.

Of USMA men who experienced unwanted sexual contact, half identified their offender as male whereas half identified their offender as female. More than half (60%) of USMA men indicated that the alleged offender was a fellow Academy student who was in the same class year. Over one-third (37%) indicated the alleged offender had been drinking alcohol, and nearly half (49%) indicated they were drinking alcohol at the time of the incident.

Of USMA men who experienced an unwanted sexual contact, 7% indicated they reported this incident (unchanged from 2016).

Sexual Harassment and Gender Discrimination Among USMA Students

Nearly half (48%) of USMA women (unchanged from 2016) and 17% of USMA men (increase from 13% in 2016) experienced sexual harassment since June 2017. A little less than one-third (32%) of USMA women and 4% of USMA men experienced gender discrimination since June 2017 (unchanged from 2016 for women and men).

⁴ Reporting of unwanted sexual contact on the survey is based on self-report data. Official reports of sexual assault are included in the Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2017-2018 (DoD, 2019).

Alcohol Use Among USMA Students

New items on the 2018 SAGR assessed alcohol use at the Academies. At USMA, 16% of women and 35% of men reported they generally drink five or more drinks when drinking. One-quarter (25%) of USMA women and nearly one-third (30%) of USMA men reported being unable to remember what happened the night before due to drinking at least once during the past year.

USMA Students' Response to Sexual Assault and Sexual Harassment

For USMA women who experienced unwanted sexual contact, one-tenth (10%) indicated someone was present who stepped in to help, but about one-third (31%) indicated that someone was present who could have stepped in but did not.⁵ For USMA men who experienced unwanted sexual contact, 16% indicated someone was present who stepped in to help (an increase from 4% in 2016), but about one-third (32%) indicated that someone was present who could have stepped in but did not.

Two-thirds of USMA women (67%) and almost half (47%) of USMA men observed at least one potentially risky situation in the past 12 months. The most frequently encountered situations included someone drinking too much and needing help and someone crossing the line with sexist comments or jokes. Of those who observed at least one potentially risky situation, the vast majority of women and men intervened in some way. The most common response was speaking up to address the situation.

Compared to 2016, women and men were less willing to point out to someone that they thought they “crossed the line” with gender-related comments or jokes, although more than half of USMA women (59%) and men (60%) were willing to a large extent to point out that a line had been crossed (decrease from 69% for both women and men in 2016). More than half of USMA women (60%) and nearly three-quarters of USMA men (73%; decrease from 76% in 2016) indicated they would be willing to seek help from the chain of command to stop other students who continue to engage in sexual harassment to a large extent.

Perceptions of Sexual Assault and Sexual Harassment Training at USMA

New items on the 2018 SAGR assessed to what extent students' education since June 2017 had increased their confidence in preventing and addressing sexual assault and sexual harassment. The proportion that answered that their education had increased their confidence to a large extent was 49% of women and 54% of men for recognizing warning signs for sexual assault; 50% of women and 56% of men for intervening to help prevent sexual assault; 66% of women and 70% of men for knowing where to get help for someone who was sexually assaulted; 60% of women and 62% of men for understanding the relationship between alcohol consumption and the risk for sexual assault; and 62% of women and 63% of men for recognizing the warning signs for an unhealthy relationship.

⁵ Note this is based on the respondent's perceptions that someone else could have stepped in but did not and does not take into account whether the bystander was aware of the situation.

Perceptions of Leadership and Peer Behavior at USMA

The majority of USMA women (72%; decrease from 74% in 2016) and USMA men (77%) indicated that commissioned officers set good examples with their own behavior and talk to a large extent. In addition, more than two-thirds of USMA women (69%; decrease from 72% in 2016) and three-quarters of USMA men (75%) indicated non-commissioned officers set good examples with their own behavior and talk to a large extent.

A little less than half of USMA women (49%) and more than half of USMA men (58%) indicated that cadet leaders enforce Academy rules to a large extent. About half of USMA women (51%; decrease from 54% in 2016) and more than two-thirds of USMA men (65%) indicated other cadets watch out for each other to prevent sexual assault.

Students were asked to what extent a wide range of groups at the Academy made honest and reasonable efforts to stop sexual assault and sexual harassment. Academy senior leadership (80% of USMA women [up from 78% in 2016] and 87% of USMA men [up from 84% in 2016]), commissioned officers (65% of USMA women [up from 62% in 2016]) and 80% of USMA men [up from 76% in 2016]), and non-commissioned officers (62% of USMA women and 75% of USMA men [up from 73% in 2016]) were the most highly rated among all members of the USMA community regarding their efforts to stop sexual assault and sexual harassment. Of note, ratings of cadet leaders were much lower than Academy senior leaders and officers (43% of USMA women and 64% of USMA men [up from 62% in 2016]). For both women and men, ratings of almost all members of the USMA community increased since 2016.

Trust in USMA's Response to Sexual Assault

Of those who had not experienced unwanted sexual contact since June 2017, half of USMA women (50%) and the majority of USMA men (74%) indicated they would trust the Academy to a large extent to treat them with dignity and respect if they were to experience sexual assault in the future. Nearly half of USMA women (46%) and the majority of USMA men (68%) indicated they would trust the Academy to a large extent to protect their privacy if they were to experience sexual assault in the future. Finally, more than half of USMA women (55%) and the majority of USMA men (77%) indicated they would trust the Academy to a large extent to ensure their safety if they were to experience sexual assault in the future.

United States Naval Academy (USNA)

Unwanted Sexual Contact Among Women at USNA

Overall, nearly one in six USNA women (15.9%) experienced unwanted sexual contact since June 2017 (unchanged from 2016).

Specifically, 6.0% of USNA women experienced completed penetration (with or without sexual touching and/or attempted penetration), 5.4% experienced attempted penetration (with or without sexual touching), and 4.4% experienced unwanted sexual touching only. As noted above, none of the three estimates are significantly different compared to 2016.

Of USNA women who experienced unwanted sexual contact, the vast majority (95%) indicated that the alleged offender in the one situation that had the greatest effect on them was male, and nearly two-thirds (64%) indicated the alleged offender was a fellow Academy student who was in the same class year. Nearly two-thirds (64%) indicated that they or the alleged offender had been drinking alcohol at the time of the incident.

Of USNA women who experienced unwanted sexual contact, 11% indicated they reported this incident (unchanged from 2016).

Unwanted Sexual Contact Among Men at USNA

Overall, around one in 50 USNA men (2.0%) experienced unwanted sexual contact since June 2017 (unchanged from 2016).

Specifically, 0.4% of USNA men experienced completed penetration (with or without sexual touching and/or attempted penetration), 0.2% experienced attempted penetration (with or without sexual touching), and 1.4% experienced unwanted sexual touching only. As noted above, none of the three estimates are significantly different compared to 2016.

Of USNA men who experienced unwanted sexual contact, 44% of male victims identified their alleged offender as male, 44% identified their alleged offender as female, and 11% identified a mix of both male and female alleged offenders. Nearly three-quarters (74%) indicated the alleged offender was a fellow Academy student who was in the same class year. Nearly half (45%) indicated the alleged offender had been drinking alcohol and more than one-third (35%) indicated they had been drinking alcohol at the time of the incident.

Of USNA men who experienced unwanted sexual contact, 4% indicated they reported this incident (unchanged from 2016).

Sexual Harassment and Gender Discrimination Among USNA Students

More than half (56%) of USNA women (increase from 51% in 2016) and 17% of USNA men (increase from 12% in 2016) experienced sexual harassment since June 2017. A little more than one-third (37%) of USNA women (increase from 33% in 2016) and 4% of USNA men (decrease from 7% in 2016) experienced gender discrimination since June 2017.

Alcohol Use Among USNA Students

New items on the 2018 SAGR assessed alcohol use at the Academies. At USNA, 18% of women and 38% of men reported that they generally have five or more drinks when drinking. More than one-quarter of USNA women (28%) and USNA men (29%) reported being unable to remember what happened the night before due to drinking at least once during the past year.

USNA Students' Response to Sexual Assault and Sexual Harassment

For USNA women who experienced unwanted sexual contact, 13% indicated someone was present who stepped in to help, but 42% indicated that someone was present who could have stepped in but did not. For USNA men who experienced unwanted sexual contact, 18%

indicated someone was present who stepped in to help, but nearly one-third (31%) indicated that someone was present who could have stepped in but did not.

A majority of USNA women (77%) and more than half (52%) of USNA men observed at least one potentially risky situation in the past 12 months. The most frequently encountered situations included someone drinking too much and needing help and someone crossing the line with sexist comments or jokes. Of those who observed at least one potentially risky situation, the vast majority of women and men intervened in some way. The most common response was speaking up to address the situation.

Compared to 2016, women and men were less willing to point out to someone that they thought they “crossed the line” with gender-related comments or jokes, whereas just over half of USNA women (52%) and men (58%) were willing to a large extent to point out that a line had been crossed (decrease from 61% for women and 70% for men in 2016). Compared to 2016, women and men were also less willing to seek help from the chain of command to stop other students who continue to engage in sexual harassment, where more than half of USNA women (52%) and nearly half (49%) of USNA men indicated they would be willing to seek help from the chain of command to a large extent (decrease from 68% for women and 65% for men in 2016).

Perceptions of Sexual Assault and Sexual Harassment Training at USNA

New items on the 2018 SAGR assessed to what extent students’ education since June 2017 had increased their confidence in preventing and addressing sexual assault and sexual harassment. The proportion that answered that their education had increased their confidence to a large extent was 62% of women and 59% of men for recognizing warning signs for sexual assault; 62% of women and 60% of men for intervening to help prevent sexual assault; 76% of women and 72% of men for knowing where to get help for someone who was sexually assaulted; 71% of women and 65% of men for understanding the relationship between alcohol consumption and the risk for sexual assault; and 60% of women and 57% of men for recognizing the warning signs for an unhealthy relationship.

Perceptions of Leadership and Peer Behavior at USNA

The majority of USNA women (69%) and USNA men (70%) indicated commissioned officers set good examples in their own behavior and talk to a large extent. In addition, the majority of USNA women and men (71% for both) indicated non-commissioned officers set good examples in their own behavior and talk to a large extent.

A little less than half of USNA women (49%) indicated midshipman leaders enforce Academy rules to a large extent. More than half of USNA men (54%) indicated midshipman leaders enforce Academy rules to a large extent (decrease from 57% in 2016). More than half of USNA women (57%) indicated other midshipmen watch out for each other to prevent sexual assault (decrease from 65% in 2016). More than two-thirds of USNA men (64%) indicated other midshipmen watch out for each other to prevent sexual assault (decrease from 72% in 2016).

Students were asked to what extent a wide range of groups at the Academy made honest and reasonable efforts to stop sexual assault and sexual harassment. Academy senior leadership (68% of USNA women [down from 74% in 2016] and 79% of USNA men [down from 83% in

2016]), non-commissioned officers (61% of USNA women and 73% of USNA men), and commissioned officers (59% of USNA women [down from 65% in 2016] and 73% of USNA men [down from 75% in 2016]) were the most highly rated among all members of the USNA community regarding their efforts to stop sexual assault and sexual harassment. In contrast, midshipman leaders were rated lower than Academy senior leadership and officers (45% of USNA women [down from 54% in 2016] and 56% of USNA men [down from 67% in 2016]). However, for both women and men, ratings of almost all members of the USNA community decreased from 2016.

Trust in USNA's Response to Sexual Assault

Of those who had not experienced unwanted sexual contact since June 2017, less than half of USNA women (44%) and the majority of USNA men (68%) indicated they would trust the Academy to a large extent to treat them with dignity and respect if they were to experience sexual assault in the future. Less than half of USNA women (43%) and the majority of USNA men (61%) indicated they would trust the Academy to a large extent to protect their privacy if they were to experience sexual assault in the future. More than half of USNA women (53%) and the majority of USNA men (70%) indicated they would trust the Academy to a large extent to ensure their safety if they were to experience sexual assault in the future.

United States Air Force Academy (USAFA)

Unwanted Sexual Contact Among Women at USAFA

Overall, more than one in seven USAFA women (15.1%) experienced unwanted sexual contact since June 2017. This is a statistically significant increase compared to 2016 (3.9 percentage points higher than 2016). Specifically, 5.0% of USAFA women experienced completed penetration (with or without sexual touching and/or attempted penetration), 5.5% experienced attempted penetration (with or without sexual touching), and 4.6% experienced unwanted sexual touching only. As noted above, the estimates for completed penetration and unwanted touching significantly increased compared to 2016.

Of USAFA women who experienced unwanted sexual contact, the vast majority (95%) indicated that the alleged offender in the one situation that had the greatest effect on them was male, and nearly two-thirds (63%) indicated the alleged offender was a fellow Academy student who was in the same class year. Over half (53%) indicated the alleged offender had been drinking alcohol and 51% indicated they had been drinking alcohol at the time of the incident (both increased from 2016; from 36% and 29%, respectively).

Of USAFA women who experienced unwanted sexual contact, 13% indicated they reported this incident (unchanged from 2016).

Unwanted Sexual Contact Among Men at USAFA

Overall, around one in 56 USAFA men (1.8%) experienced unwanted sexual contact since June 2017 (statistically unchanged from 2016). Specifically, 0.3% of USAFA men experienced completed penetration (with or without sexual touching and/or attempted penetration), 0.7% experienced attempted penetration (with or without sexual touching), and 0.8% experienced

unwanted sexual touching only. As noted above, none of the three estimates is significantly changed compared to 2016.

Of USAFA men who experienced unwanted sexual contact, 65% identified their alleged offender as female, 20% as male (a decrease from 46% in 2016), and 12% as unsure (an increase from <1% in 2016). Nearly half (49%) indicated the alleged offender was a fellow Academy student who was in the same class year, whereas nearly one-third (32%) indicated the alleged offender was a fellow Academy student in a lower class year. Over half (57%) indicated the alleged offender had been drinking alcohol, and less than half (44%) indicated they had been drinking alcohol at the time of the incident.

The proportion of USAFA men who experienced an unwanted sexual contact who reported this incident is not reportable.

Sexual Harassment and Gender Discrimination Among USAFA Students

Nearly half (46%) of USAFA women and 13% of USAFA men experienced sexual harassment since June 2017 (both unchanged since 2016). More than one-quarter (28%) of USAFA women (increase from 24% in 2016) and 5% of USAFA men (increase from 3% in 2016) experienced gender discrimination since June 2017.

Alcohol Use Among USAFA Students

New items on the 2018 SAGR assessed alcohol use at the Academies. At USAFA, 10% of women and 22% of men (compared to 20% of civilian male college students) reported they generally drink five or more drinks when drinking. One-fifth (20%) of USAFA women and nearly one-quarter (23%) of USAFA men reported being unable to remember what happened the night before due to drinking at least once during the past year.

USAFA Students' Response to Sexual Assault and Sexual Harassment

For USAFA women who experienced unwanted sexual contact, more than one-tenth (13%) indicated someone was present who stepped in to help, but one-third (33%) indicated that someone was present who could have stepped in but did not. For USAFA men who experienced unwanted sexual contact, 16% indicated someone was present who stepped in to help, but 41% indicated that someone was present who could have stepped in but did not.

Two thirds of USAFA women (67%) and nearly half (47%) of USAFA men observed at least one potentially risky situation in the past 12 months. The most frequently encountered situations included someone drinking too much and needing help and someone crossing the line with sexist comments or jokes. Of those who observed at least one potentially risky situation, the vast majority of women and men intervened in some way. The most common response was speaking up to address the situation.

Compared to 2016, women and men were less willing to point out to someone that they thought they “crossed the line” with gender-related comments or jokes, where more than half of USAFA women (52%) and a majority of USAFA men (71%) were willing to a large extent to point out that a line had been crossed (decrease from 63% for women and 74% for men in 2016).

Compared to 2016, women and men were also less willing to seek help from the chain of command in stopping other students who continue to engage in sexual harassment, where more than half of USAFA women (56%) and USAFA men (59%) indicated they would be willing to a large extent to seek help from the chain of command (decrease from 65% for women and 67% for men in 2016).

Perceptions of Sexual Assault and Sexual Harassment Training at USAFA

New items on the 2018 SAGR assessed to what extent students' education since June 2017 had increased their confidence in preventing and addressing sexual assault and sexual harassment. The proportion that answered that their education had increased their confidence to a large extent was 45% of women and 51% of men for recognizing warning signs for sexual assault; 45% of women and 54% of men for intervening to help prevent sexual assault; 64% of women and 67% of men for knowing where to get help for someone who was sexually assaulted; 57% of women and 60% of men for understanding the relationship between alcohol consumption and the risk for sexual assault; and 54% of women and 52% of men for recognizing the warning signs for an unhealthy relationship.

Perceptions of Leadership and Peer Behavior at USAFA

The majority of USAFA women (77%; down from 84% in 2016) and USAFA men (84%) indicated commissioned officers set good examples in their own behavior and talk to a large extent. The majority of USAFA women (82% down from 85% in 2016) and USAFA men (86%) indicated non-commissioned officers set good examples in their own behavior and talk to a large extent.

Just over half of USAFA women (53%; down from 71% in 2016) and two-thirds of USAFA men (67%) indicated cadet leaders enforce Academy rules to a large extent. About half of USAFA women (53%; down from 60% in 2016) and more than two-thirds of USAFA men (69%) indicated other cadets watch out for each other to prevent sexual assault.

Students were asked to what extent a wide range of groups at the Academy made honest and reasonable efforts to stop sexual assault and sexual harassment. Academy senior leadership and officers were the most highly rated among all members of the USAFA community regarding their efforts to stop sexual assault and sexual harassment, with well over half of USAFA women (69%; down from 79% in 2016) and USAFA men (84%) indicating Academy senior leadership make honest and reasonable efforts to a large or very large extent. Of note, women's ratings of Academy senior leadership and officers declined from 2016 but remained high. For both women and men, ratings of USAFA faculty and staff increased from 2016.

Trust in USAFA's Response to Sexual Assault

Of those who had not experienced unwanted sexual contact since June 2017, more than one-third of USAFA women (37%) and nearly two-thirds of USAFA men (63%) indicated they would trust the Academy to a large extent to treat them with dignity and respect if they were to experience sexual assault in the future. Less than one-third of USAFA women (30%) and half of USAFA men (50%) indicated they would trust the Academy to a large extent to protect their privacy if they were to experience sexual assault in the future. More than one-third of USAFA

women (39%) and just under two-thirds of USAFA men (63%) indicated they would trust the Academy to a large extent to ensure their safety if they were to experience sexual assault in the future.

Table of Contents

	<u>Page</u>
Executive Summary	iii
Background and Methodology.....	iii
Survey Methodology	iii
Summary of Unwanted Sexual Contact Trends.....	iv
United States Military Academy (USMA)	v
United States Naval Academy (USNA).....	vi
United States Air Force Academy (USAFA).....	vi
Results by Military Service Academy	vi
United States Military Academy (USMA)	vi
Unwanted Sexual Contact Among Women at USMA.....	vi
Unwanted Sexual Contact Among Men at USMA	vii
Sexual Harassment and Gender Discrimination Among USMA Students	vii
Alcohol Use Among USMA Students	viii
USMA Students' Response to Sexual Assault and Sexual Harassment	viii
Perceptions of Sexual Assault and Sexual Harassment Training at USMA	viii
Perceptions of Leadership and Peer Behavior at USMA.....	ix
Trust in USMA's Response to Sexual Assault	ix
United States Naval Academy (USNA).....	ix
Unwanted Sexual Contact Among Women at USNA	ix
Unwanted Sexual Contact Among Men at USNA.....	x
Sexual Harassment and Gender Discrimination Among USNA Students.....	x
Alcohol Use Among USNA Students.....	x
USNA Students' Response to Sexual Assault and Sexual Harassment.....	x
Perceptions of Sexual Assault and Sexual Harassment Training at USNA.....	xi
Perceptions of Leadership and Peer Behavior at USNA	xi
Trust in USNA's Response to Sexual Assault.....	xii
United States Air Force Academy (USAFA).....	xii
Unwanted Sexual Contact Among Women at USAFA	xii
Unwanted Sexual Contact Among Men at USAFA	xii
Sexual Harassment and Gender Discrimination Among USAFA Students	xiii
Alcohol Use Among USAFA Students	xiii
USAFA Students' Response to Sexual Assault and Sexual Harassment	xiii
Perceptions of Sexual Assault and Sexual Harassment Training at USAFA	xiv
Perceptions of Leadership and Peer Behavior at USAFA	xiv
Trust in USAFA's Response to Sexual Assault.....	xiv
Chapter 1: Introduction and Methodology	1
Introduction.....	1
DoD Sexual Assault Programs and Policies.....	1
DoD Sexual Assault Prevention and Response Policy	1
Program Oversight	1
Defining Sexual Assault	1
DoD Equal Opportunity Sexual Harassment and Gender Discrimination Policies	2
Program Oversight	2

Table of Contents (Continued)

	<u>Page</u>
Defining Sexual Harassment and Gender Discrimination	3
Measurement of Constructs	3
Unwanted Sexual Contact	3
Time Reference	5
Sex-Based Military Equal Opportunity (MEO) Violations	5
Behavioral Definition	5
Negative Outcomes Associated With Reporting a Sexual Assault	6
Construction of Metrics for Negative Outcomes	7
Professional Reprisal.	7
Ostracism.	8
Other Negative Outcomes	9
Survey Methodology	10
Statistical Design	11
Survey Administration	13
Statistical Comparisons	13
Presentation of Results	14
Chapter 2: United States Military Academy (USMA)	15
Unwanted Sexual Contact Rates	15
Estimated Past Year Unwanted Sexual Contact Rate	16
Estimated Rates of USC Before Entering the Academy, Since Entering the Academy, and in Cadet's Lifetime	18
Risk of Re-victimization	19
One Situation of Unwanted Sexual Contact With the Biggest Effect	20
Behavior Experienced in One Situation of USC	20
Who: Reported Demographics and Characteristics of the Alleged Offender(s)	20
Where: Location and Context	22
USMA Women	22
USMA Men	24
Actions Following the USC One Situation	26
Reporting of Unwanted Sexual Contact	27
Reasons for Not Reporting Unwanted Sexual Contact	28
Negative Outcomes of Reporting Unwanted Sexual Contact	30
Estimated Sex-Based Military Equal Opportunity Violation Rates	31
Sexual Harassment	32
Gender Discrimination	32
Sex-Based Military Equal Opportunity (MEO) Violations	33
MEO Violations and the Continuum of Harm	34
One Situation of Potential Sex-Based MEO Violation With the Biggest Effect	35
Context: Reported Demographics of the Alleged Offender(s) and Context of the Sex-Based MEO Violation	36
Discussing/Report of Sex-Based MEO Violations	37
Reasons for Not Discussing/Reporting Sex-Based MEO Violations	38
Academy Culture and Climate	40

Table of Contents (Continued)

	<u>Page</u>
Cadet Alcohol Use	41
Bystander Intervention.....	42
Gender Relations Education	43
Willingness to Stop Sexual Harassment	43
Individuals' Efforts to Stop Sexual Assault and Sexual Harassment	44
Perceptions of Culture at USMA	46
Perceptions of USMA Leadership and Cadets Setting Good Examples.....	46
Deterrents to Reporting Sexual Assault.....	46
Rape Myths and Victim Blaming Occurring at the Academy	47
Trust in the Academy.....	48
Chapter 3: United States Naval Academy (USNA).....	51
Unwanted Sexual Contact Rates	51
Estimated Past Year Unwanted Sexual Contact Rate	52
Rates of Unwanted Sexual Contact Before Entering the Academy, Since Entering the Academy, and in Midshipman's Lifetime.....	54
Risk of Re-victimization	55
One Situation of Unwanted Sexual Contact With the Biggest Effect	56
Behaviors in the One Situation of Unwanted Sexual Contact	56
Who: Reported Demographics and Characteristics of the Alleged Offender(s).....	56
Where: Location and Context	58
USNA Women	58
USNA Men	60
Actions Following the USC One Situation	62
Reporting of Unwanted Sexual Contact	63
Reasons for Not Reporting Unwanted Sexual Contact.....	64
Negative Outcomes of Reporting Unwanted Sexual Contact.....	66
Estimated Sex-Based Military Equal Opportunity Violation Rates	67
Sexual Harassment.....	68
Gender Discrimination.....	68
Sex-Based Military Equal Opportunity Violations.....	69
MEO Violations and the Continuum of Harm.....	70
One Situation of Potential Sex-Based MEO Violations With the Biggest Effect	71
Context: Reported Demographics of the Alleged Offender(s) and Context of the Sex-Based MEO Violation.....	71
Discussing/Reporting of Sex-Based MEO Violations.....	73
Reasons for Not Discussing/Reporting the Sex-Based MEO Violation One Situation	74
Academy Culture and Climate	76
Midshipman Alcohol Use	77
Bystander Intervention.....	78
Gender Relations Education	79
Willingness to Stop Sexual Harassment	80
Individuals' Efforts to Stop Sexual Assault and Sexual Harassment	81

Table of Contents (Continued)

	<u>Page</u>
Perceptions of Culture at USNA	82
Perceptions of USNA Leadership and Midshipmen Setting Good Examples	83
Deterrents to Reporting Sexual Assault	83
Rape Myths and Victim Blaming Occurring at the Academy	84
Trust in the Academy	85
Chapter 4: United States Air Force Academy (USAFA).....	87
Unwanted Sexual Contact Rates	87
Estimated Past Year Unwanted Sexual Contact Rate	88
Rates of Unwanted Sexual Contact Before Entering the Academy, Since Entering the Academy, and in Cadet's Lifetime	90
Risk of Re-victimization	91
One Situation of Unwanted Sexual Contact With the Biggest Effect	92
Behavior in the One Situation of Unwanted Sexual Contact (USC)	92
Who: Reported Demographics and Characteristics of the Alleged Offender(s).....	92
Where: Location and Context	94
USAFA Women.....	94
USAFA Men	97
Actions Following the USC One Situation	99
Reporting of Unwanted Sexual Contact	100
Reasons for Not Reporting Unwanted Sexual Contact	101
Negative Outcomes of Experiencing Unwanted Sexual Contact	103
Estimated Sex-Based Military Equal Opportunity Violation Rates	104
Sexual Harassment.....	104
Gender Discrimination.....	105
Sex-Based Military Equal Opportunity Violations	106
MEO Violations and the Continuum of Harm	107
One Situation of Potential Sex-Based MEO Violations With the Biggest Effect	108
Context: Reported Demographics of the Alleged Offender(s) and Context of the Sex-Based MEO Violation.....	108
Discussing/Reporting the Sex-Based MEO Violation	110
Reasons for Not Discussing/Reporting the Sex-Based MEO Violation	112
Academy Culture and Climate	113
Cadet Alcohol Use	114
Bystander Intervention.....	115
Gender Relations Education	116
Willingness to Stop Sexual Harassment	117
Individuals' Efforts to Stop Sexual Assault and Sexual Harassment	118
Perceptions of Culture at USAFA.....	119
Perceptions of USAFA Leadership and Cadets Setting Good Examples	120
Deterrents to Reporting Sexual Assault	120
Rape Myths and Victim Blaming Occurring at the Academy	121
Trust in the Academy	122
Chapter 5: General Conclusions.....	125

Table of Contents (Continued)

	<u>Page</u>
Unwanted Sexual Contact, Sexual Harassment, and Gender Discrimination	125
Promote Responsible Alcohol Choices	126
Reinvigorate Prevention	126
Bystander Intervention Behaviors.....	127
Willingness to Intervene Against Sexual Harassment	127
Perceptions of Leadership and Peer Behavior	128
Enhance a Culture of Respect.....	129
Improve Sexual Assault and Sexual Harassment Reporting	129
Reporting Rates	129
Reasons for Reporting.....	130
Reasons for Not Reporting.....	130
Barriers to Reporting.....	130
Overall View of Gender Relations by Academy.....	131
USMA	131
USNA.....	132
USAFA	132
References	135
Frequently Asked Questions (FAQ)	159

Appendices

A. Survey Instrument	139
B. Frequently Asked Questions (FAQ)	157

List of Tables

1.	2018 SAGR Counts and Weighted Response Rates	12
2.	Individuals' Efforts to Stop Sexual Assault and Sexual Harassment to a Large Extent for USMA.....	45
3.	Individuals' Efforts to Stop Sexual Assault and Sexual Harassment at USNA	82
4.	Individuals' Efforts to Stop Sexual Assault and Sexual Harassment for USAFA	119

List of Figures

1.	Estimated Past Year Unwanted Sexual Contact Rate, by Academy and Gender	v
2.	Questions Measuring Unwanted Sexual Contact.....	4
3.	Two-Part Sex-Based MEO Violation Measure.....	6
4.	Construction of Estimated Professional Reprisal Rate	8
5.	Construction of Estimated Ostracism Rate	9
6.	Construction of Estimated Other Negative Outcomes Rate	10
7.	Estimated Past Year Unwanted Sexual Contact Rate for USMA.....	16

Table of Contents (Continued)

	<u>Page</u>
8. Estimated Past Year Unwanted Sexual Contact Rate by Type for USMA by Gender and Class Year.....	18
9. Estimated Rates of Unwanted Sexual Contact Before Entering the Academy, Since Entering the Academy, and Lifetime for USMA.....	19
10. Risk of Re-victimization for USMA.....	19
11. Behaviors Experienced in USC One Situation for USMA.....	20
12. Reported Demographics of the Alleged Offender(s) in the USC One Situation for USMA Women.....	21
13. Reported Demographics of the Alleged Offender(s) in the USC One Situation for USMA Men.....	22
14. Location, Timing, and Alcohol Use Regarding the USC One Situation for USMA Women.....	23
15. Context of the USC One Situation for USMA Women.....	24
16. Location, Timing, and Alcohol Use Regarding the USC One Situation for USMA Men.....	25
17. Context of the USC One Situation for USMA Men.....	26
18. Actions Following the USC One Situation for USMA.....	27
19. Reporting the One Situation for USMA Women.....	28
20. Reasons for Not Reporting the USC One Situation for USMA Women.....	29
21. Reasons for Not Reporting the USC One Situation for USMA Men.....	29
22. Estimated Rates of Negative Outcomes as a Result of Reporting USC for USMA Females.....	31
23. Estimated Sexual Harassment Rates for USMA.....	32
24. Estimated Gender Discrimination Rates for USMA.....	33
25. Estimated Sex-Based Military Equal Opportunity (MEO) Violation Rates for USMA.....	34
26. Estimated Prevalence Rates of Unwanted Sexual Contact by Experience of Sexual Harassment for USMA.....	35
27. Details of the One Situation of Sex-Based MEO Violations for USMA Women.....	36
28. Details of the One Situation of Sex-Based MEO Violations for USMA Men.....	37
29. Discussing/Reporting the Sex-Based MEO Violation for USMA Women.....	38
30. Discussing/Reporting the Sex-Based MEO Violation for USMA Men.....	38
31. Reasons for Not Discussing/Reporting the Sex-Based MEO One Situation for USMA Women.....	39
32. Reasons for Not Discussing/Reporting the Sex-Based MEO One Situation for USMA Men.....	40
33. Alcohol Use Among USMA Cadets.....	41
34. Bystander Intervention for USMA Cadets.....	42
35. Gender Relations Education for USMA Cadets.....	43
36. Willingness to Stop Sexual Harassment for USMA Cadets.....	44
37. Perceptions of USMA Leadership and Cadets Setting Good Examples to a Large Extent.....	46
38. Deterrents to Reporting Sexual Assault for USMA Cadets.....	47
39. Perceptions of Rape Myths and Victim Blaming Occur at USMA to a Large Extent.....	48

Table of Contents (Continued)

	<u>Page</u>
40. Trust in the Academy for USMA Cadets.....	49
41. Estimated Past Year Unwanted Sexual Contact Rate for USNA Midshipmen	52
42. Estimated Past Year Unwanted Sexual Contact Rate by Type for USNA by Gender and Class Year.....	54
43. Rates of USC Before Entering the Academy, Since Entering the Academy, and Lifetime	55
44. Risk of Re-victimization for USNA Students.....	55
45. Behavior Experienced in USC One Situation for USNA	56
46. Reported Demographics of the Alleged Offender(s) in the USC One Situation for USNA Women	57
47. Reported Demographics of the Alleged Offender(s) in the USC One Situation for USNA Men	58
48. Location, Timing, and Alcohol Use Regarding the USC One Situation for USNA Women.....	59
49. Context of the USC One Situation for USNA Women.....	60
50. Location, Timing, and Alcohol Use Regarding the USC One Situation for USNA Men	61
51. Context of the USC One Situation for USNA Men.....	62
52. Actions Following the USC One Situation for USNA Women and Men	63
53. Reporting the USC One Situation for USNA Women.....	64
54. Reasons for Not Reporting USC for USNA Women.....	65
55. Reasons for Not Reporting USC for USNA Men.....	65
56. Estimated Rates of Negative Outcomes as a Result of Reporting USC for USNA Women.....	67
57. Estimated Sexual Harassment Rates for USNA	68
58. Estimated Gender Discrimination Rates for USNA	69
59. Estimated Sex-Based MEO Violation Rate for USNA.....	70
60. Estimated Prevalence Rates of Unwanted Sexual Contact by Experience of Sexual Harassment for USNA	71
61. Details of the One Situation of Sex-Based MEO Violation for USNA Women	72
62. Details of the One Situation of Sex-Based MEO Violation for USNA Men.....	73
63. Discussing/Reporting the Sex-Based MEO Violation for USNA Women.....	74
64. Discussing/Reporting the Sex-Based MEO Violation for USNA Men.....	74
65. Reasons For Not Discussing/Reporting the Sex-Based MEO Violation for USNA Women.....	75
66. Reasons For Not Discussing/Reporting the Sex-Based MEO Violation for USNA Men	76
67. Alcohol Use Among USNA Midshipmen	77
68. Bystander Intervention for USNA Midshipmen	79
69. Gender Relations Education for USNA Midshipmen.....	80
70. Willingness to Stop Sexual Harassment for USNA Midshipmen	81
71. Perceptions of USNA Leadership and Midshipmen Setting Good Examples to a Large Extent.....	83
72. Deterrents to Reporting Sexual Assault for USNA Midshipmen	84

Table of Contents (Continued)

	<u>Page</u>
73. Perceptions of Rape Myths and Victim Blaming Occur at USNA to a Large Extent	85
74. Trust in the Academy for USNA Midshipmen	86
75. Estimated Past Year Unwanted Sexual Contact Rate for USAFA	88
76. Estimated Past Year Unwanted Sexual Contact Rate by Type for USAFA by Gender and Class Year.....	90
77. Rates of USC Before Entering the Academy, Since Entering the Academy, and Lifetime for USAFA	91
78. Risk of Re-Victimization for USAFA	91
79. Behavior Experienced in USC One Situation for USAFA	92
80. Reported Demographics of the Alleged Offender(s) in the USC One Situation for USAFA Women.....	93
81. Reported Demographics of the Alleged Offender(s) in the USC One Situation for USAFA Men	94
82. Location, Timing, and Alcohol Use Regarding the USC One Situation for USAFA Women.....	96
83. Context of the USC One Situation for USAFA Women	97
84. Location, Timing, and Alcohol Use Regarding the USC One Situation for USAFA Men	98
85. Context of the USC One Situation for USAFA Men.....	99
86. Actions Following the USC One Situation for USAFA	100
87. Reporting the One Situation for USAFA Women	101
88. Reasons for Not Reporting USC for USAFA Women	102
89. Reasons for Not Reporting USC for USAFA Men.....	102
90. Estimated Rates of Negative Outcomes as a Result of Reporting USC for USAFA Females	104
91. Estimated Sexual Harassment Rates for USAFA	105
92. Estimated Gender Discrimination Rates for USAFA	106
93. Estimated Sex-Based MEO Violation Rates for USAFA.....	107
94. Estimated Prevalence Rates of Unwanted Sexual Contact by Experience of Sexual Harassment for USAFA	108
95. Details of the One Situation of Sex-Based MEO Violation for USAFA Women	109
96. Details of the One Situation of Sex-Based MEO Violation for USAFA Men	110
97. Discussing/Reporting the Sex-Based MEO Violation for USAFA Women	111
98. Discussing/Reporting the Sex-Based MEO Violation for USAFA Men.....	111
99. Reasons For Not Discussing/Reporting the Sex-Based MEO Violation for USAFA Women.....	112
100. Reasons For Not Discussing/Reporting the Sex-Based MEO Violation for USAFA Men	113
101. Alcohol Use Among USAFA Cadets	115
102. Bystander Intervention for USAFA Cadets	116
103. Gender Relations Education for USAFA Cadets.....	117
104. Willingness to Stop Sexual Harassment for USAFA Cadets.....	118
105. Perceptions of USAFA Leadership and Cadets Setting Good Examples to a Large Extent	120

Table of Contents (Continued)

	<u>Page</u>
106. Deterrents to Reporting Sexual Assault for USAFA Cadets	121
107. Perceptions of Rape Myths and Victim Blaming Occur at USAFA to a Large Extent	122
108. Trust in the Academy for USAFA Cadets	123

Chapter 1: Introduction and Methodology

Introduction

The Health and Resilience (H&R) Division of the Office of People Analytics (OPA) has been conducting congressionally-mandated gender relations surveys of cadets and midshipmen at each of the Military Service Academies (MSA) since 2005. The chief purpose of these surveys have been to measure, analyze, and report estimated prevalence rates of sexual assault and rates of sex-based military equal opportunity (MEO) violations (sexual harassment and gender discrimination). The survey also serves to assess attitudes and perceptions about personnel programs and policies designed to reduce the occurrence of these unwanted behaviors and improve the climate of gender relations at the Academies. The *2018 Service Academy Gender Relations Survey (2018 SAGR)* was conducted to address these purposes and is the most recent of the biennial surveys to be administered.

DoD Sexual Assault Programs and Policies

The current assessment cycle at the Academies, which consists of a biennial and alternating administration of surveys and focus groups, is codified by Title 10, United States Code (U.S.C.), Sections 4361, 6980, and 9361, as amended by Section 532 of the John Warner National Defense Authorization Act (NDAA) for Fiscal Year 2007. This requirement applies to the DoD Academies (U.S. Military Academy [USMA], U.S. Naval Academy [USNA], and U.S. Air Force Academy [USFA]).

DoD Sexual Assault Prevention and Response Policy

Program Oversight

DoD Directive (DoDD) 6495.01 charged the Under Secretary of Defense for Personnel & Readiness (USD[P&R]) with implementing a Sexual Assault Prevention and Response (SAPR) program and monitoring compliance with the directive through data collection and performance metrics (Department of Defense, 2015a). It established the Department of Defense (DoD) Sexual Assault Prevention and Response Office (SAPRO) within the Office of the USD(P&R) in 2006 to address all DoD sexual assault policy matters, except criminal investigations and legal processes, which are the responsibility of the Military Criminal Investigative Organization (MCIO) and the Offices of the Judge Advocates General in the Military Departments, respectively. DoD SAPRO requires data to continually assess the prevalence of sexual assault at the Academies and the effectiveness of the programs and resources they implement.

Defining Sexual Assault

DoDD 6495.01 defines sexual assault as any “intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent” (Department of Defense, 2015b). Under this definition, sexual assault includes rape, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to

commit these acts. “Consent” shall not be deemed or construed to mean the failure by the victim to offer physical resistance.

In Section 522 of the NDAA for FY 2006, Congress amended the Uniform Code of Military Justice (UCMJ) to consolidate and reorganize the array of military sex offenses. These revised provisions took effect October 1, 2007. Article 120, UCMJ, was subsequently amended in FY2012. As amended, Article 120, UCMJ, “Rape, Sexual Assault, and Other Sexual Misconduct,” defines rape as “a situation where any person causes another person of any age to engage in a sexual act by: (1) using unlawful force; (2) causing grievous bodily harm; (3) threatening or placing that other person in fear that any person will be subjected to death, grievous bodily harm, or kidnapping; (4) rendering the person unconscious; or (5) administering a substance, drug, intoxicant, or similar substance that substantially impairs the ability of that person to appraise or control conduct” (Title 10 U.S. Code Section 920, Article 120). Article 120 of the UCMJ defines “consent” as “words or overt acts indicating a freely given agreement to the sexual act at issue by a competent person.” The term is further explained as:

- An expression of lack of consent through words or conduct means there is no consent;
- Lack of verbal or physical resistance or submission resulting from the accused’s use of force, threat of force, or placing another person in fear does not constitute consent;
- A current or previous dating relationship by itself or the manner of dress of the person involved with the accused in the sexual conduct at issue shall not constitute consent;
- A person cannot consent to sexual activity if he or she is “substantially incapable of appraising the nature of the sexual conduct at issue” due to mental impairment or unconsciousness resulting from consumption of alcohol, drugs, a similar substance, or otherwise, as well as when the person is unable to understand the nature of the sexual conduct at issue due to a mental disease or defect; or
- Similarly, a lack of consent includes situations where a person is “substantially incapable of physically declining participation” or “physically communicating unwillingness” to engage in the sexual conduct at issue.

DoD Equal Opportunity Sexual Harassment and Gender Discrimination Policies

Program Oversight

The Office of Diversity, Equity, and Inclusion (ODEI) is the primary office within DoD that develops and executes diversity management and equal opportunity policies and programs. ODEI monitors the prevention and response of sexual harassment and gender discrimination. The overall goal of ODEI is to provide an “environment in which Service members are ensured an opportunity to rise to the highest level of responsibility possible in the military profession, dependent only on merit, fitness, and capability” (DoDD 1350.2; Department of Defense, 2015c).

Defining Sexual Harassment and Gender Discrimination

The DoD military sexual harassment policy was defined in 1995, and revised in 2015 in DoDD 1350.2 as: “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:

- Submission to such conduct is made either explicitly or implicitly a term or condition of a person’s job, pay, or career, or
- Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or
- 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.

Workplace conduct, which for the military this may include on or off duty conduct 24 hours a day, to be actionable as ‘abusive work environment’ harassment, need not result in concrete psychological harm to the victim, but rather need only be so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the work environment as hostile or offensive” (Department of Defense, 2015c).

Gender discrimination is defined in DoDD 1350.2 as “unlawful discrimination” where there is discrimination based on “sex that is not otherwise authorized by law or regulation” (Department of Defense, 2015c).

Measurement of Constructs

Construction of estimated rates of unwanted sexual contact, sex-based MEO violations, and retaliatory behaviors are described in detail below.

Unwanted Sexual Contact

Unwanted sexual contact refers to a range of activities prohibited by the UCMJ, including uninvited and unwelcome completed or attempted sexual intercourse, sodomy (oral or anal sex), penetration by an object, and the unwanted touching of genitalia and other sexually related areas of the body.⁶ In the *2018 SAGR*, unwanted sexual contact is measured using a comprehensive, behavioral list of items (Q48; Figure 2). The resulting prevalence rate provides an estimated proportion of individuals who experienced any of these behaviors, referred to as unwanted sexual contact, in the past academic program year (APY, i.e., since June 2017).⁷

⁶ The UCMJ defines the term sexual contact within the context of describing rape, sexual assault, and other sexual misconduct. For the purposes of this report, “unwanted” is used to clarify the term “sexual contact.”

⁷ The RAND Corporation developed a measure of sexual assault that incorporates UCMJ-prohibited behaviors and consent factors to derive prevalence rates of crimes committed against military members (Morrall, Gore, & Schell, 2014). RAND fielded both the existing unwanted sexual contact measure and the new measure and found that weighted estimated topline rates from each measure were not statistically significantly different. In October 2015, OPA conducted pretests at the three DoD Academies using RAND’s new sexual assault measure. The pretest

Figure 2.
Questions Measuring Unwanted Sexual Contact



As originally developed, the goal of the unwanted sexual contact question was to act as a proxy for sexual assault while balancing the emotional burden to the respondent. The intention of the unwanted sexual contact item was not to provide a crime victimization rate but to provide the DoD with information about Service Academy cadets and midshipmen who experienced sex-related behaviors prohibited by the UCMJ that would qualify the individual to receive SAPR support services. This behaviorally based measure captures specific behaviors experienced and does not assume the respondent has expert knowledge of the UCMJ or its definition of sexual assault. The vast majority of respondents would not know the differences among the UCMJ offenses of “sexual assault,” “aggravated sexual contact,” and “forcible sodomy” described in Articles 120 and 125 of the UCMJ. As such, using behaviorally based questions allows for more accurate estimation of prevalence rates (Fisher & Cullen, 2000). The *2018 SAGR* specifically asks about behaviors that were against the respondent’s consent (either when they did not or could not consent) or against their will, including completed and attempted sexual intercourse, oral sex, anal sex, and penetration by an object or finger, as well as unwanted sexual touching. The latter is specific to unwanted touching of sexual regions of the body (i.e., genitalia, breasts, or buttocks) and does not include touching of nonsexual regions of the body or behaviors that are harassing in nature. The terms and definitions of unwanted sexual contact have been consistent

included questions after the main survey asking if respondents understood the survey questions, whether they would be comfortable taking the survey, whether they would be comfortable taking the survey in a group setting, whether they would answer honestly, and whether they would have any negative reactions after taking the survey. Pretest results indicated that the measure’s length and graphic language made it inappropriate for administration to students in an in-person group setting. Students who indicated on the pretest that they had experienced sexual assault indicated lower willingness than other students to answer all survey items honestly, particularly during in-person survey administration. For these reasons and to retain the ability to trend unwanted sexual contact results over time, the existing unwanted sexual contact measure was retained.

throughout all of the *SAGR* surveys since 2006 to provide DoD with comparable data points across time.

Time Reference

When surveys ask about experiences within a set timeframe, there is risk that respondents might include experiences that fall outside of that specific timeframe, a bias known as external telescoping. For the *2018 SAGR*, the survey contains an inherent “anchor” via the APY. Students are instructed in a verbal briefing before the survey administration only to consider experiences that have occurred within that APY, beginning in June 2017. This timeframe is reiterated on the survey instrument in the unwanted sexual contact question and for the subsequent questions about the “one situation” that had the greatest effect on the respondent. Research and theory on telescoping suggests that timeframes anchored with highly salient events, called landmarks, can be effective in reducing telescoping bias (Gaskell, Wright, & O’Muirheartaigh, 2000). To be maximally effective, landmarks should avoid two potential problems: (1) susceptibility of the landmark itself to telescoping forward in respondents’ memories and (2) inequivalent salience of the landmark for all respondents (Gaskell et al., 2000). The landmark used in the *2018 SAGR* appears resistant to both potential problems. The beginning of the current APY for Academy students marks a number of important changes for students, such as change in class rank, opening of new opportunities, and expansion of privileges. This moment in time is unlikely to be mentally telescoped forward by respondents; moreover, this landmark should be equally salient for all respondents. Given the repeated timeframe instructions and the strong salient landmark given by the APY, the risk of telescoping for the reference period in the *2018 SAGR* is likely to be very small.

Sex-Based Military Equal Opportunity (MEO) Violations

In 2014, RAND developed new measures of sex-based MEO violations for the *RAND Military Workplace Survey (2014 RMWS)* that were designed to align with criteria for a DoD-based MEO violation. This measure was designed to align with military law and policy that outline criteria for an MEO violation; the measure incorporates behaviors and follow-up criteria to derive rates. The categories of behaviors include sexual harassment (i.e., sexually hostile work environment and sexual *quid pro quo*) and gender discrimination. The measure was tailored for use at the Academies, including minor changes (e.g., the items ask about “someone from your Academy” instead of “someone from work” and “most cadets/midshipmen” instead of “most men/women in the military”) and two substantive changes (1) separate items from the *2014 RMWS* on someone repeatedly telling about their sexual activities and making sexual gestures/body movements were combined into a single item and (2) an item on whether someone intentionally touched you in a sexual way when you did not want them to was removed, as this behavior falls under unwanted sexual contact. Otherwise, the measure was consistent with the measure used for active duty and Reserve members.

Behavioral Definition

Following the *2014 RMWS* guidelines, OPA used a two-step process to determine estimated sex-based MEO violation rates. First, we asked questions about whether students experienced behaviors prohibited by MEO policy by someone from their Academy and the circumstances of

those experiences. Second, we categorized those reported behaviors into two types of sex-based MEO categories—sexual harassment and gender discrimination—to produce estimated rates for these two categories.

The sex-based MEO measure includes two requirements to reach the level of being in violation of DoD policy (DoDD 1350.2). First, the student must endorse an experience consistent with the sex-based MEO violations specified by DoDD 1350.2. These include indicating experiencing either sexual harassment (sexually hostile work environment or sexual *quid pro quo*) and/or gender discriminatory behaviors by someone from their Academy. Second, the student also had to have indicated “yes” to one of the follow-up items that assess persistence and/or severity of the behavior (Figure 3).

Figure 3.
Two-Part Sex-Based MEO Violation Measure

1 Experienced at least one sex-based behavior		2 Met the legal criteria	
Sexual Harassment	Sexually Hostile Work Environment		
	<ul style="list-style-type: none"> ➤ Repeatedly told sexual “jokes” that made you uncomfortable, angry, or upset ➤ Embarrassed, angered, or upset you by repeatedly suggesting that you do not act like a cadet/midshipman of your gender is supposed to ➤ Repeatedly made sexual gestures or sexual body movements that made you uncomfortable, angry, or upset ➤ Displayed, showed, or sent sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset ➤ Repeatedly asked you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset ➤ Repeatedly told you about their sexual activities in a way that made you uncomfortable, angry, or upset ➤ Made repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset ➤ Took or shared sexually suggestive pictures or videos of you when you did not want them to that made you uncomfortable, angry, or upset* ➤ Made repeated attempts to establish an unwanted romantic or sexual relationship with you that made you uncomfortable, angry, or upset ➤ Intentionally touched you in a sexual way when you did not want them to** <ul style="list-style-type: none"> ➤ Repeatedly touched you in any other way that made you uncomfortable, angry, or upset 	<ul style="list-style-type: none"> ➤ They continued this unwanted behavior even after they knew that you or someone else wanted them to stop ➤ This was severe enough that most cadets/midshipmen would have been offended 	
	Sexual Quid Pro Quo		
<ul style="list-style-type: none"> ➤ Made you feel as if you would get some workplace benefit in exchange for doing something sexual ➤ Made you feel like you would get punished or treated unfairly at the Academy if you did not do something sexual 	<ul style="list-style-type: none"> ➤ They told you that they would give you a reward or benefit for doing something sexual ➤ They hinted that you would get a reward or benefit for doing something sexual ➤ Someone else told you they got benefits from this person by doing sexual things 		
	Gender Discrimination		
<ul style="list-style-type: none"> ➤ Said that someone of your gender is not as good as someone of the opposite gender as a future officer, or that someone of your gender should be prevented from becoming a future officer ➤ Mistreated, ignored, excluded, or insulted you because of your gender 	<ul style="list-style-type: none"> ➤ Their beliefs about someone of your gender harmed or limited your cadet/midshipman career ➤ This treatment harmed or limited your cadet/midshipman career 		

Negative Outcomes Associated With Reporting a Sexual Assault

The DoD strives to create an environment where military members feel comfortable and safe reporting a potential sexual assault to a military authority. One area the DoD has been

monitoring is repercussions (i.e., negative behaviors as a result of reporting sexual assault). Specifically, three forms of negative behaviors have been outlined: professional reprisal, ostracism, and other negative behaviors.

Construction of Metrics for Negative Outcomes

OPA worked closely with the Services and DoD stakeholders to design behaviorally based questions to capture perceptions of a range of outcomes resulting from reporting sexual assault. The resulting battery of questions was designed to measure negative behaviors a student may have experienced as a result of making a report of sexual assault and to account for additional motivating factors, as indicated by the student, consistent with prohibited actions of professional reprisal and ostracism in the UCMJ and military policies and regulations. There are also questions regarding other negative behaviors.

Survey questions are only able to provide a general understanding of the self-reported outcomes that may constitute reprisal, ostracism, or other negative outcomes.⁸ Ultimately, only the results of an investigation (which takes into account all legal aspects, such as the intent of the alleged perpetrator) can determine whether self-reported negative behaviors meet the requirements of prohibited negative behaviors. The estimates presented in this report reflect the students' perceptions about a negative experience associated with their reporting of sexual assault and not necessarily a reported or legally substantiated incident of retaliatory behavior. Construction of rates of professional reprisal, ostracism, and other negative outcomes are based on general policy prohibitions. These rates should not be construed as legal crime victimization rates in the absence of an investigation being conducted to determine a verified outcome.

Professional Reprisal. Reprisal is defined as “taking or threatening to take an unfavorable personnel action, or withholding or threatening to withhold a favorable personnel action, for making, preparing to make, or being perceived as making or preparing to make a protected communication” such as report of a crime.⁹ Per the definition in law and policy, reprisal may only occur if the actions in question were taken by leadership with the intent of having a specific detrimental impact on the career or professional activities of the student who reported a crime. As depicted in Figure 4, the estimated professional reprisal rate in the 2018 SAGR is a summary measure reflecting whether students indicated they experienced a behavior consistent with professional reprisal as a result of reporting unwanted sexual contact, (i.e., the action taken was not based on conduct or performance). Further, the student must believe leadership took these actions for any one of a specific set of reasons: because they were trying to get back at the student for making an official report (restricted or unrestricted), because they were trying to discourage the student from moving forward with their report, or because they were angry at the student for causing a problem for them.

⁸ Because the SAGR assessment does not assess the relationship between the alleged perpetrator and the respondent to determine whether the behavior constitutes maltreatment, no definitive conclusions can be made regarding whether these alleged other negative behaviors are retaliatory or constitute maltreatment.

⁹ Military Whistleblower Protection Act (10 U.S.C. § 1034); Section 1709(a) of the NDAA for FY 2014 requires regulations prohibiting retaliation against an alleged victim or other member of the Armed Forces who reports a crime and requires that violations of those regulations be punishable under Article 92.

Figure 4.
Construction of Estimated Professional Reprisal Rate

1	Experienced at least one behavior from leadership in line with potential professional reprisal
<ul style="list-style-type: none"> ➤ Denied you or removed you from a leadership position ➤ Denied you a training opportunity that could have led to a leadership position ➤ Rated you lower than you deserved on a performance evaluation ➤ Denied you an award or other form of recognition you were previously eligible to receive ➤ Assigned you to new duties without doing the same to others ➤ Assigned you to duties that do not match your current class year or position within the company/squadron ➤ Transferred you to a different company/squadron without your request or agreement ➤ Ordered you to one or more mental health evaluations ➤ Disciplined you or ordered other corrective action 	
2	Belief that the leadership actions experienced were ONLY based on student's report of sexual assault (i.e., not based on their conduct or performance)
3	Belief that the leadership took action for one of the following reasons:
<ul style="list-style-type: none"> ➤ To get back at you for making a report (unrestricted or restricted) ➤ To discourage you from moving forward with your report ➤ They were mad at you for causing a problem for them 	

Ostracism. Although the interpretation of ostracism varies slightly,¹⁰ in general, ostracism may occur if retaliatory behaviors were taken either by a member's military peers (such as fellow students in the context of the Academies) or by leadership. Examples of ostracism include improper exclusion from social acceptance, activities, or interactions; denying privilege of friendship due to reporting or planning to report a crime; and/or subjecting the student to insults or bullying. As depicted in Figure 5, this is a summary measure reflecting whether, as a result of reporting unwanted sexual contact, the student perceived at least one behavior consistent with ostracism. To be included in this estimated rate, the student also needed to indicate that he or she perceived that at least one person who took the action knew or suspected the student made an official (unrestricted or restricted) sexual assault report and that the student believed that the person(s) was (were) trying to discourage him or her from moving forward with his or her report or discourage others from reporting.

¹⁰ Enacting prohibitions against ostracism within the context of retaliation requires a specific set of criteria in order to maintain judicial validation against the limitations on the freedom of disassociation. Therefore, the Military Departments crafted policies that implement the regulation of these prohibitions against ostracism outlined in section 1709(a).

Figure 5.
Construction of Estimated Ostracism Rate

1	Experienced at least one behavior from cadet/midshipman peers and/or leadership in line with potential ostracism
	<ul style="list-style-type: none"> ➤ Made insulting or disrespectful remarks or made jokes at your expense—in <u>public</u> ➤ Excluded you or threatened to exclude you from social activities or interactions ➤ Ignored you or failed to speak to you (for example, gave you “the silent treatment”)
2	Belief that at least one individual knew or suspected the student made an official report of sexual assault (unrestricted or restricted)
3	Belief that the action was taken to discourage the student from moving forward with his or her report or discourage others from reporting

Other Negative Outcomes.¹¹ This is a summary measure reflecting whether, as a result of reporting unwanted sexual contact, respondents indicated experiencing negative behaviors from cadet/midshipman peers or leadership that occurred without a valid military purpose, and may have included physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm. Figure 6 shows the behaviors and two follow-up criteria required to be included in the metric. To be included in this estimated rate, the student also needed to indicate that at least one person who took the action knew or suspected the student made an official (unrestricted or restricted) sexual assault report and the student believed that the person(s) was (were) trying to discourage him or her from moving forward with his or her report or to discourage others from reporting, or that the person was trying to abuse or humiliate him or her.

¹¹ Because the *SAGR* assessment does not assess the relationship between the alleged perpetrator and the respondent to determine whether the behavior constitutes maltreatment, no definitive conclusions can be made regarding whether these alleged other negative behaviors are retaliatory or constitute maltreatment.

Figure 6.
Construction of Estimated Other Negative Outcomes Rate

1	Experienced at least one behavior from cadet/midshipman peers and/or leadership in line with potential other negative outcomes
<ul style="list-style-type: none"> ➤ Made insulting or disrespectful remarks or made jokes at your expense —to you in <u>private</u> ➤ Showed or threatened to show private images, photos, or videos of you to others ➤ Bullied you or made intimidating remarks about the assault ➤ Was physically violent with you or threatened to be physically violent ➤ Damaged or threatened to damage your property 	
2	Belief that at least one individual knew or suspected the student made an official report of sexual assault (unrestricted or restricted)
3	Belief that the action was taken for one of the following reasons:
<ul style="list-style-type: none"> ➤ To discourage the student from moving forward with his or her report or discourage others from reporting ➤ They were trying to abuse or humiliate the student 	

Survey Methodology

OPA uses industry-standard scientific survey methodology to control for bias and allow for generalizability to populations. For more than 25 years, OPA has been DoD’s lead organization for conducting impartial and unbiased scientific survey and focus group research on a number of topics of interest to the DoD. OPA uses standard scientific methods to conduct cross-component surveys that provide DoD with fast, accurate assessments of attitudes, opinions, and experiences of the entire DoD community. Although OPA has used industry-standard scientific survey methodology for many years, it is important to clearly describe how the scientific practices employed by large survey organizations control for bias and allow for generalizability to populations. Specifically, OPA’s survey methodology meets industry standards that are used by government statistical agencies (e.g., the Census Bureau and Bureau of Labor Statistics), private survey organizations, and well-known polling organizations. OPA adheres to the survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).¹² In addition, the scientific methods used by OPA have been validated by independent organizations (e.g., RAND, Government Accountability Office [GAO]).¹³

¹² AAPOR’s “Best Practices” state that, “virtually all surveys taken seriously by social scientists, policy makers, and the informed media use some form of random or probability sampling, the methods of which are well grounded in statistical theory and the theory of probability” (<http://www.aapor.org/Standards-Ethics/Best-Practices.aspx#best3>). OPA has conducted surveys of the military and DoD community using stratified random sampling for more than 25 years.

¹³ The GAO reviewed OPA’s (then Defense Manpower Data Center’s [DMDC]) survey methods in 2010 and determined OPA uses valid scientific survey methods (GAO, 2010). In 2013, the Joint Program in Survey Methodology (JPSM) confirmed OPA’s scientific weighting methods were appropriate. In 2014, an independent analysis of the methods used for a 2012 survey on gender relations in the active duty force, which aligns with methods used in the 2018 SAGR, determined that “[OPA] relied on standard, well accepted, and scientifically

Appendix B contains frequently asked questions (FAQs) on the methods employed by government and private survey agencies, including OPA.

Statistical Design

The population of interest for the *2018 SAGR* consisted of all students at USMA, USNA, and USAFA.¹⁴ The entire population of male and female students was selected for the survey.¹⁵ This census of all students was designed for maximum reliability of results in the sections in which the survey questions applied to only a subset of students, such as those questions asking details of an unwanted sexual contact, especially among men. It should be noted that while all students were invited, the survey was voluntary and thus students were not required to participate.

The target survey frame consisted of 12,894 students drawn from the student rosters provided to OPA by each of the three MSAs. OPA received a final dataset containing 12,779 returned questionnaires. Surveys were completed by 8,854 students,¹⁶ yielding an overall weighted response rate for respondents at the DoD Academies of 73% (81% for DoD Academy women and 65% for DoD Academy men).

Using an industry-standard process, data were weighted to reflect each Academy's population as of March 2018.¹⁷ The estimated number of students, the number of respondents, and the portion of total respondents in each reporting group are shown in Table 1.

justified approaches to survey sampling and derivation of survey results as reported for the *2012 WGRA*" (Morrall, Gore, & Schell, 2014).

¹⁴ Two groups of students were excluded: visiting students from other Academies and foreign nationals.

¹⁵ Starting in 2014, *SAGR* included all female and male Service Academy students to better understand the specific experiences of men who indicate unwanted sexual contact and/or MEO violations. In previous survey years, all women at all Service Academies and a statistically constructed sample of men were included in the study in order to produce reliable results.

¹⁶ "Completed" is defined as answering 50% or more of the questions asked of all participants, at least one response from the MEO violations questions (Q4, Q7, Q10, Q13, Q16, Q19, Q22, Q25, Q29, Q32, Q34, Q36, or Q38), and a valid response to Q48 on unwanted sexual contact.

¹⁷ For further details, see OPA (2019).

Table 1.
2018 SAGR Counts and Weighted Response Rates

	Population	Survey Respondents	Weighted Response Rates
DoD Total	12,894	8,854	73%
Men	9,650	6,243	65%
Women	3,244	2,611	81%
USMA	4,298	3,193	81%
Men	3,326	2,296	69%
Women	972	897	92%
USNA	4,440	2,946	69%
Men	3,255	2,071	64%
Women	1,185	875	74%
USFA	4,156	2,715	69%
Men	3,069	1,876	61%
Women	1,087	839	77%

Weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics. The standard process of weighting consists of the following steps:

- Adjustment for selection probability—OPA typically adjusts for selection probability within scientific sampling procedures. However, in the case of the *2018 SAGR*, all students were selected to participate in the survey. Therefore, although adjustment for selection probability is usually performed as the first step in the weighting process, in this instance, the selection probability is 100%, hence the base weights are calculated to be 1.
- Adjustments for nonresponse—Although the *2018 SAGR* was a census of all students, some students did not respond to the survey, and others responded or started the survey but did not complete it (i.e., did not provide the minimum number of responses required for the survey to be considered complete). OPA adjusts for this nonresponse by creating population estimates by first calculating the base weights as the reciprocal of the probability of selection (in the *2018 SAGR*, the base weights take on the value 1 since the survey was a census). Next, OPA adjusts the base weights for those who did not respond to the survey, then adjusts for those who started the survey but did not complete it.
- Adjustment to known population values—OPA typically adjusts the weights in the previous step to known population values to account for remaining bias. In the case of the *2018 SAGR*, the weights in the previous step were adjusted to known

population values using the three known demographic variables (Academy, class year, and gender). The poststratification adjustments all have the value 1 because the three demographic variables were already accounted for in the previous step.

Although the *2018 SAGR* was a census of students, not everyone responded to the survey; hence, the weighting procedures described above were required to produce population estimates (e.g., percentage female). Because of the weighting, conventional formulas for calculating margins of error overstate the reliability of the estimate. For this report, variance estimates were calculated using SUDAAN PROC DESCRIPT (Research Triangle Institute, Inc., 2013).¹⁸ Variance estimates are used to construct margins of error (i.e., confidence interval half-widths) of percentages and means based on 95% confidence intervals.

Survey Administration

Data were collected in March and April 2018. A trained research team from OPA administered the anonymous paper-and-pen survey in group sessions. Separate sessions were held for female and male students at each Academy. After checking in, each student was handed a survey, an envelope, a pen, and an Academy-specific information sheet. The information sheet included details on where students could obtain help if they became upset or distressed while taking the survey or afterward. Students were briefed on the purpose and details of the survey and the importance of participation. Completion of the survey itself was voluntary. If students did not wish to take the survey, they could leave the session at the completion of the mandatory briefing. Students returned completed or blank surveys (depending on whether they chose to participate) in sealed envelopes into a bin as they exited the session; this process was monitored by the survey proctors as an added measure for protecting students' anonymity. The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process.¹⁹

Statistical Comparisons

Results of the *2018 SAGR* are presented at various levels within this report. Results are reported for each Academy by gender (where applicable) and class year. When the *2018 SAGR* questions are comparable to questions in the previous 2016 survey, an analysis of comparisons between survey years is presented for statistically significant changes overtime. In addition, rates from 2014, 2012, 2010, 2008, and 2006 are presented for overall prevalence rates of unwanted sexual contact (statistical comparisons for these prevalence rates by class year are only reported for 2016). Comparisons to prior years for sex-based MEO violations are only comparable to 2016 estimates due to changes in the measure in 2016.

For the categories of Academy, gender, and survey year, OPA relied on data recorded during the survey administration. For class year, respondents were classified by self-report. Definitions for reporting categories follow:

¹⁸ As a result of differential weighting, only certain statistical software procedures, such as SUDAAN, correctly calculate standard errors, variances, or tests of statistical significance for stratified samples.

¹⁹ RCS: DD-P&R(AR) 2198.

- *Academy*—USMA, USNA, and USAFA.
- *Class Year*—Seniors (Class of 2018), Juniors (Class of 2019), Sophomores (Class of 2020), and Freshmen (Class of 2021).
- *Gender*—Self-explanatory.

Only statistically significant comparisons are discussed in this report. Two types of comparisons are made in the 2018 SAGR: between survey years (comparisons to previous survey years) and within the current survey year (2018) by class membership (i.e., senior, junior, sophomore, and freshman) and gender (where applicable). Class comparisons within the current survey year are made along a single dimension by Academy and gender. In this type of comparison, the responses for one group are compared to the weighted average of the responses of all other groups in that dimension (i.e., the total population minus the group being assessed). For example, responses of senior women at USAFA are compared to the weighted average of the responses from junior, sophomore, and freshman USAFA women (e.g., women in all other classes at USAFA). In some cases, the same value of an estimate for two different classes is significantly higher or lower for one class but not the other. This may be due to rounding (both 12.7% and 13.4% are displayed as 13%) or differences in margins of error. When comparing results across survey years (e.g., 2018 compared to 2016), statistical tests for differences between means (i.e., average scores) are used. For all statistical tests, OPA uses two-independent-sample *t*-tests where differences are statistically significant at $p < 0.01$. Because the results of comparisons are based on weighted estimates, the reader can infer that the results generalize to the population.

Presentation of Results

The tables and figures in the report are numbered sequentially. Unless otherwise specified, the numbers presented are percentages. Ranges of margins of error are shown when more than one estimate is displayed in a table or figure. The margin of error represents the precision of the estimate, and the confidence interval coincides with how confident one is that the interval contains the true population value being estimated. For example, if it is estimated that 55% of individuals selected an answer and the margin of error was ± 3 , we are 95% confident that the “true” value being estimated in the population is between 52% and 58%. Because the results of comparisons are based on weighted results, the reader can assume that the results generalize to the Academy’s populations within an acceptable margin of error.

The annotation “NR” indicates that a specific result is “not reportable” due to low reliability. Estimates of low reliability are not presented based on criteria defined in terms of not having a sufficient number of respondents (fewer than five), an effective number of respondents (fewer than 15), or a relative standard error (greater than 0.3). The effective number of respondents takes into account the finite population correction and variability in weights. An “NR” presentation protects the DoD, and the reader, from presenting potentially inaccurate findings due to instability of the specific estimate. The cause of instability is due to high variability (large relative standard error) usually associated with a small number of respondents contributing to the estimate. Additionally, some estimates might be so small as to appear to approach a value of zero. In those cases, an estimate of less than one (<1%) is displayed.

Chapter 2: United States Military Academy (USMA)

This chapter provides findings for the United States Military Academy (USMA), also known as West Point, regarding estimated prevalence and incidents of unwanted sexual contact (USC), potential sex-based military equal opportunity (MEO) violations, and general cadet culture.²⁰ Administration of the *2018 Service Academy Gender Relations Survey (2018 SAGR)* took place on site at USMA from March 26–29, 2018. Of the 4,298 cadets at the Academy, 3,193 completed the survey (897 women, 2,296 men) for an overall participation rate of 74% (92% for women, 69% for men).

This chapter provides topline findings for women and men at USMA, including statistically significant differences between estimates from the *2016 SAGR* compared to the *2018 SAGR*, where applicable. Differences between class years for the *2018 SAGR* are also discussed where statistically significant. Some estimates are not reportable (indicated as NR in figures and tables) due to instability of estimates, and therefore, comparisons for statistically significant differences cannot be calculated in these cases.²¹ When data are not reportable for USMA men, only results for USMA women are discussed.

Unwanted Sexual Contact Rates

As described in Chapter 1, the Department of Defense (DoD) uses the *SAGR* survey to assess experiences of prohibited behaviors that align with the Uniform Code of Military Justice (UCMJ), herein referred to as “unwanted sexual contact”. This measure is based on objective behaviors and does not assume the respondent has intimate knowledge of the UCMJ or the UCMJ definition of sexual assault, nor does it require the participant to label the incident as sexual assault. The USC rate reflects the estimated percentage of USMA students who experienced behaviors prohibited by the UCMJ between June 2017 and the time of the survey (Academic Year 2017–2018). The terms and definitions of USC have been consistent across all of the *SAGR* surveys since 2006 to provide DoD with comparable data across time.

Many instances of USC involve a combination of behaviors. Rather than attempt to provide estimated rates for every possible combination of behaviors and because behaviors may co-occur, responses were coded to create three hierarchically-constructed categories:

- *Completed penetration*—Includes those respondents who marked “yes” to being made to have unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object.

²⁰ Policies and procedures vary across Academies and are often different in their implementation. For this reason, this report does not directly compare estimated prevalence rates across Academies. Estimated prevalence rates that may appear to be significantly different from one Academy to another may not be. Therefore, caution should be taken when making comparisons between Academies.

²¹ Further details are provided in Chapter 1.

- *Attempted penetration*—Includes those respondents who marked “yes” to experiencing attempted unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object but did *not* indicate that they experienced *completed penetration*.
- *Unwanted sexual touching*—Includes only those respondents who marked “yes” to experiencing unwanted, intentional touching of sexual body parts such as genitalia, breasts, or buttocks and did *not* indicate that they also experienced *attempted penetration* and/or *completed penetration*.

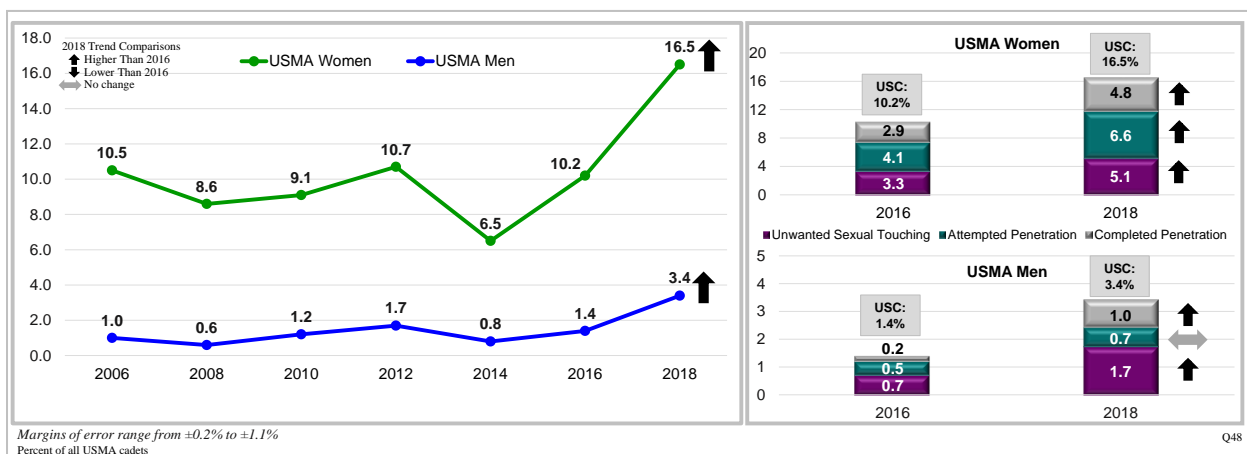
For more information regarding the measure and how the estimated prevalence rate of USC was constructed, see Chapter 1.

Estimated Past Year Unwanted Sexual Contact Rate

16.5% of USMA women experienced USC since June 2017, which increased from 2016, reaching the highest level since tracking began (Figure 7). This rate is comprised of an estimated 4.8% of USMA women who experienced *completed penetration*, 6.6% who experienced *attempted penetration*, and 5.1% who experienced *unwanted sexual touching*, all three of which increased from 2016.

3.4% of USMA men experienced USC since June 2017, which like women, increased from 2016 and is the highest estimate of male USC at the Academy since the beginning of the study (Figure 7). This rate is comprised of an estimated 1.0% of USMA men who experienced *completed penetration*, 0.7% who experienced *attempted penetration*, and 1.7% who experienced *unwanted sexual touching*, with an increase for unwanted sexual touching and completed penetration from 2016.

Figure 7.
Estimated Past Year Unwanted Sexual Contact Rate for USMA



USC rates for each class year are displayed in Figure 8. The overall rate increased in all class years except for seniors for women, and men saw increases in every class year except juniors. However, for both men and women, sophomores were more likely than other class years to

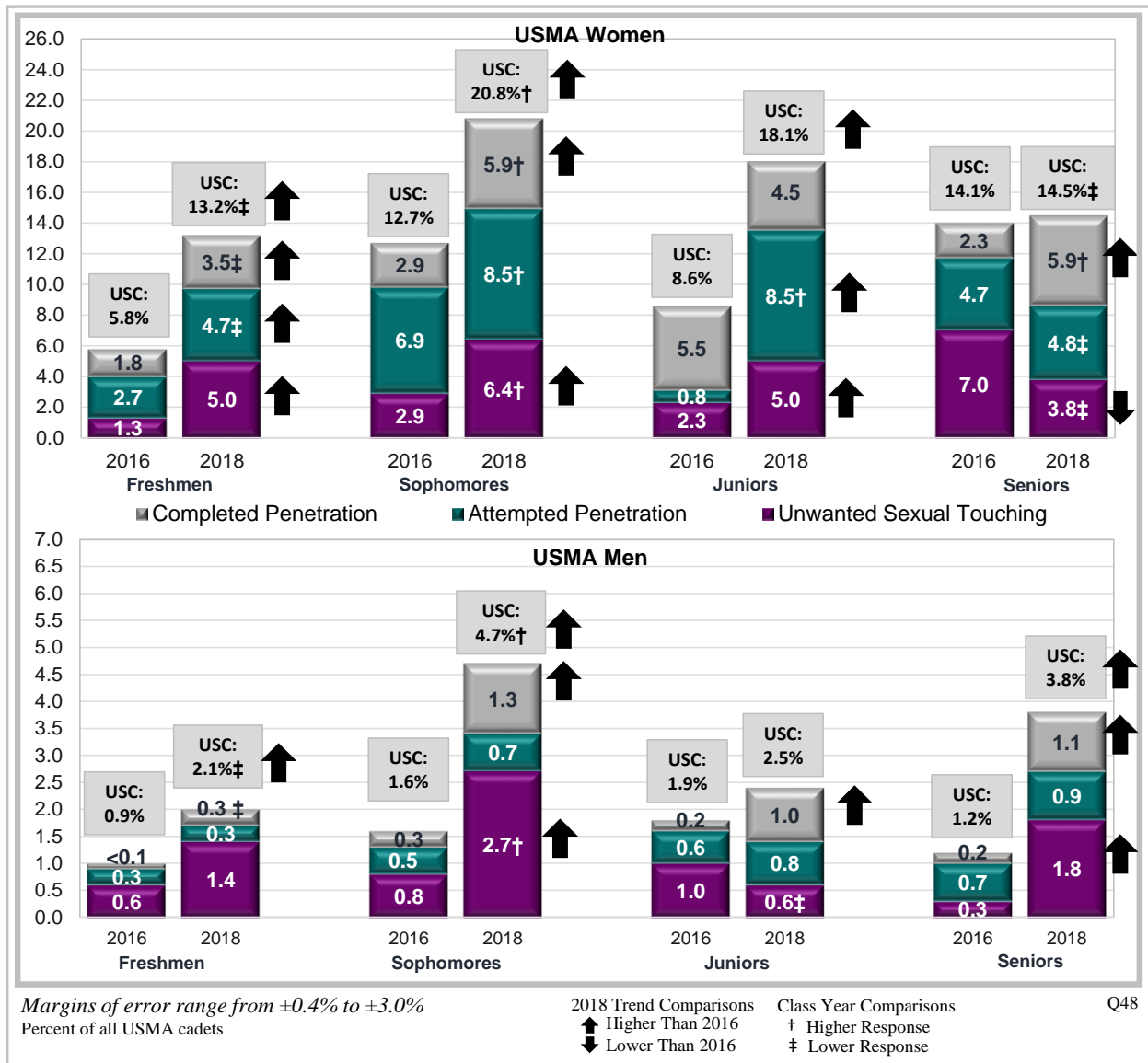
experience USC, and freshmen were less likely. The relatively lower rate for freshmen is potentially influenced by cadet fraternization rules which prohibit any “improper relationships between fourth class and upper class cadets” (USMA, 2012). However, while this rule may protect freshmen from unwanted sexual behaviors, OPA focus groups in 2017 identified a potential explanation for the increase in USC seen in sophomores: “shark week,” or the timeframe when freshmen officially transition to sophomores and the fraternization rules lighten, is a potentially vulnerable period for students (Barry et al., 2017).

Differences between class years were found for types of USC experienced by USMA women. Similar to USC overall, sophomore women were more likely than other class years to experience attempted penetration, completed penetration, and/or unwanted sexual touching, whereas freshman women were less likely to experience attempted penetration and/or completed penetration. Compared to rates in 2016, significant increases were found for junior, sophomore, and freshman women who experienced unwanted sexual touching, junior and freshman women who experienced attempted penetration, and senior, sophomore, and freshman women who experienced completed penetration.

Fewer differences were found for men by class year, with freshman men less likely to experience completed penetration compared to men in other class years. Sophomore men were more likely to experience unwanted sexual touching compared to men in other class years, while junior men were less likely. With regard to changes in rates since 2016, rates for senior and sophomore men who experienced unwanted sexual touching increased, and rates of completed penetration for senior, junior, and sophomore men increased.

Figure 8.

Estimated Past Year Unwanted Sexual Contact Rate by Type for USMA by Gender and Class Year

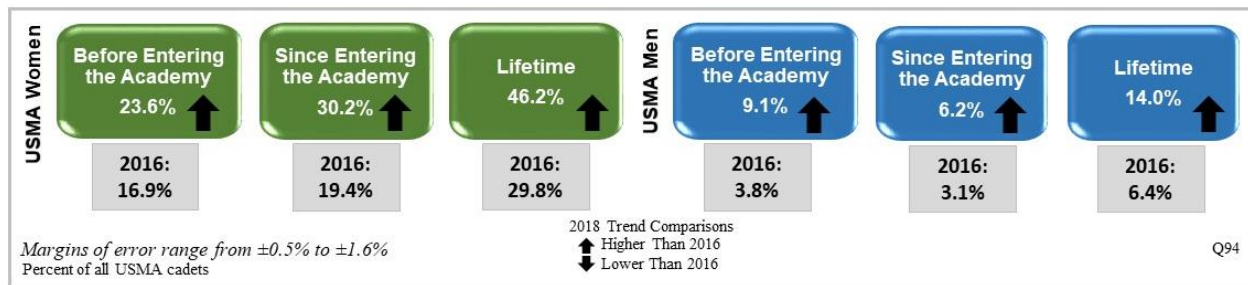


Estimated Rates of USC Before Entering the Academy, Since Entering the Academy, and in Cadet's Lifetime

The behaviorally-based items capturing USC before entering the Academy, since entering the Academy (including within the past year), and lifetime estimated prevalence of USC (combining experiences before entering the Academy and since entering the Academy) require affirmative selection of one of the USC behaviors (see Chapter 1 for a list of behaviors). As seen in Figure 9, rates for women and men who experienced USC **before entering the Academy**, **since entering the Academy** (including in the past year), and in their **lifetime** all increased compared to 2016.

Figure 9.

Estimated Rates of Unwanted Sexual Contact Before Entering the Academy, Since Entering the Academy, and Lifetime for USMA

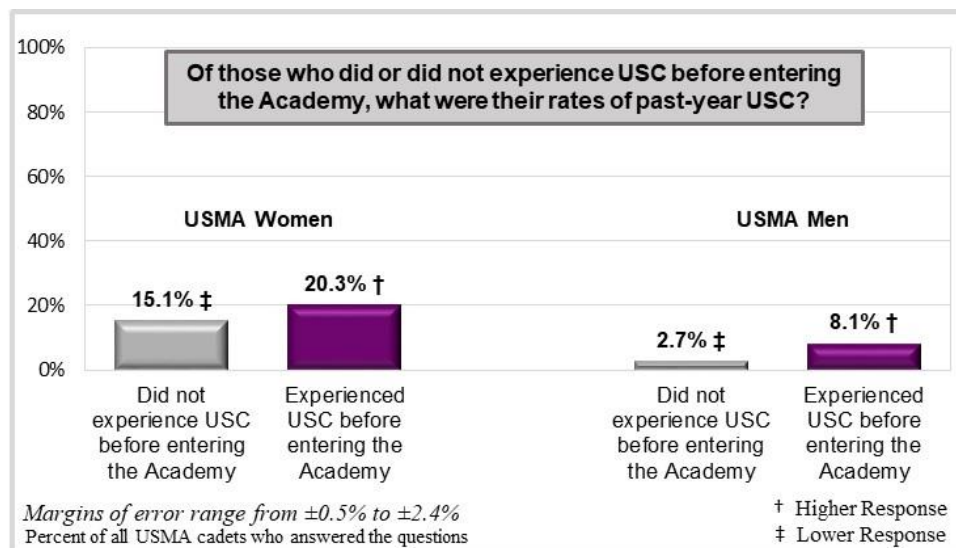


Risk of Re-victimization

Research has shown that survivors of one form of violence are more likely to be victims of other forms of violence, survivors are at a higher risk for perpetrating violence, and perpetrators of one form of violence are more likely to commit other forms of violence (Wilkins et al., 2014). To assess the risk of potential re-victimization at the Academy, past-year rates of USC were examined separately by whether or not cadets had experienced USC before entering the Academy. As shown in Figure 10, both USMA women and men who experienced USC before entering the Academy were more likely to experience USC in the past-year compared to those who did not experience USC before entering the Academy.

Figure 10.

Risk of Re-victimization for USMA



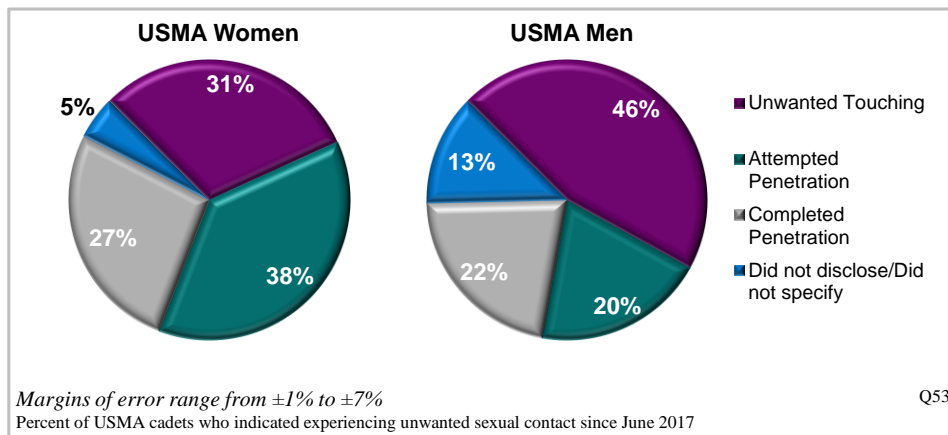
One Situation of Unwanted Sexual Contact With the Biggest Effect

To better understand the circumstances involved in their experiences, the 16.5% of USMA women and 3.4% of USMA men who experienced USC since June 2017²² were asked to provide additional information in regards to what they considered to be the worst or most serious experience of USC (hereafter referred to as “the one situation”).²³ In addition to the behavior involved in the one situation, cadets were asked to provide details regarding characteristics of who did it, where it happened, the circumstances surrounding the situation, outcomes of experiencing USC, and whether or not they chose to report the incident.

Behavior Experienced in One Situation of USC

To calculate the behaviors involved in the students’ most serious experience, behaviors were grouped hierarchically as described in the prior section. Of the 16.5% of USMA women who experienced USC since June 2017, more than one-third experienced *attempted penetration*, less than one-third experienced *unwanted sexual touching*, and more than one-quarter experienced *completed penetration* (Figure 11). Of the 3.4% of USMA men who experienced USC since June 2017, nearly half experienced *unwanted sexual touching*, a little less than one-quarter experienced *completed penetration* and one-fifth experienced *attempted penetration*.

Figure 11.
Behaviors Experienced in USC One Situation for USMA



Who: Reported Demographics and Characteristics of the Alleged Offender(s)

An overview of the alleged offender(s) profile in the one situation is highlighted for USMA women in Figure 12 and men in Figure 13. The majority of women indicated the one situation was performed by one person, who was a male, and an Academy student. Additionally, the majority of women knew their alleged offender, with a little over half indicating the alleged

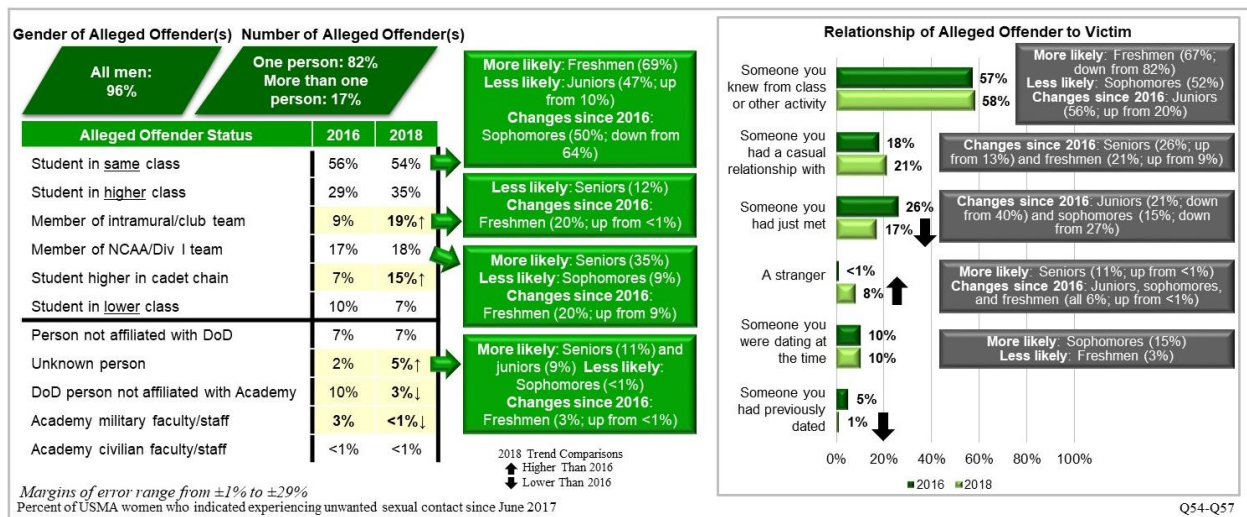
²² Experience of USC is determined by endorsement of at least one USC behavior since June 2017 as asked on the survey.

²³ Although some students may have experienced more than one USC event, to minimize survey burden, only follow-up details about one event were asked.

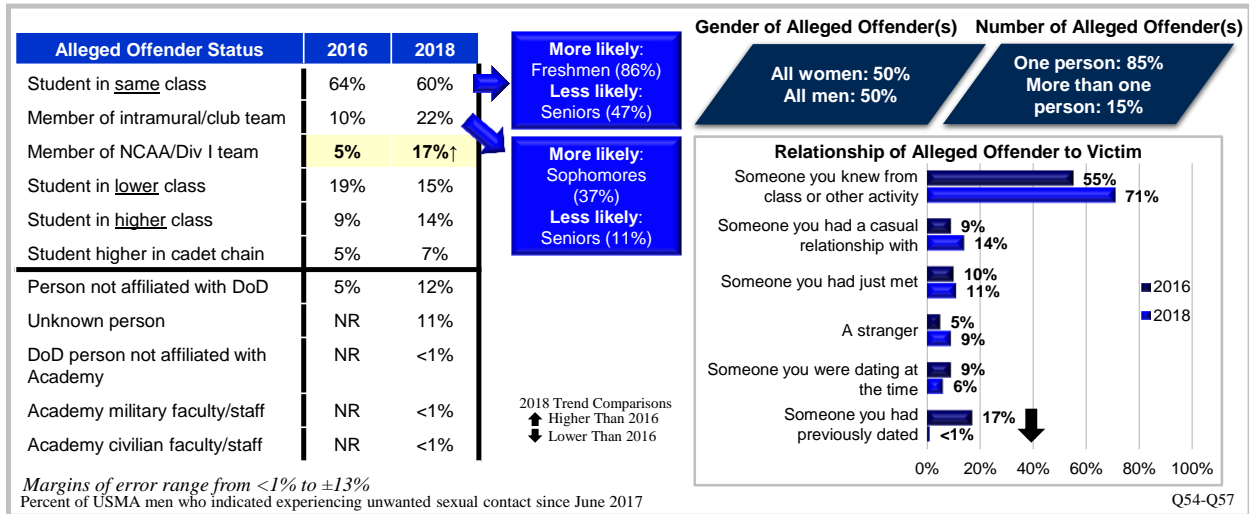
offender was a classmate, whereas about one-fifth indicated the alleged offender was someone they had a casual relationship with (e.g., hooked up with). Compared to 2016, women who indicated the alleged offender was a stranger increased and indication that the alleged offender was someone they had just met and someone they had previously dated decreased. Examining differences between class years, freshman women were more likely than women in other class years to indicate that the alleged offender was someone they knew from class or other activity and was in the same class year, whereas seniors were more likely to indicate that the alleged offender was an unknown person or stranger (which increased from 2016).

Figure 12.

Reported Demographics of the Alleged Offender(s) in the USC One Situation for USMA Women

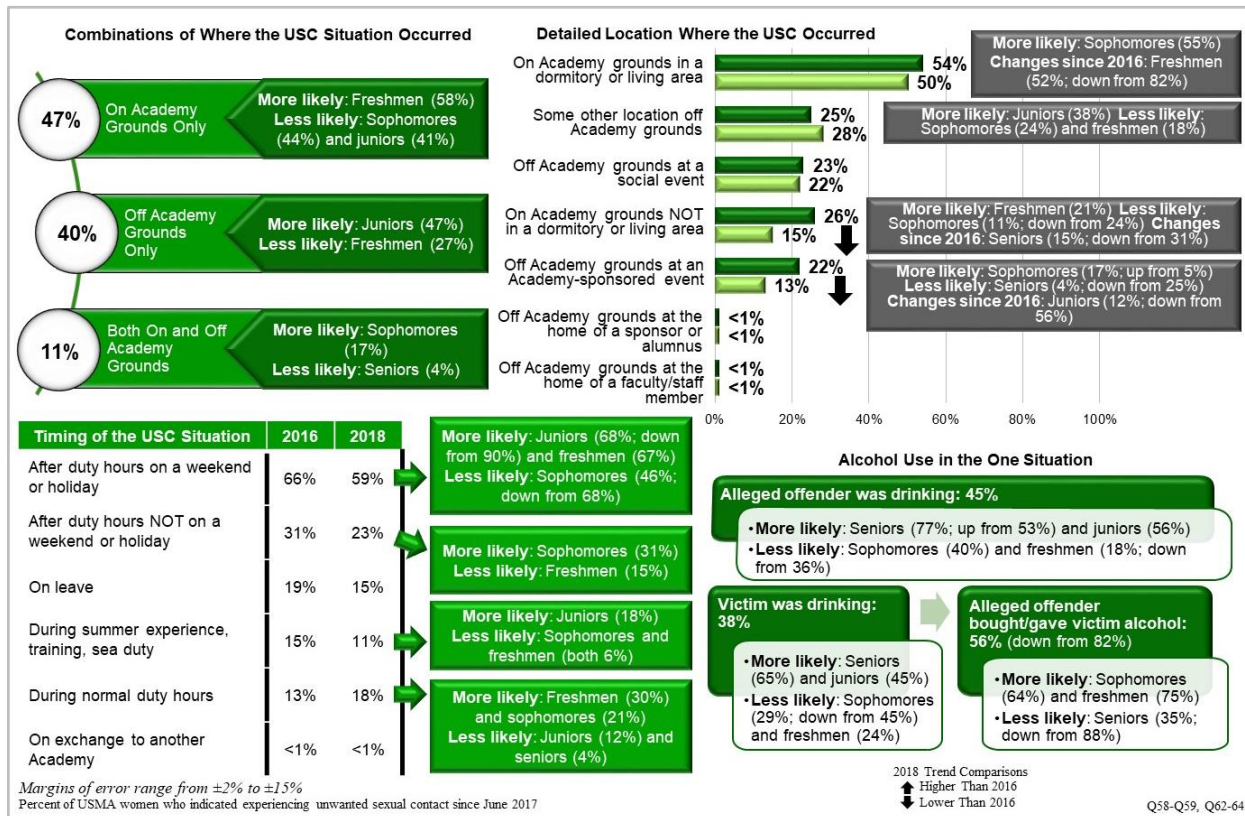


Like women, the majority of men indicated that they knew their alleged offender from class or other activity and that the one situation was perpetrated by one person, who was most often an Academy student and often in the same class year (Figure 13). Unlike women, half of men indicated that the alleged offender was male and the other half indicated that the alleged offender was female. Analysis of data over time revealed more than a threefold increase in men who were victimized by a member of an NCAA/Division I team, whereas compared to 2016, men were less likely to indicate that the alleged offender was someone they had previously dated.

Figure 13.***Reported Demographics of the Alleged Offender(s) in the USC One Situation for USMA Men*****Where: Location and Context*****USMA Women***

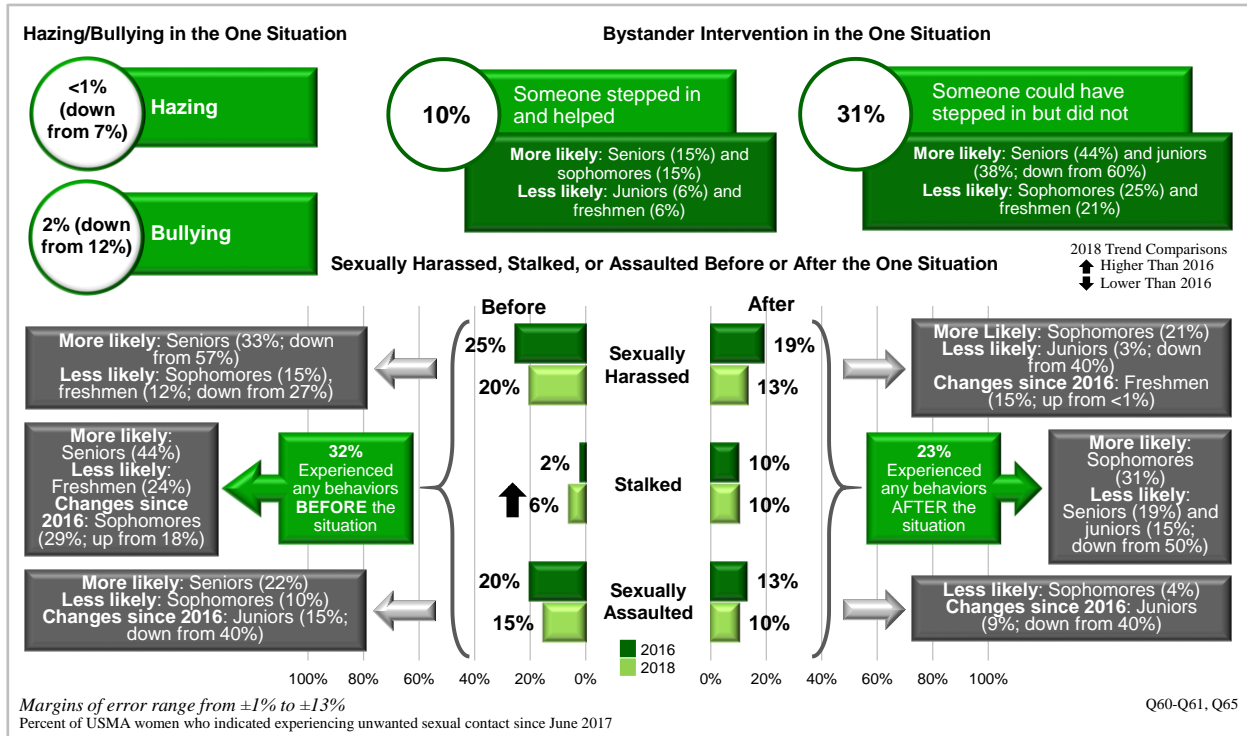
An overview of where and in what context the one situation occurred is highlighted in this section. For women, approximately half of USC situations occurred on Academy grounds only, specifically with half of events occurring in a dormitory or living area, and nearly three-fifths occurring after duty hours on a weekend or holiday (Figure 14). Class year differences were found for women regarding the circumstances around experiencing USC. Sophomores were more likely than women in other class years to experience USC on Academy grounds in a dormitory/living area, whereas there was a decrease for freshmen from 2016. Juniors and freshmen were more likely than women in other class years to indicate that the one situation occurred after duty hours on a weekend or holiday, although this percentage decreased for juniors from 2016. Sophomores and freshmen were more likely than women in other class years to indicate that their experience happened during normal duty hours, whereas seniors and juniors were less likely.

Alcohol use on the part of the victim and/or the alleged offender has remained constant among women since 2016. More than one-third of women indicated that they had been drinking at the time of the incident, with senior and junior women more likely to indicate so than women in other class years. Of the 38% of women who indicated they had been drinking at the time of the incident, more than half indicated that the alleged offender bought or gave them alcohol to drink, which was a decrease from 2016 led by a decrease among seniors. Underclassmen were more likely to indicate that the alleged offender bought or gave them alcohol.

Figure 14.***Location, Timing, and Alcohol Use Regarding the USC One Situation for USMA Women***

As seen in Figure 15, very few women who experienced USC characterized their one situation as hazing and/or bullying, with few describing the situation as either, which decreased for both categories since 2016. About one-third of women indicated they were sexually harassed, stalked, or sexually assaulted by the same alleged offender **before** the one situation. Less than one-quarter of women indicated they were sexually harassed, stalked, or sexually assaulted by the same alleged offender **after** the one situation. One-tenth of women indicated that there was someone else present who stepped in to help during the one situation, and about one-third of women indicated that there was someone else present, but he or she did not step in to help. Upperclassmen were more likely to say that someone was present but did not help, although this estimate for juniors decreased from 2016.

Figure 15.
Context of the USC One Situation for USMA Women

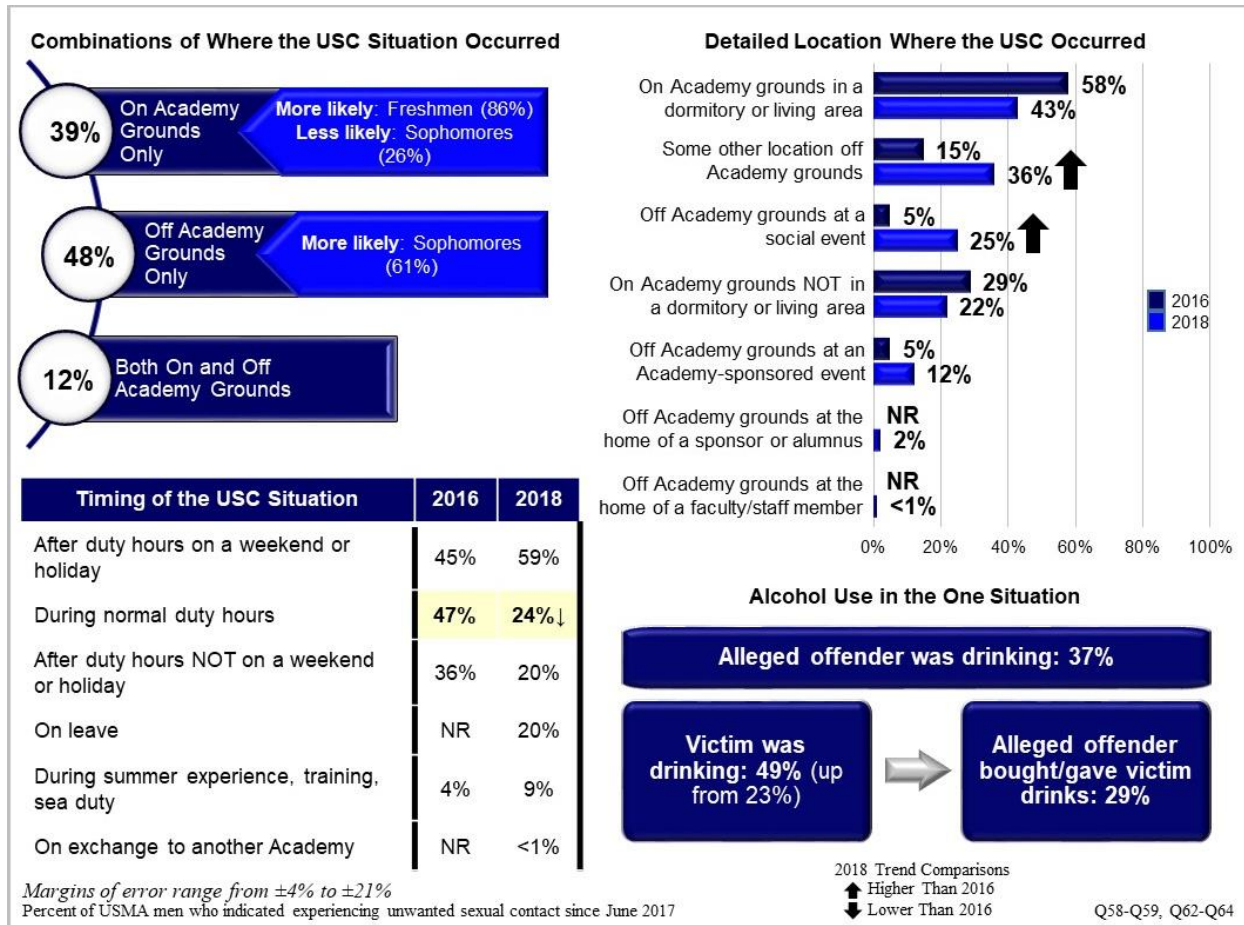


USMA Men

Of the USMA men who experienced USC, nearly half indicated the unwanted situation occurred off Academy grounds only (Figure 16).²⁴ Specifically, one-quarter indicated that the incident occurred off Academy grounds at a social event, and more than one-third at some other location off Academy grounds, both significant increases from 2016. More than one-third of USMA men indicated the situation occurred only on Academy grounds, with a little more than two-fifths of those indicating that the unwanted situation occurred on Academy grounds in a dormitory/living area. About three-fifths of USMA men indicated the situation occurred after duty hours on a weekend or holiday, and about one-quarter indicated the situation occurred during normal duty hours, which decreased from 2016.

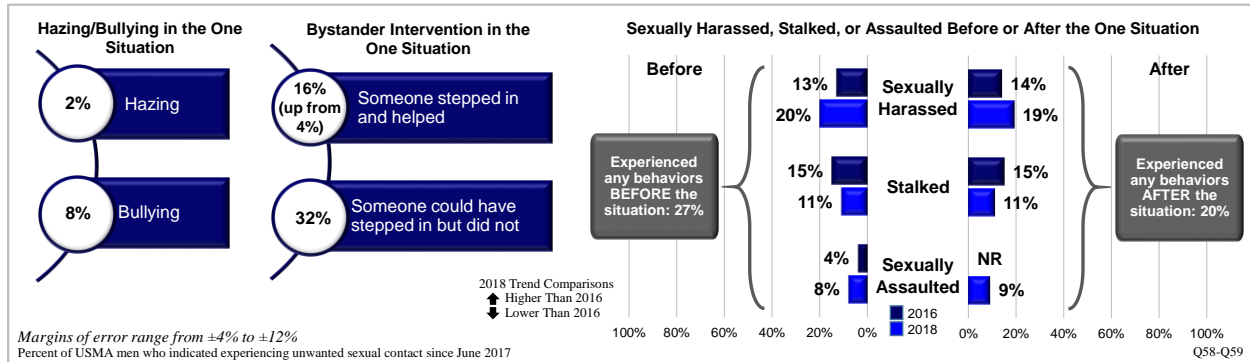
For men, more than one-third indicated that the alleged offender had been drinking during the one situation, just under half indicated that they had been drinking at the time of the incident, (an increase from 2016), and of those who indicated they has been drinking, less than one-third indicated the alleged offender bought or gave them alcohol to drink.

²⁴ Breakouts by class year were not reportable for USMA men.

Figure 16.***Location, Timing, and Alcohol Use Regarding the USC One Situation for USMA Men***

Contextually, very few USMA men indicated they would describe the USC one situation as hazing and/or bullying (Figure 17). More than one-quarter indicated that they were sexually harassed, stalked, or sexually assaulted **before** their one situation by the same alleged offender, and one-fifth experienced at least one behavior **after** the situation. Similar to USMA women, a little less than one-third of USMA men indicated that there was someone else present during the one situation who did not step in to help. Relatively few men indicated that there was someone else present who stepped in to help during the one situation, but did increase from 2016, suggesting a growing willingness to help men who appear to be at risk for sexual assault.

Figure 17.
Context of the USC One Situation for USMA Men

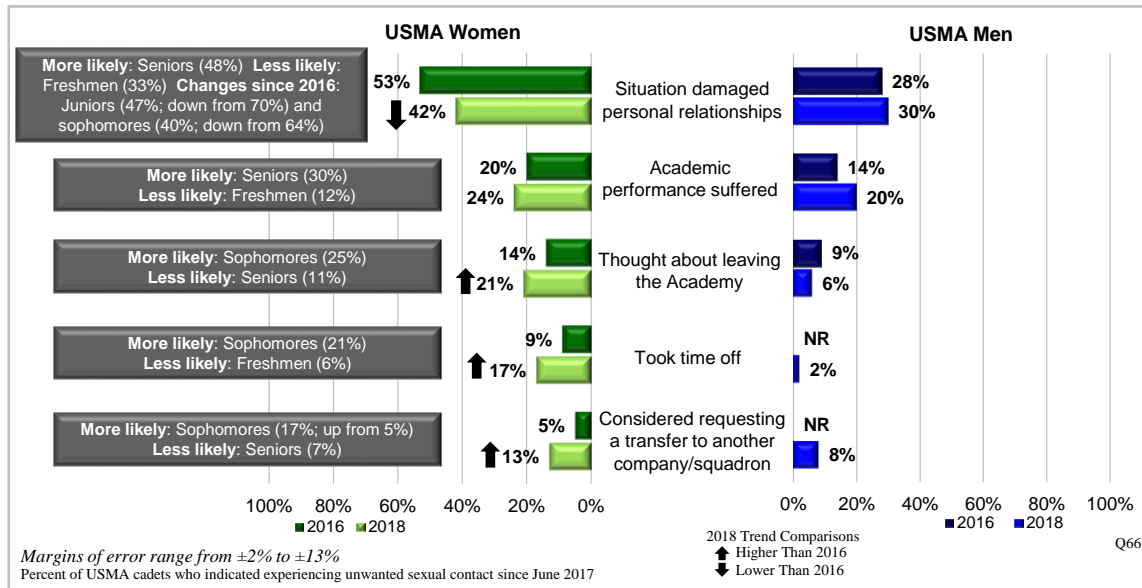


Actions Following the USC One Situation

Cadets who experience USC may be impacted in various ways, including deciding to take time off, thinking about transferring or leaving, experiencing damage to personal relationships, or having their academic performance suffer. They also have the option to report their experience officially. This section examines what happened after the one situation occurred, including whether they reported the incident, their reasons for reporting or for not reporting the incident, and negative reactions from peers and/or leadership.

As seen in Figure 18, many USMA women who experienced USC also experienced some negative action. The most common negative action was damage to personal relationships, although this decreased from 2016. Percentages for women who considered requesting a transfer to another company, thought about leaving the Academy, and took time off increased from 2016. Compared to other class years, seniors were more likely to indicate that the situation damaged personal relationships and that their academic performance suffered, whereas sophomores were more likely to think about leaving the Academy, take time off, and consider requesting a transfer to another company (which increased from 2016). For USMA men, the most frequent negative action following USC was experiencing damage to personal relationships followed by their academic performance suffering.

Figure 18.
Actions Following the USC One Situation for USMA

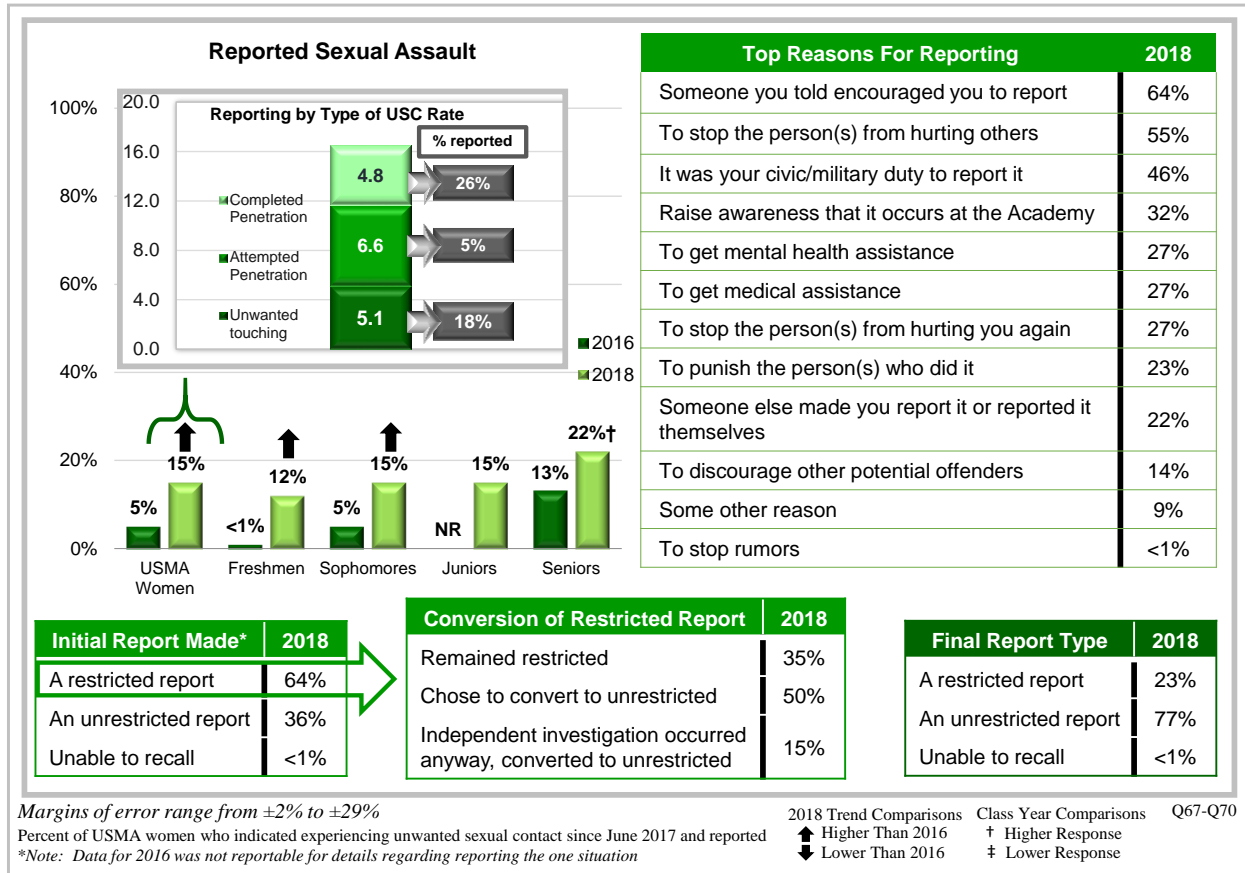


Reporting of Unwanted Sexual Contact²⁵

15% of the 16.5% of women who experienced USC since June 2017 reported that they were a victim of USC, an increase from 2016 led by sophomores and freshmen; however, seniors were more likely to report the incident than women in other class years (Figure 19). About two-thirds of women who reported the incident made a restricted report initially, but half of these were converted to unrestricted; in the end, about three-quarters of USMA women indicated that their final report type was unrestricted. The top three reasons for reporting indicated by USMA women included someone encouraged them to report, to stop the person(s) from hurting others, and that it was their civic/military duty to report.

²⁵ Results for USMA men are not reportable.

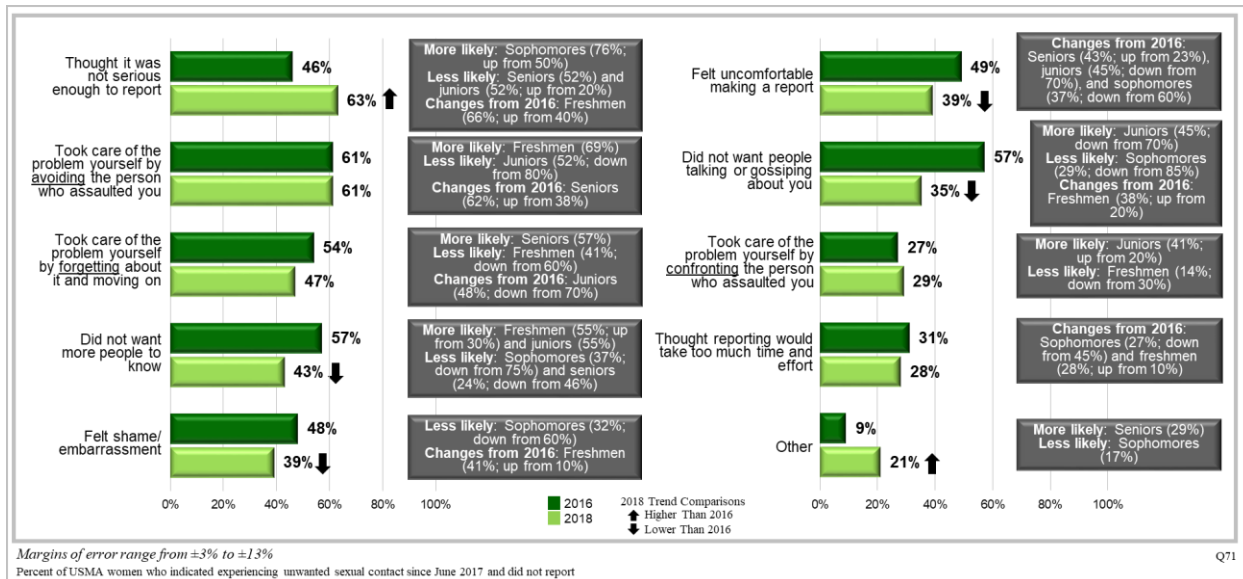
Figure 19.
Reporting the One Situation for USMA Women



Reasons for Not Reporting Unwanted Sexual Contact

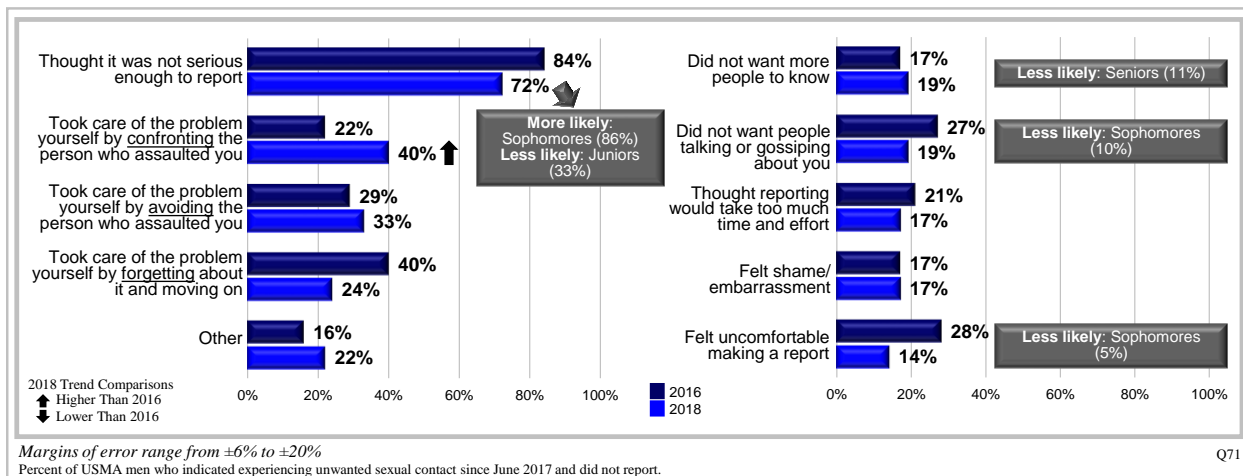
As seen in Figure 20, of the 16.5% of women who experienced USC since June 2017, 85% chose not to report their experience of unwanted sexual contact, which is consistent with findings that sexual assault often goes underreported (NCVS, 2016). When asked why they chose not to report the incident, the top reason was that they thought it was not serious enough to report, which increased from 2016. Other reasons for not reporting included taking care of the problem themselves, specifically avoiding the alleged offender or forgetting about it and moving on. Notable class year differences are shown for each reason in Figure 20.

Figure 20.
Reasons for Not Reporting the USC One Situation for USMA Women



As seen in Figure 21, of the 3.4% of men who experienced USC since June 2017, 93% chose not to report their experience of unwanted sexual contact. The top reasons for not reporting were similar to women's reasons; they thought it was not serious enough to report, and that they took care of the problem themselves by confronting (an increase from 2016) and/or avoiding the alleged offender or forgetting about it and moving on.

Figure 21.
Reasons for Not Reporting the USC One Situation for USMA Men



Negative Outcomes of Reporting Unwanted Sexual Contact

Experiencing USC is often innately physically and psychologically harmful, but those that experience it may also experience secondary effects through others' actions; classmates, faculty, or friends may act differently towards someone who has experienced USC, intentionally or unintentionally. Three major categories of these secondary experiences are professional reprisal, ostracism, and other negative outcomes.

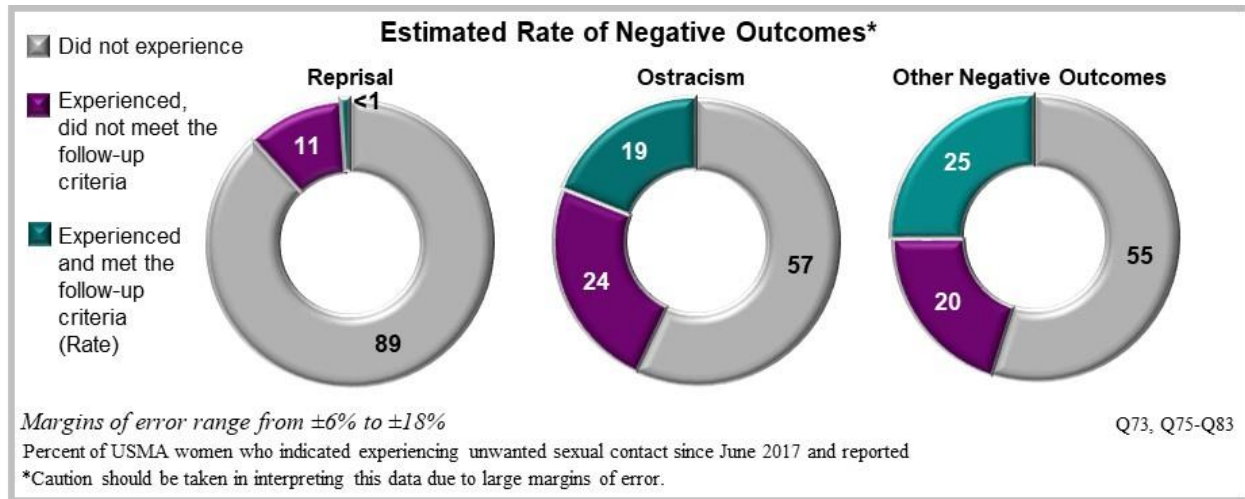
Measures of ***professional reprisal, ostracism, and other negative outcomes***²⁶ are used to capture outcomes experienced as a result of reporting USC (see Chapter 1 for details on rate construction). Recall data in this section are out of USMA females who experienced USC in the past year and reported it (15% of the 16.5% of USMA females who experienced USC). Due to small percentages, findings for USMA men are not reportable.

The ***estimated rate of professional reprisal*** is a summary measure reflecting whether cadets indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting USC (not based on conduct or performance) and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 22, more than one-tenth of USMA women who experienced and reported USC experienced behaviors consistent with professional reprisal, but did not meet the follow-up criteria, and less than 1% experienced behaviors meeting the follow-up criteria (the estimated rate of professional reprisal).

The ***estimated rate of ostracism*** is a summary measure reflecting whether, as a result of reporting USC, cadets experienced negative behaviors from cadet peers or leadership that made them feel excluded or ignored and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 22, about one-quarter of USMA women who experienced and reported USC experienced behaviors consistent with ostracism but did not meet the follow-up criteria, and about one-fifth experienced the behaviors and met the follow-up criteria (the estimated rate of ostracism).

The ***estimated rate of other negative outcomes*** is a summary measure reflecting whether, as a result of reporting USC, cadets experienced negative behaviors from cadet peers or leadership that occurred without a valid military purpose and may have included physical or psychological force, threats, or abusive or unjustified treatment that resulted in physical or mental harm. As shown in Figure 22, about one-fifth of USMA women who experienced and reported USC also experienced behavior(s) consistent with other negative outcomes, but did not meet the follow-up criteria, and one-quarter experienced behaviors meeting the follow-up criteria (the estimated rate of other negative outcomes).

²⁶ Because the *SAGR* assessment does not assess the relationship between the alleged perpetrator and the respondent to determine whether the behavior constitutes maltreatment, no definitive conclusions can be made regarding whether these alleged other negative behaviors are retaliatory or constitute maltreatment.

Figure 22.***Estimated Rates of Negative Outcomes as a Result of Reporting USC for USMA Females²⁷***

Estimated Sex-Based Military Equal Opportunity Violation Rates

This section examines cadets' experiences of sex-based Military Equal Opportunity (MEO) violations. As described in Chapter 1, sex-based MEO violations are defined as behaviors prohibited by MEO policy that are committed by someone from the Academy. In the survey, students were asked about behaviors they may have experienced since June 2017 that may have been upsetting or offensive. To be included in the estimated prevalence rate for sex-based MEO violations, two requirements must have been met:

1. The student must have indicated that he or she experienced sexual harassment (which includes sexually hostile work environment or sexual *quid pro quo*) and/or gender discrimination behavior(s) since June 2017, and
2. The student must have indicated that he or she met at least one of the follow-up legal criteria for a sex-based MEO violation.²⁸

This section provides the estimated rates for sexual harassment, gender discrimination, and the overall sex-based MEO violations rate (a combination of sexual harassment and/or gender discrimination). The estimated rates are presented by gender and by class year and significant differences from 2016 are noted where applicable.²⁹

²⁷ Throughout this report, the term "experienced" is based on students' perceptions of experiencing certain behaviors. It is not intended to convey an investigative or legal conclusion regarding the behaviors reported in the survey.

²⁸ See Chapter 1 for details on the metric used and construction of estimated rates.

²⁹ Measures of sexual harassment and gender discrimination were new in 2016; therefore, trends can only be made between 2018 and 2016.

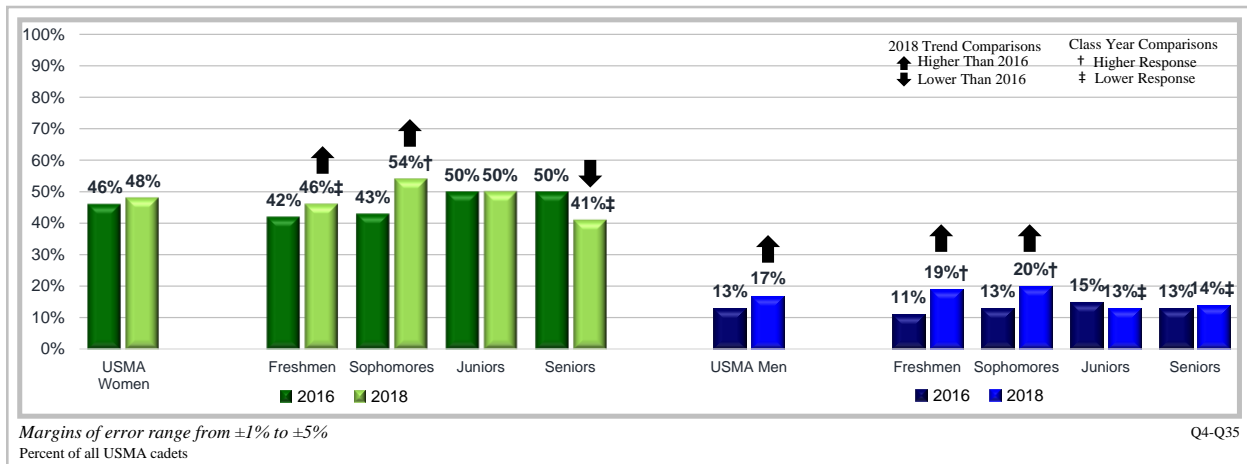
Sexual Harassment

Sexual harassment includes two types of unwanted behaviors: sexually hostile work environment and sexual *quid pro quo*. Sexually hostile work environment is defined as unwelcome sexual experiences that are pervasive or severe so as to interfere with a person's work performance or creates a work environment that is intimidating, hostile, or offensive. Sexual *quid pro quo* behaviors are used to control, influence, or affect one's job, career, or pay. Instances of sexual *quid pro quo* include situations in which job benefits or losses are conditioned on sexual cooperation. The estimated rate for sexual harassment includes those students who met criteria for sexually hostile work environment and/or sexual *quid pro quo*.

48% of USMA women met criteria for sexual harassment (Figure 23). Sophomores were more likely to experience sexual harassment compared to women in other class years, which is an increase from 2016. However, seniors were less likely to experience sexual harassment than women in other class years and showed a decrease from 2016, whereas freshmen were also less likely than other class years, but showed an increase from 2016.

17% of USMA men met criteria for sexual harassment. Although men were less exposed to these behaviors than women, sexual harassment increased for men from 2016, which was driven by increases among sophomores and freshmen, who were more likely to experience sexual harassment compared to men in other class years. Juniors and seniors were less likely to experience sexual harassment compared to men in other class years.

Figure 23.
Estimated Sexual Harassment Rates for USMA



Gender Discrimination

Gender discrimination is defined as behaviors or comments directed at someone because of his or her gender that harmed or limited his or her career. To be included in the estimated rate for gender discrimination, students must have indicated experiencing at least one of the behaviors below and endorsed a corresponding follow-up item:

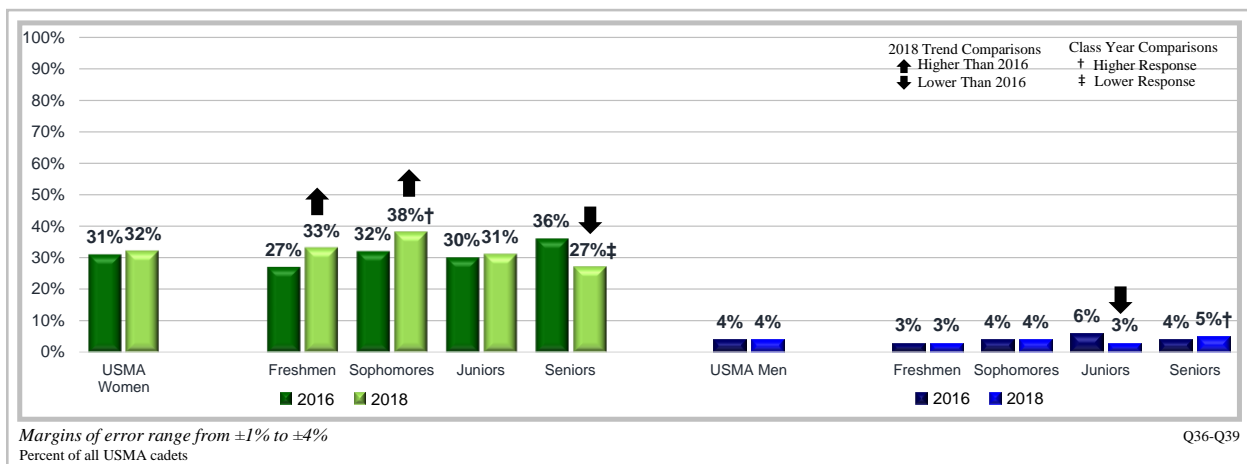
- Heard someone say that someone of their gender is not as good as someone of the opposite gender as a future officer, or that someone of their gender should be prevented from becoming a future officer, and
 - The student thought this person's beliefs about someone of his or her gender harmed or limited his or her cadet/midshipman career.
- Mistreated, ignored, excluded, or insulted the student because of his or her gender, and
 - The student thought this treatment harmed or limited his or her cadet/midshipman career.

Of note, gender discrimination was less prevalent than sexual harassment. However, the proportional difference between men and women was similar to that of sexual harassment.

32% of USMA women experienced gender discrimination (Figure 24). Senior women were less likely to experience gender discrimination compared to women in other class years, whereas sophomores were more likely. Compared to 2016, rates of gender discrimination decreased for senior women and increased for freshmen and sophomores.

4% of USMA men experienced gender discrimination. Senior men were more likely to experience gender discrimination compared to men in other class years. Compared to 2016, rates of gender discrimination decreased for junior men and increased for senior men.

Figure 24.
Estimated Gender Discrimination Rates for USMA



Sex-Based Military Equal Opportunity (MEO) Violations

Sex-based MEO violations are defined as having experienced at least one of the behaviors in line with sexual harassment (sexually hostile work environment and sexual *quid pro quo*) and/or gender discrimination, and meeting the legal requirements. Thus, the estimated sex-based MEO

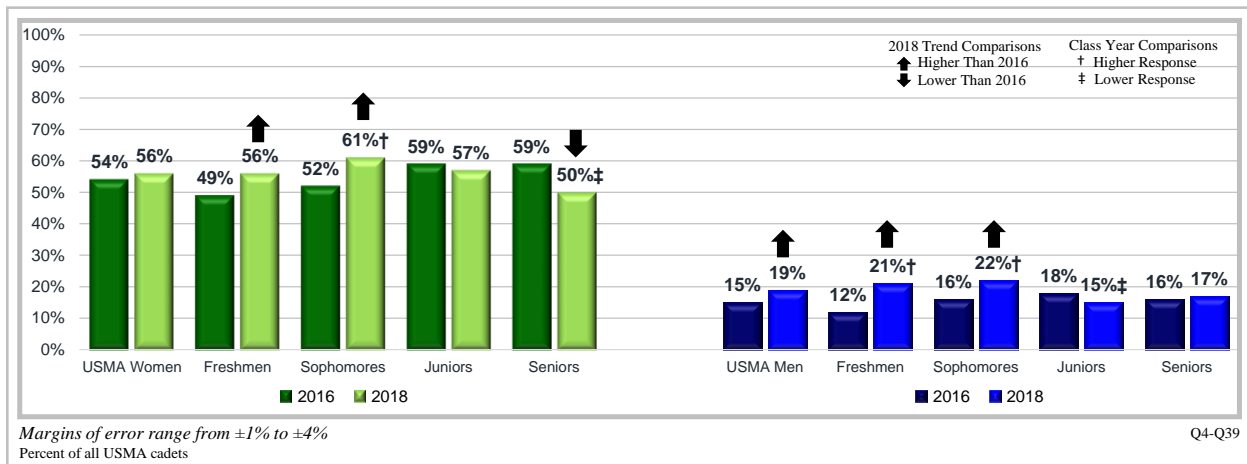
violation rate includes those who met the requirements for inclusion into sexual harassment and/or gender discrimination.

56% of USMA women experienced sex-based MEO violations since June 2017, which is statistically unchanged from 2016 (Figure 25). Sophomore women were more likely to experience these violations compared to women in other class years, whereas senior women were less likely. Similarly, rates of sex-based MEO violations decreased for senior women but increased for sophomore and freshman women from 2016.

19% of USMA men experienced sex-based MEO violations, which is an increase from 2016. Sophomore and freshman men, whose rates were up from 2016, were more likely to experience sex-based MEO violations compared to men in other class years, whereas juniors were less likely.

Figure 25.

Estimated Sex-Based Military Equal Opportunity (MEO) Violation Rates for USMA



MEO Violations and the Continuum of Harm

Although harmful on its own, sexual harassment is also related to sexual assault. Research has shown organizational tolerance of sexual harassment and related behavior is likely to create a permissive climate for USC to occur (Begany & Milburn, 2002; Turchik & Wilson, 2010). In addition, would-be offenders often work along a spectrum of behaviors, increasing in severity. This construct is known as the **continuum of harm**. Indeed, many types of violence (e.g., bullying, stalking, sexual harassment and sexual assault) are interconnected and often share causes, risks, and protective factors (e.g., Espelage, Low, Polanin, & Brown, 2013; Tjaden & Thoennes, 1998; Wilkins, Tsao, Hertz, Davis, & Klevens, 2014). Military-specific research also supports this connection between unwanted experiences, such as sexual harassment (both sexual *quid pro quo* and sexually hostile work environment) and a significant increase in the likelihood of rape or sexual assault (Sadler et al., 2003; Cook et al., 2014; Severance, Klahr, & Coffey, 2016; Barry et al., 2017).

Results from the 2018 SAGR are at least partially consistent with the continuum of harm model. As described in the USC section of this chapter, about one-third of USMA women who experienced USC said they experienced an unwanted behavior from the same alleged offender before the USC (i.e., the alleged offender sexually harassed them before the situation, stalked them before the situation, or sexually assaulted them before the situation). This was less often the case for USMA men who experienced USC, among whom 27% said they experienced an unwanted behavior from the same alleged offender before the USC. In order to further examine the covariation of sexual harassment and USC, past-year rates of USC were compared between those who also experienced sexual harassment in the past year and those who did not (Figure 26). Note that in these analyses, unlike the one situation results described above, the unwanted behaviors may or may not have been committed by the same alleged offender.

Figure 26.

Estimated Prevalence Rates of Unwanted Sexual Contact by Experience of Sexual Harassment for USMA



As seen in Figure 26, of USMA women who experienced sexual harassment, more than one-quarter (28.9%) experienced USC. This is compared to approximately one in 25 (5.3%) USMA women who did not experience sexual harassment. Of USMA men who experienced sexual harassment, the USC estimated prevalence rate was over one in 10 (11.6%). This is compared to the estimated prevalence rate of one in 75 (1.8%) USMA men who did not experience sexual harassment. These findings support the aforementioned continuum in that incidents of USC do not always occur in isolation of other unwanted behaviors.

One Situation of Potential Sex-Based MEO Violation With the Biggest Effect

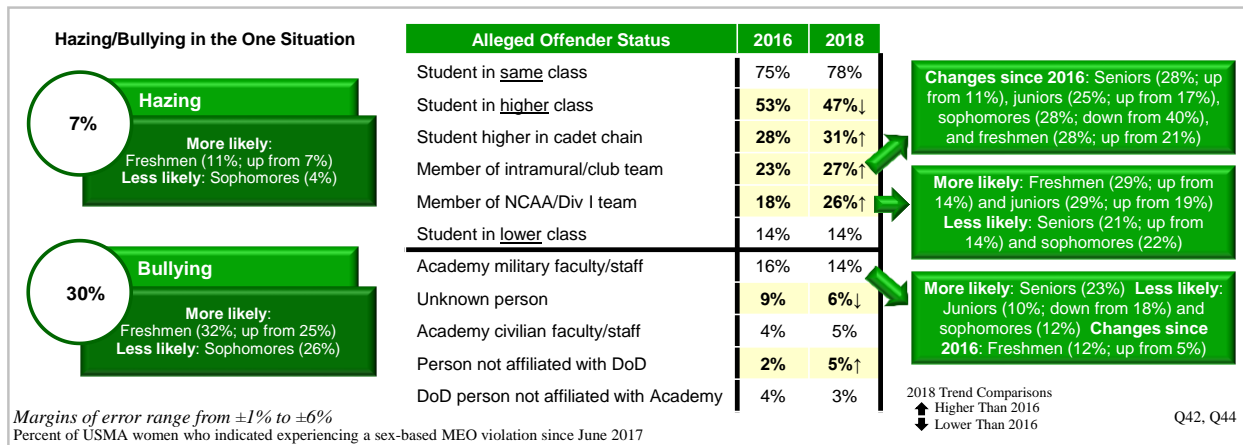
To better understand the circumstances involved in their experience, the 56% of USMA women and 19% of USMA men who experienced sex-based MEO violations since June 2017 were asked to provide additional information in regards to what they considered to be the worst or most serious experience (hereafter referred to as “the one situation”). With this one situation in mind, students were asked to provide details regarding who was the alleged offender, where and in what context it occurred, and whether they discussed or reported this violation.

Context: Reported Demographics of the Alleged Offender(s) and Context of the Sex-Based MEO Violation

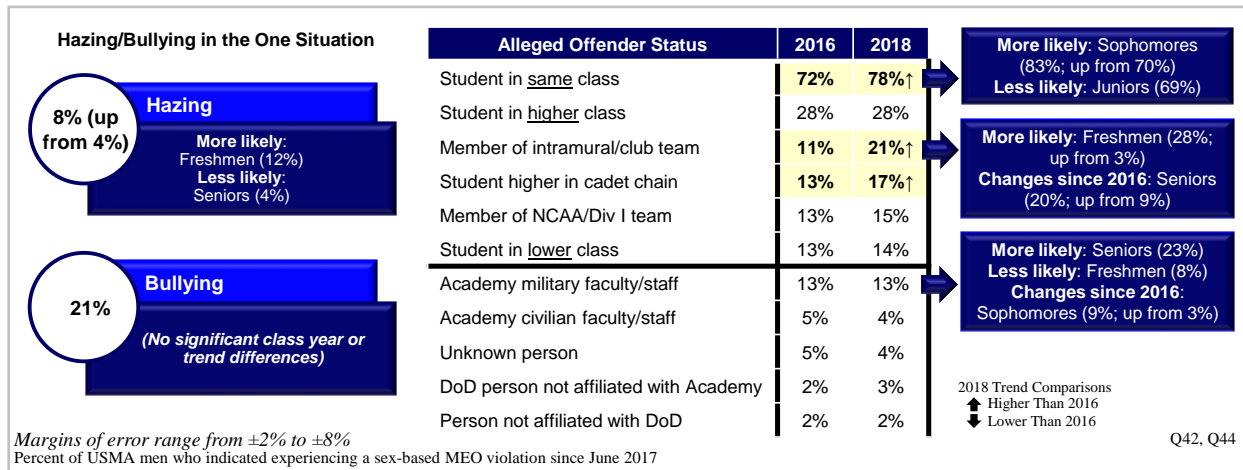
As seen in Figure 27, the majority of women who experienced a sex-based MEO violation since June 2017 indicated the alleged offender was an Academy student, specifically in the same class year. Of note, compared to 2016, alleged offenders who were a member of a sports team increased across almost all class years. Senior women were more likely than women in other class years to indicate that the alleged offender was academy staff (military or civilian), someone unaffiliated with the Department, or a stranger.

Nearly one-third of women indicated the behavior was bullying, whereas less than one-tenth indicated the behavior was hazing, with freshmen more likely than women in the other class years to indicate so.

Figure 27.
Details of the One Situation of Sex-Based MEO Violations for USMA Women



As seen in Figure 28, estimates for men's one situation echoed the experiences of women. The vast majority of men who experienced sex-based MEO violations in the past 12 months indicated the alleged offender was an Academy student, specifically in the same class year, and these estimates have increased since 2016. The proportion of men who indicated the alleged offender was a member of an intramural or club team increased since 2016, specifically among senior and freshman men, with freshman men more likely to indicate the alleged offender was a member of an intramural or club team than men in other class years. Seniors were more likely to identify the alleged offender as uniformed staff, and freshmen were less likely. Similar to women, the majority of men did not consider their experience either hazing or bullying, but many more men considered it bullying than hazing, with a little less than one-quarter of men indicating the behavior was bullying, whereas a little less than one-tenth indicated the behaviors was hazing, which increased two-fold since 2016.

Figure 28.***Details of the One Situation of Sex-Based MEO Violations for USMA Men******Discussing/Report of Sex-Based MEO Violations***

Students who experience sex-based MEO violations have resources available to them should they want to discuss their situation with someone or officially report it. As seen in Figure 29 and Figure 30, less than one-fifth of women and one-tenth of men who experienced sex-based MEO violations since June 2017 indicated that they discussed or reported their experiences to an authority or organization, which represents a significant increase for women. Although women discussed or reported twice as often as men, men indicated a much higher degree of positive results of reporting: about two-thirds of men indicated that the situation was corrected and about half said it was being investigated, whereas only just over one-third of women indicated experiencing these positive outcomes. Additionally, women's responses indicating that their situation was corrected were significantly lower than in 2016, whereas men's responses remained unchanged.

Nearly half of women who reported their experience suffered some type of negative consequence. Compared to other class years, juniors were more likely than other class years to say they were ridiculed or scorned, which was a significant increase since 2016 for juniors, but decreased among seniors and freshmen.

Figure 29.
Discussing/Reporting the Sex-Based MEO Violation for USMA Women

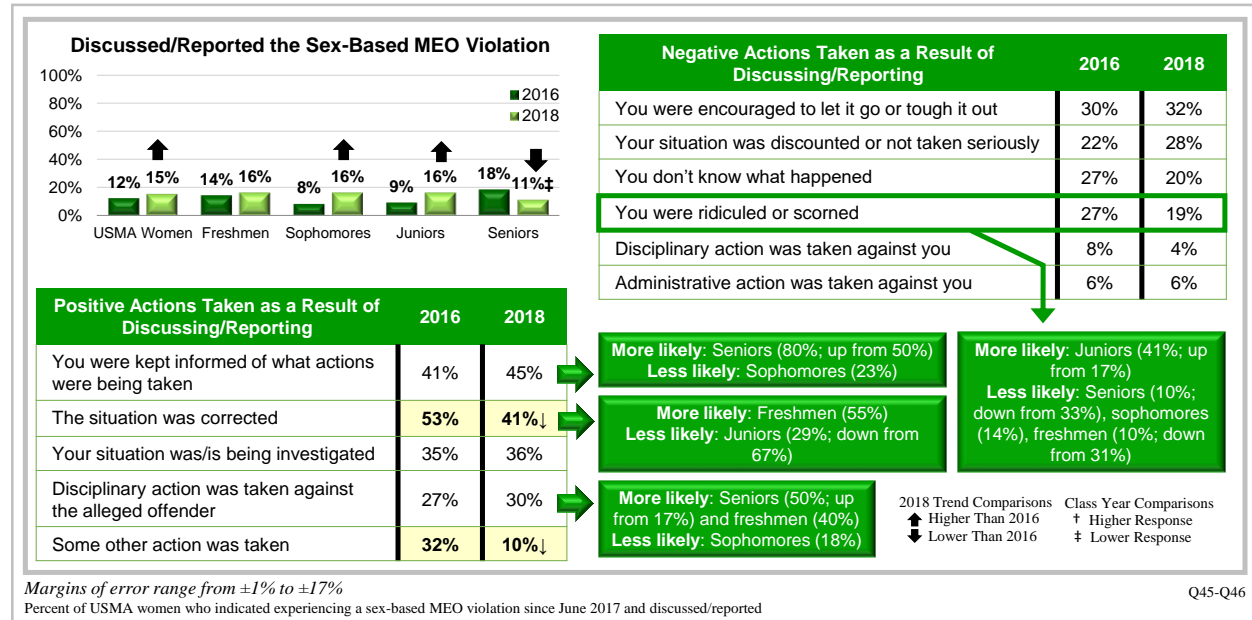
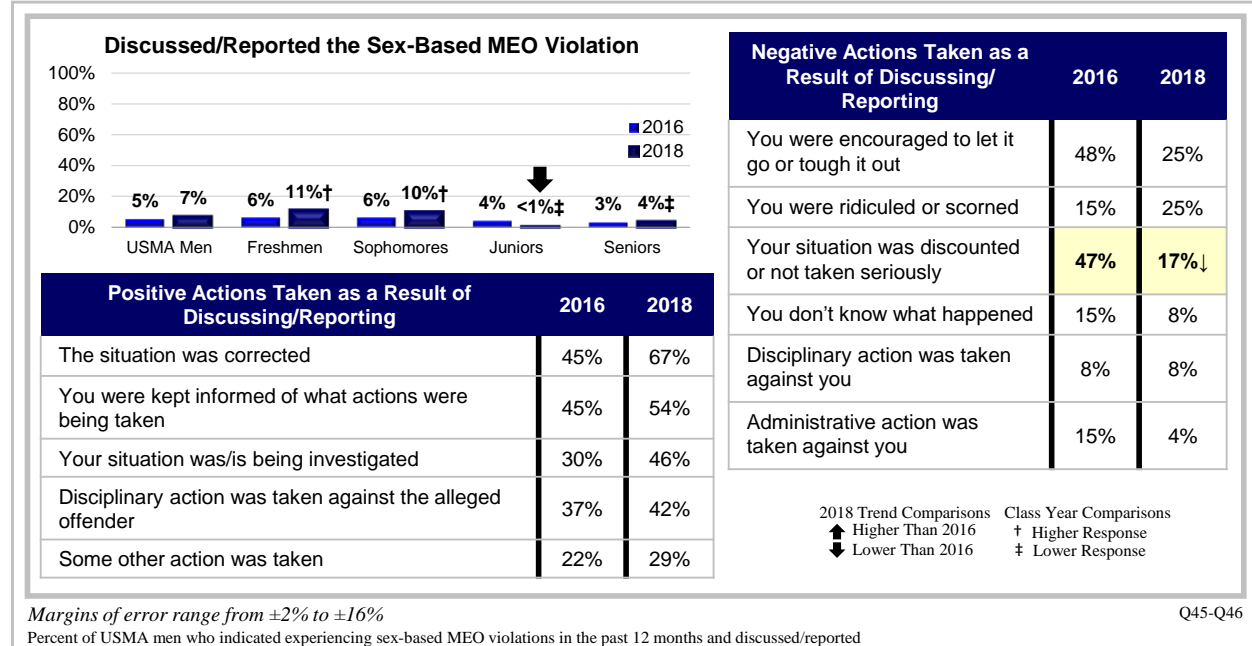


Figure 30.
Discussing/Reporting the Sex-Based MEO Violation for USMA Men



Reasons for Not Discussing/Reporting Sex-Based MEO Violations

Sex-based MEO violations often go unreported or are handled by the victim at the lowest interpersonal level, which is consistent with cadets' training (Barry et al., 2017). Of the 56% of

USMA women and 19% of USMA men who experienced a sex-based MEO violation, the vast majority (85% of women and 93% of men) chose not to discuss or report their experience. These students were asked why they chose not to discuss or report the situation and the top reason was that they thought it was not important enough to report (about three-fourths of men and women; Figure 31 and Figure 32). The next most frequently endorsed reasons for not reporting was taking care of the problem themselves for both men and women, but the specific behaviors for men and women differed. Both men and women often chose to forget about the situation and move on, but when women chose to avoid the alleged offender, men often chose to confront them. The amount of women who confronted the alleged offender decreased from 2016, but the proportion of men increased. For women, many reasons for not reporting were more frequently endorsed in 2018 than in 2016, whereas the majority for men remained unchanged. Of note, less than one-tenth of men and women indicated that their choice to not discuss or report the situation was due to not knowing how to report, which remained unchanged overall. This potentially highlights the effectiveness of education efforts made by the Academy to ensure that students know the appropriate methods to report sex-based MEO violations. Class year differences for reasons for not discussing or reporting the sex-based MEO violation are also shown in Figure 31 and Figure 32.

Figure 31.

Reasons for Not Discussing/Reporting the Sex-Based MEO One Situation for USMA Women

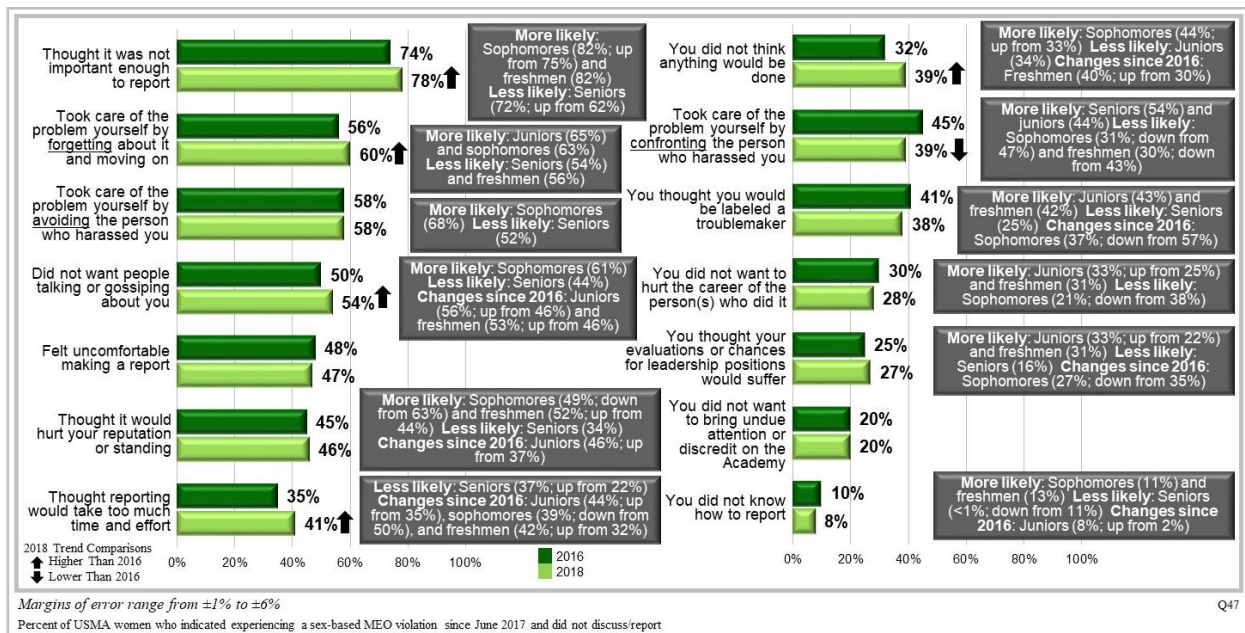
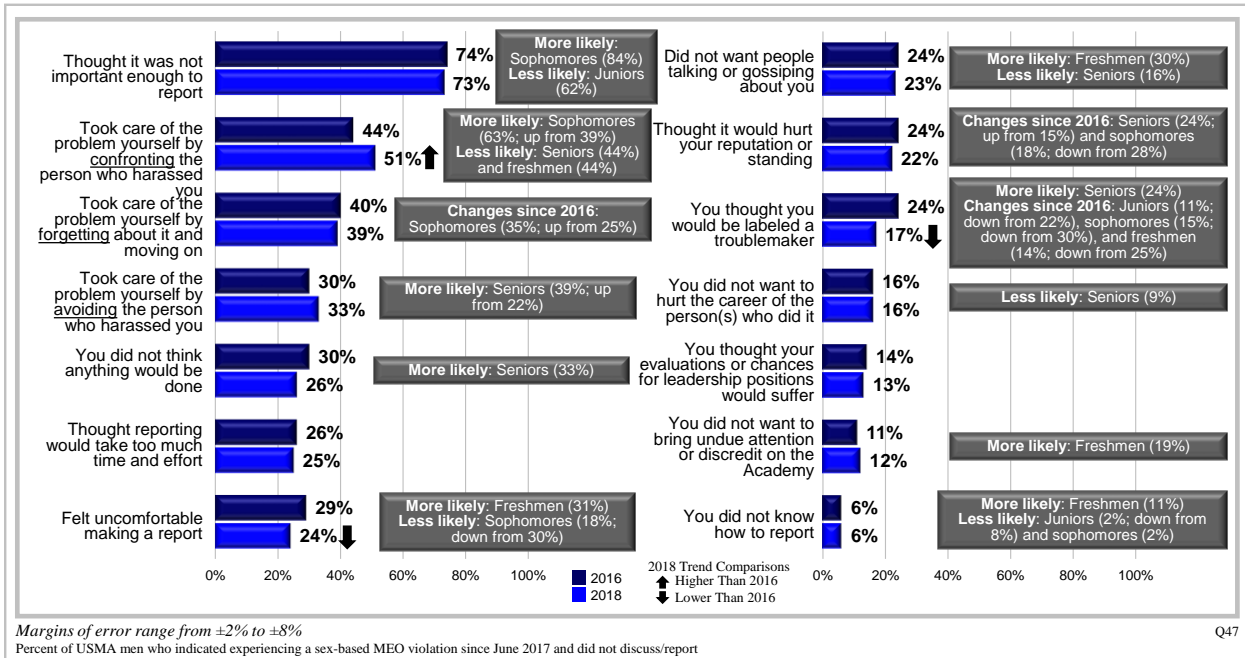


Figure 32.***Reasons for Not Discussing/Reporting the Sex-Based MEO One Situation for USMA Men***

Academy Culture and Climate

Organizational culture is a set of shared cognitions, including values, behavioral norms and expectations, fundamental assumptions, and larger patterns of behavior (O'Reilly, Chatman, & Caldwell, 1991). Broadly, culture is the “way of doing business” that an institution follows on a regular basis, which may differ from officially stated policies and standards. Organizational culture involves the attitudes and actions of all members of each Academy’s community: leaders, faculty, staff, and fellow cadets/midshipmen. As such, it sets the environment or context for the implementation of policies and programs.

Research supports positive relationships between an organization’s environmental characteristics and incidents of sexual harassment and sexual assault. For example, Sadler et al. (2003) found strong evidence of environmental characteristics’ impact on sexual assault, including observing sexual acts in sleeping quarters and unwanted sexual advances, remarks, or pressure for dates in sleeping quarters. Relatedly, there is evidence for an association between cultural elements, such as leadership tolerance for harassing behaviors and equal employment opportunity climate, and frequency of sexual harassment (Fitzgerald, Drasgow, & Magley, 1999; Newell, Rosenfeld, & Culbertson, 1995; Williams, Fitzgerald, & Drasgow, 1999). The cross-sectional nature of the data in these studies does not permit conclusions about causation, yet the studies provide preliminary evidence that cultural elements significantly relate to sexual harassment in the military, evidence that is supported by findings in the civilian literature.

The following section addresses general culture at the Academy, touching on topics pertinent to cadet life and gender relations, such as cadet alcohol use, bystander intervention, and student

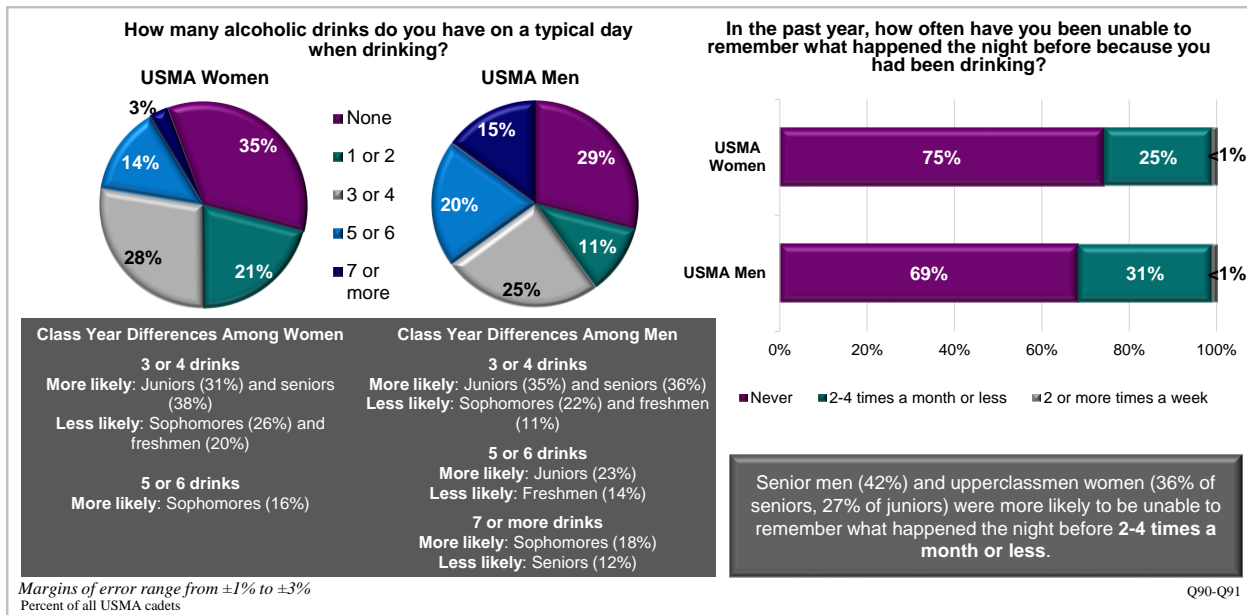
perceptions of gender-related trainings. This section also assesses cadet perceptions of Academy leadership and cadet trust in the institution relating to sexual assault.

Cadet Alcohol Use

In addition to its relationship with sexual assault and sexual harassment, alcohol use by cadets in general is of interest in order to provide a snapshot of cadet health with regard to alcohol. Cadets were asked about their drinking frequency as well as alcohol-induced memory impairment. Trending data are not available as these items were introduced in 2018.

The majority of male and female cadets indicated at least minor alcohol consumption, with more than one-quarter of drinkers consuming moderate amounts of alcohol (three to four drinks) on a typical day when drinking (Figure 33). Just less than one-fifth of women and a little more than one-third of men reported that they generally have five or more drinks when drinking. Although upperclassmen were more likely than underclassmen to drink moderately, sophomore men and women and junior men were more likely to drink five or more drinks when drinking. For both men and women, when asked about how often cadets were unable to remember what happened the night before because they had been drinking, less than 1% indicated two or more times a week; however approximately one-quarter of women and nearly one-third of men indicated they were unable to remember what happened the night before two to four times a month during the past year, with upperclassmen more likely to make this indication.

Figure 33.
Alcohol Use Among USMA Cadets

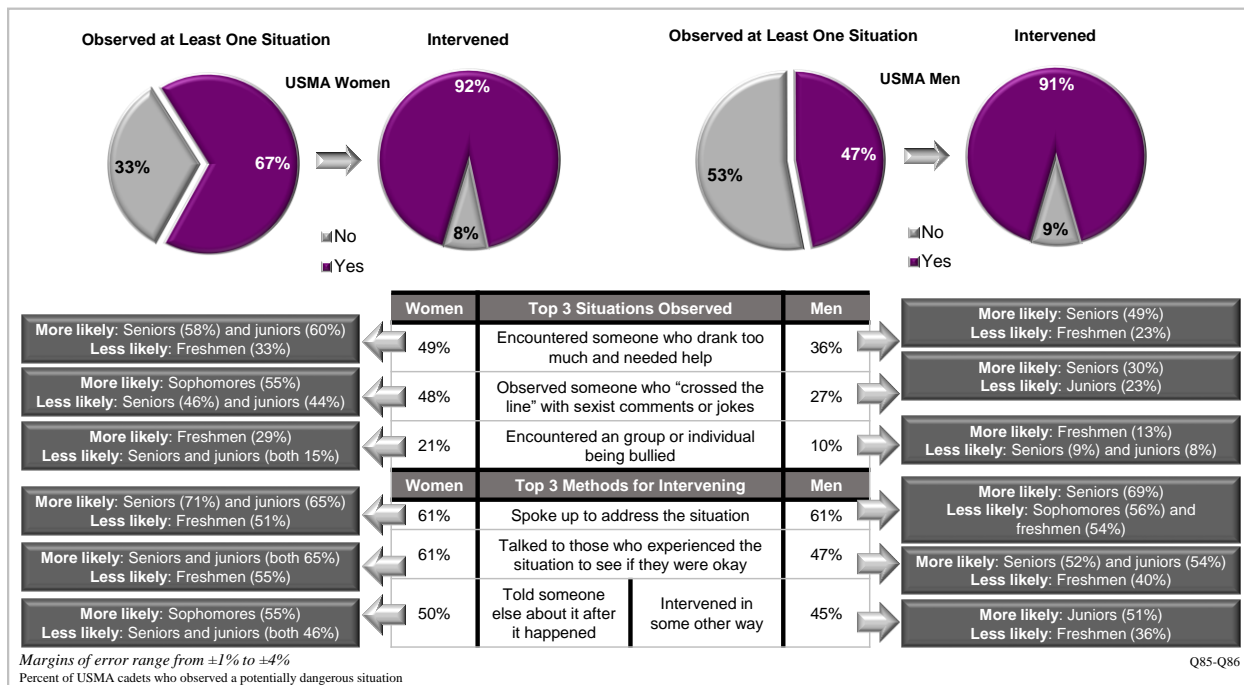


Bystander Intervention

One aspect of sexual assault prevention is to encourage students to be active observers and intervene if they see a risky situation or unwanted behaviors occurring to someone else. To measure to what degree opportunities to intervene arise, students were asked if they had observed situations in which potential unwanted behaviors were occurring or could occur. If they indicated that they had observed any of the situations, they were asked how they responded to those situation(s). The items were new in 2018, and therefore no trends are reportable.

As seen in Figure 34, overall, two-thirds of women and nearly half of men observed at least one potentially risky situation in the past 12 months. Both men and women indicated that the top three risky situations they observed were encountering someone who drank too much and needed help, observing someone telling sexist comments or jokes that crossed the line, and/or encountering a group or individual being bullied. Although many USMA cadets observed at least one risky situation, the large majority intervened in some way. Specifically, more than three-fifths of men and women indicated they spoke up to address the situation, more than three-fifths of women and nearly half of men talked to those who experienced the situation to see if they were okay, half of women told someone else about it after it happened, and less than half of men intervened in some other way. Less than one-tenth of USMA cadets who witnessed a risky situation took no action to intervene. Senior men and women were more likely to intervene, whereas freshman men and women were less likely.

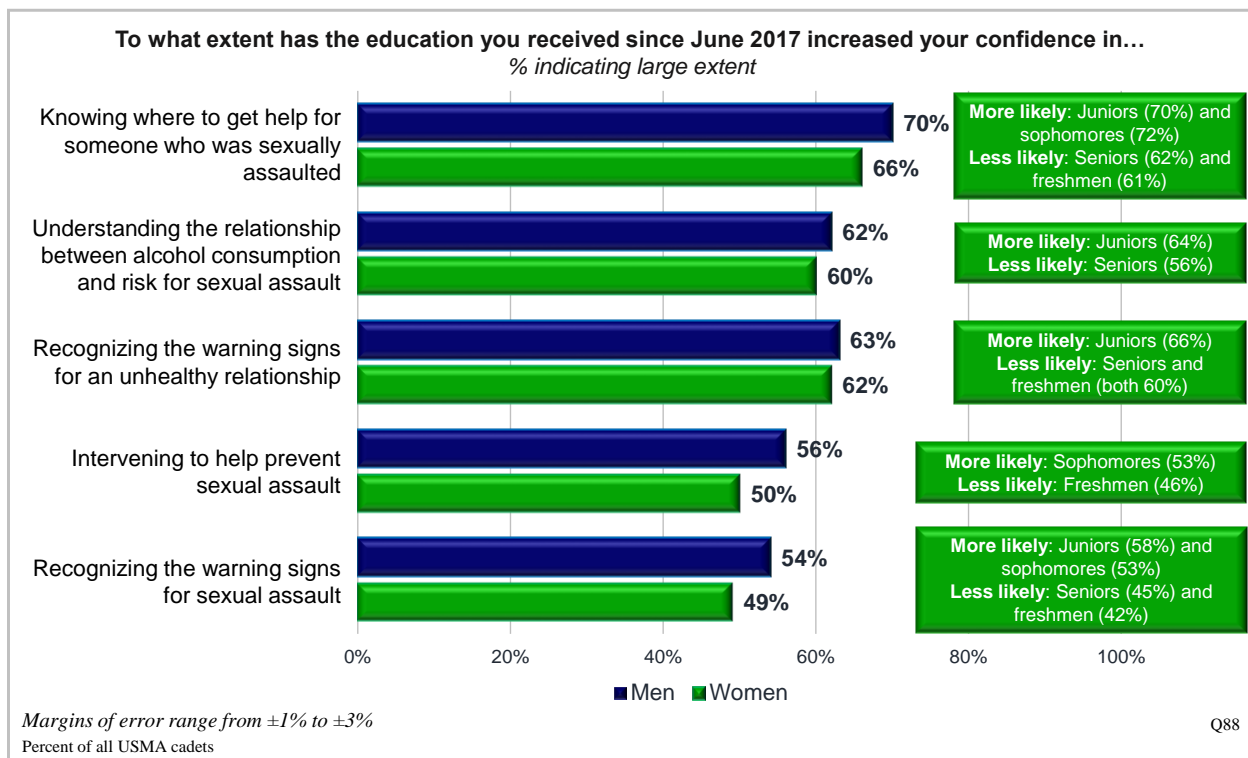
Figure 34.
Bystander Intervention for USMA Cadets



Gender Relations Education

USMA men and women were asked to what extent the education they received since June 2017 increased their confidence in a variety of gender-related topic areas. These items were new in 2018, and therefore, trends to 2016 are not available. The gender-related education at USMA appears to be effective in teaching cadets about topics surrounding USC as very few students indicated their education did not at all increase their confidence, although there is room for improvement (Figure 35). Freshman and senior women were less likely to indicate training increased their confidence to a large extent, whereas junior and sophomore women were more likely.

Figure 35.
Gender Relations Education for USMA Cadets



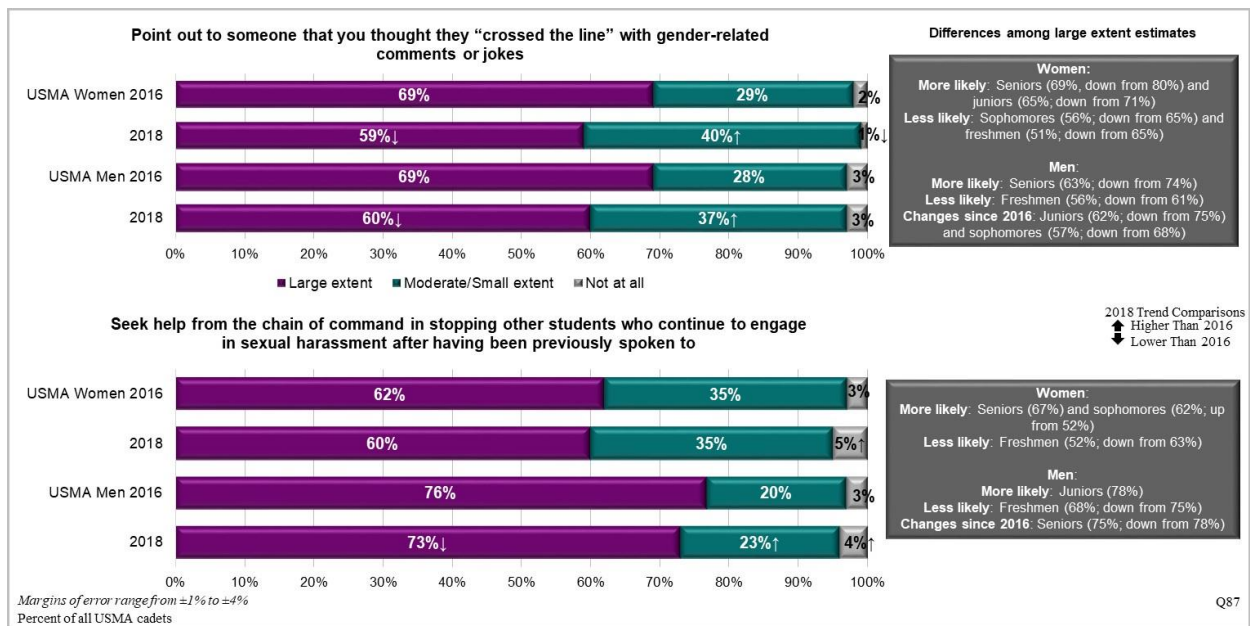
Willingness to Stop Sexual Harassment

As discussed with regard to bystander intervention, the Academy encourages students to be active observers and step in if they see any unwanted behaviors occurring to someone else; however behaviors in line with potential sexual harassment may be difficult for students to identify, or students may not feel confident in intervening to stop the behavior (Barry, et al. 2017). Both men and women were less willing to a large extent to point out to someone that they thought they “crossed the line” with gender-related comments or jokes, but were more likely to point this out to a moderate or small extent compared to 2016 (Figure 36). Women were also less likely than men to not at all point these behaviors out compared to 2016. Generally,

upperclassmen were more willing to point out unwanted behaviors to a large extent; senior men and women and junior women were more likely to point out these behaviors, whereas freshman men and women as well as sophomore women were less likely.

Although the majority of men and women indicated a willingness to seek help from the chain of command to stop someone who continued to engage in sexual harassment, the small minority of men and women who were not at all willing to seek help increased compared to 2016. Freshman men and women were less likely than other class years to seek help from the chain of command to stop other students engaging in sexual harassment to a large extent, whereas junior men and senior and sophomore women were more likely.

Figure 36.
Willingness to Stop Sexual Harassment for USMA Cadets



Individuals' Efforts to Stop Sexual Assault and Sexual Harassment

USMA men and women were asked about their perceptions of individual's efforts at the Academy regarding the prevention and response to sexual harassment and sexual assault. Cadets indicated that Academy leaders were the most trusted to make honest and reasonable efforts to stop sexual assault and sexual harassment, namely Academy senior leadership, commissioned officers, non-commissioned officers (NCO) directly in charge of units, and military/uniformed academic faculty (Table 2). Men and women's positive perception of Academy senior leadership, commissioned officers, and military faculty increased from 2016, indicating a strong and increasing trust in leadership regarding gender-related issues at the Academy.

Conversely, students perceived fellow cadets who are not in leadership positions as among the least likely to make honest and reasonable prevention efforts. This perception was true for both men and women. Regardless of overall endorsement, both men and women overall indicated

increased positive perceptions of nearly all persons at the Academy; the majority of all categories showed increases from 2016, and those few that did not remained statistically unchanged. Examining class year differences, underclassmen were less likely than upperclassmen to indicate that cadets in leadership and those not in leadership positions made efforts to a larger extent.

Table 2.
Individuals' Efforts to Stop Sexual Assault and Sexual Harassment to a Large Extent for USMA

KEY: Higher Response Lower Response ⬆ Higher Than 2016 ⬇ Lower Than 2016			USMA Women	Freshman	Sophomore	Junior	Senior	USMA Men	Freshman	Sophomore	Junior	Senior
Academy senior leadership (for example, Superintendent, Commandant, Vice/Deputy Commandant, Dean)	2018	80⬆	75⬇	81⬆	81	85⬆	87⬆	87	88	84	88⬆	
	2016	78	80	76	79	74	84	86	87	81	80	
Commissioned officers directly in charge of unit	2018	65⬆	61⬇	62⬆	68	69⬆	80⬆	81⬆	80	78	81⬆	
	2016	62	67	55	64	60	76	78	79	74	73	
Non-commissioned officers or senior/chief petty officers directly in charge of unit	2018	62	61⬇	57	69⬆	63	75⬆	77	76	73	74⬆	
	2016	62	66	59	62	59	73	76	76	71	67	
Military/uniformed academic faculty	2018	59⬆	58	57⬆	64⬆	59⬆	73⬆	74⬆	73⬆	71	74⬆	
	2016	53	60	46	55	51	67	66	69	67	65	
Civilian academic faculty	2018	49⬆	47	51⬆	52⬆	44⬆	60⬆	60	61⬆	58	60⬆	
	2016	39	48	34	38	34	54	56	54	54	51	
Physical education instructors	2018	47⬆	42⬇	46⬆	50⬆	48⬆	66⬆	65⬆	65⬆	69⬆	66⬆	
	2016	42	49	33	43	41	57	57	58	58	56	
Club team officer representatives/advisors	2018	46⬆	46⬇	48⬆	47⬆	38	64⬆	61	65⬆	64⬆	67⬆	
	2016	42	52	39	38	33	56	58	54	54	58	
Intercollegiate (NCAA/Division I) officer representatives/advisors	2018	46⬆	48⬇	44⬆	51⬆	40	61⬆	60	61⬆	60⬆	65⬆	
	2016	39	53	27	37	35	51	56	51	49	48	
Club team coaches and trainers	2018	43⬆	45	45⬆	43⬆	37⬆	60⬆	59	59⬆	61	62⬆	
	2016	38	49	36	32	26	52	55	51	50	53	
Intramural officer representatives/advisors	2018	43⬆	41⬇	42⬆	42⬆	43⬆	60⬆	58	59⬆	61⬆	62⬆	
	2016	37	49	31	30	33	51	54	51	50	49	
Intramural coaches and trainers	2018	40⬆	40⬇	38⬆	38⬆	41⬆	57⬆	55	56⬆	59⬆	60⬆	
	2016	34	46	28	28	31	48	51	49	47	47	
Intercollegiate (NCAA/Division I) coaches and trainers	2018	40⬆	40⬇	40⬆	43⬆	37⬆	52⬆	53	49	52⬆	53⬆	
	2016	33	50	23	32	21	45	50	45	43	42	
Cadet/midshipman leaders	2018	43	40⬇	39	45	51⬆	64⬆	61	61	63	72⬆	
	2016	44	50	38	43	44	62	62	63	62	61	
Cadets/midshipmen not in appointed leadership positions	2018	36⬆	33⬇	31⬆	40⬆	39⬆	52⬆	46	51	54⬆	58⬆	
	2016	31	37	26	28	31	48	47	49	48	49	

Note. Q92. Percentage of all USMA cadets.
Margins of error range from ±1% to ±6.

Perceptions of Culture at USMA

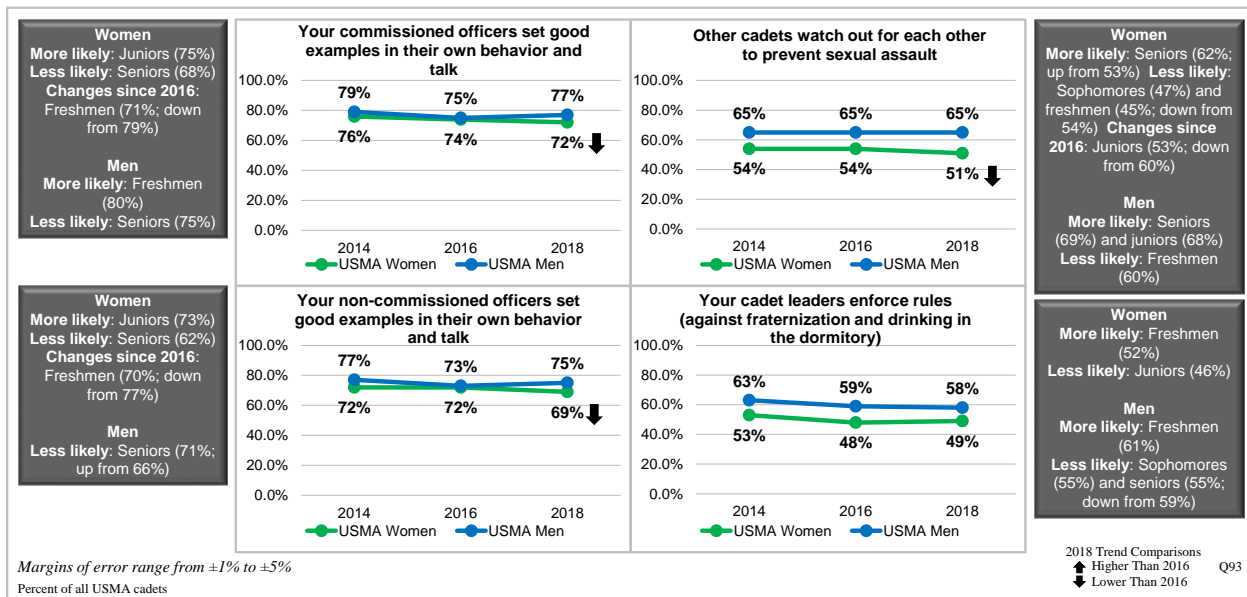
The following section will address cadets' perceptions of culture at the Academy, namely perceptions of leadership, perceived deterrents of reporting sexual assault, and prevalence of rape myths. Generally, women indicated they believe leadership set good examples less often, perceived greater barriers to reporting sexual assault, and believed rape myths more often compared to 2016. However, both men and women indicated perceiving more deterrents to reporting over time, with increases from 2016 for men in every class year and women in most. For some questions, data are available from 2012 and 2014 in addition to trend data from 2016.

Perceptions of USMA Leadership and Cadets Setting Good Examples

The majority of cadets indicated that there was a generally healthy culture at USMA, specifically more than two-thirds indicated that commissioned officers and NCOs set good examples in their own behaviors, and approximately half indicated that cadets watch out for each other to prevent sexual assault and cadet leaders enforce rules (Figure 37). Male and female seniors indicated they believe that cadets watched out for each other to prevent sexual assault more often than freshmen of the same gender.

Figure 37.

Perceptions of USMA Leadership and Cadets Setting Good Examples to a Large Extent

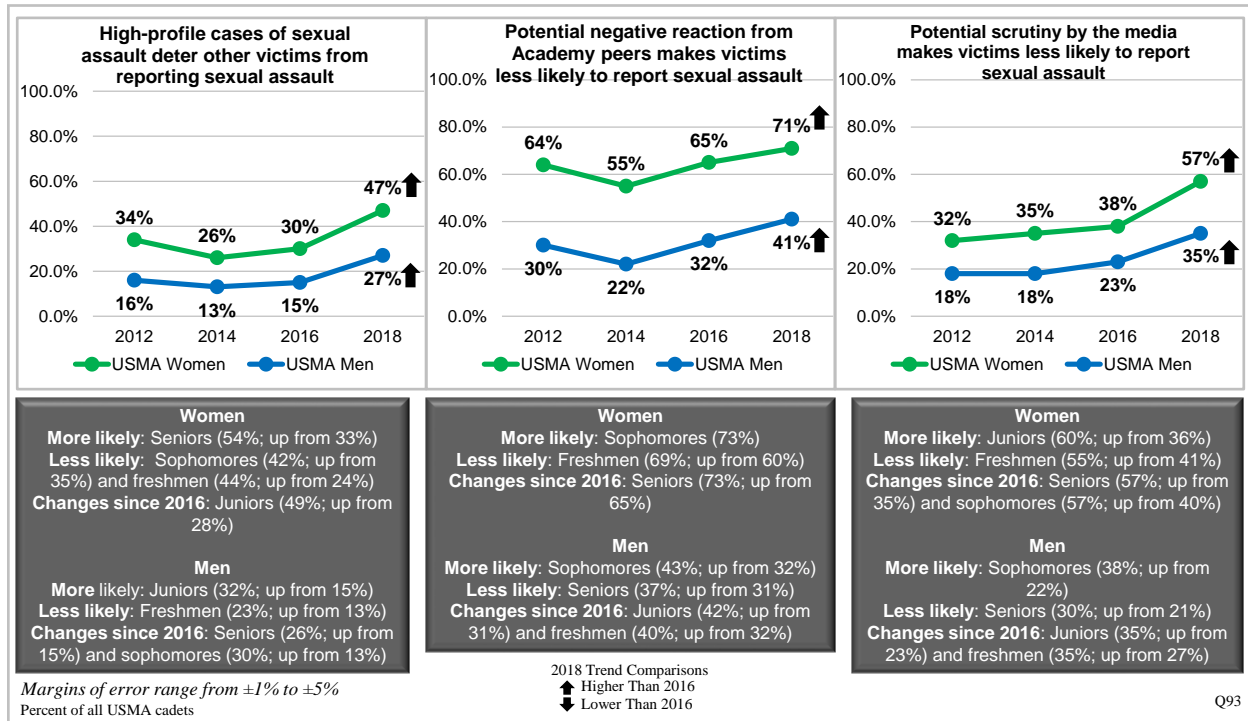


Deterrents to Reporting Sexual Assault

As discussed above, the majority of cadets who experienced USC did not report the incident, specifically 93% of men and 85% of women. The large proportions of those who did not report suggest the presence of substantial barriers to reporting. It is imperative to understand the reasons why individuals choose not to report these incidents in order to minimize or remove these barriers.

Less than three-quarters to a little less than half of women indicated that reporting sexual assault was deterred by negative reactions from peers, media scrutiny, and high-profile cases to a large extent (Figure 38). Fewer men agreed with about 27% to 41% of men claiming these phenomena deterred reporting to a large extent. Men in all class years and most women endorsed these deterrents to reporting sexual assault more often compared to 2016. For women, freshmen were less likely than women in other class years to believe any of these were deterrents to a large extent.

Figure 38.
Deterrents to Reporting Sexual Assault for USMA Cadets



Rape Myths and Victim Blaming Occurring at the Academy

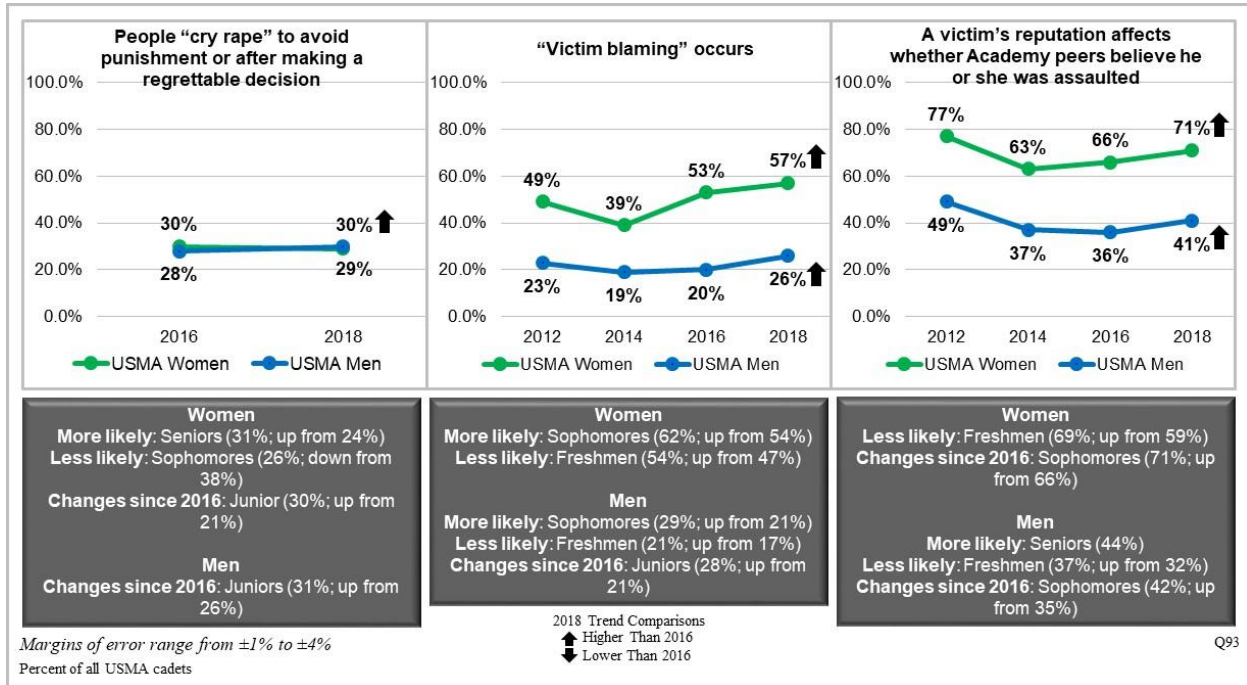
Rape myths are negative beliefs held by individuals surrounding many aspects of sexual assault and how victims' experiences are perceived. Cadets were asked about three major concepts of rape myths: victim blaming, "crying rape" to avoid punishment for another incidental behavior, and the reputation of the victim impacting how they are believed. Many of these factors potentially contribute to the reluctance to report and create a hostile environment for sexual assault prevention efforts.

Overall, cadets' beliefs regarding whether rape myths and victim blaming occur at the Academy to a large extent appear to be increasing; more than half of women indicated that victim blaming occurs to a large extent and nearly three-fourths indicated that a victim's reputation affects whether the victim is believed (Figure 39). There was also an increase in the proportion of USMA men indicating that these issues occur to a large extent compared to 2016, but to a lesser

degree than women, with more than one-quarter to about two-fifths of men who indicated these issues happened to a large extent. Of note, a comparable proportion of men and women claimed that people “cry rape” after making a regrettable decision to a large extent, approximately one-third, with an increase for men since 2016.

Figure 39.

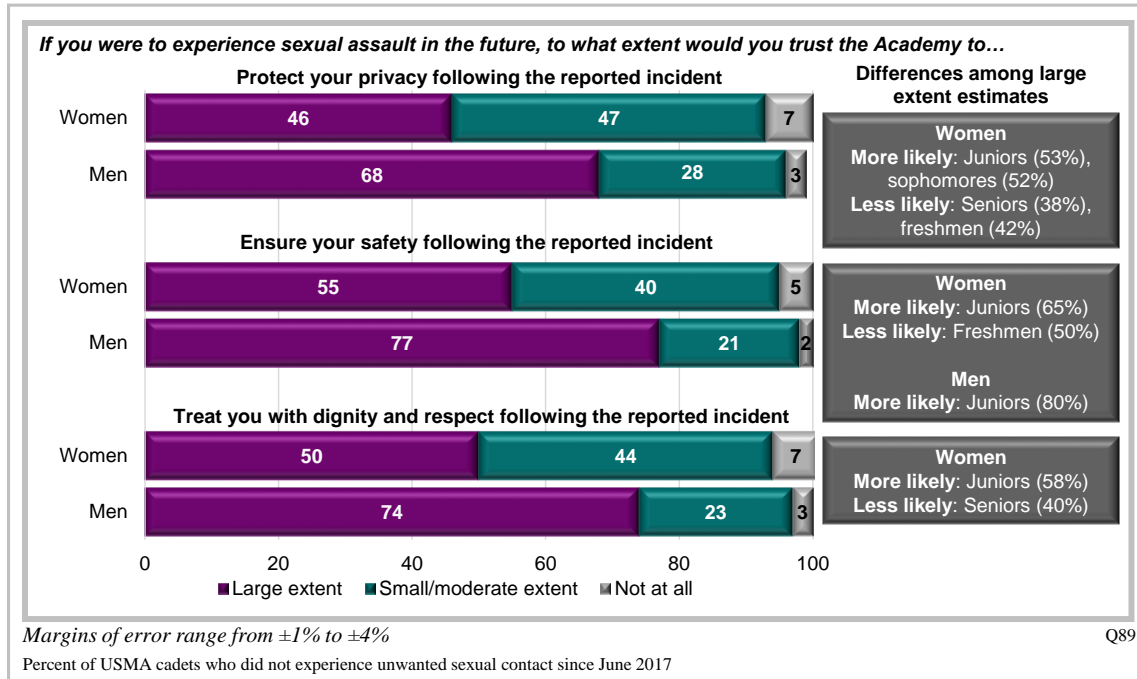
Perceptions of Rape Myths and Victim Blaming Occur at USMA to a Large Extent



Trust in the Academy

The vast majority of USMA men and women who did not experience USC in the past year indicated having some level of trust, either a small/moderate or large amount, that the Academy would protect their privacy, ensure their safety, and treat them with dignity and respect following a reported sexual assault incident (Figure 40). Junior women were more likely than women in other class years to indicate they trusted the Academy to a large extent across all three categories. However, this varied significantly by gender. Despite about half of women endorsing these items to a great extent, they were much less likely than men to indicate trusting in the Academy. These items were new in 2018.

Figure 40.
Trust in the Academy for USMA Cadets



Chapter 3:

United States Naval Academy (USNA)

This chapter provides findings for the United States Naval Academy (USNA). Administration of the *2018 Service Academy Gender Relations Survey (2018 SAGR)* took place on site at USNA from March 26–30, 2018.³⁰ Of the 4,400 midshipmen at the Academy, 2,946 provided responses (875 female, 2,071 male), resulting in a response rate of 66% (74% for women, 64% for men).

This chapter provides topline findings for women and men at USNA, including statistically significant differences between estimates from the *2016 SAGR* compared to the *2018 SAGR*, where applicable. Differences between class years on the *2018 SAGR* are also discussed where statistically significant. Some estimates are not reportable (indicated as NR in figures and tables) due to instability of estimates, and therefore, comparisons for statistically significant differences cannot be calculated in these cases.³¹ When data are not reportable for USNA men, only results for USNA women are discussed.

Unwanted Sexual Contact Rates

As described in Chapter 1, the Department of Defense (DoD) uses the *SAGR* survey to gauge experiences of prohibited behaviors that aligned with the Uniform Code of Military Justice (UCMJ), herein referred to as “unwanted sexual contact”. This measure is based on specific behaviors and does not assume the respondent has intimate knowledge of the UCMJ or the UCMJ definition of sexual assault. The unwanted sexual contact (USC) rate reflects the estimated percentage of USNA students who experienced behaviors prohibited by the UCMJ between June 2017 and the time of the survey (Academic Year 2017–2018). The terms and definitions of USC have been consistent across all of the *SAGR* surveys since 2006 to provide DoD with comparable data across time.

In many instances of USC, survivors experience a combination of behaviors. Rather than attempt to provide estimated rates for every possible combination of behaviors, responses were coded to create three hierarchically constructed categories:

- *Completed penetration*—Includes those respondents who marked “yes” to being made to have unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object.
- *Attempted penetration*—Includes those respondents who marked “yes” to experiencing attempted unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object but did *not* indicate that they experienced *completed penetration*.

³⁰ Policies and procedures vary across Academies and are often different in their implementation. For this reason, this report does not directly compare estimated prevalence rates across Academies. Estimated prevalence rates that may appear to be significantly different from one Academy to another may not be. Therefore, caution should be taken when making comparisons between Academies.

³¹ Further details are provided in Chapter 1.

- *Unwanted sexual touching*—Includes only those respondents who marked “yes” to experiencing unwanted, intentional, touching of sexual body parts such as genitalia, breasts, or buttocks and did *not* indicate that they also experienced *attempted penetration* and/or *completed penetration*.

For more information regarding the measure and how the estimated prevalence rate of USC was constructed, see Chapter 1.

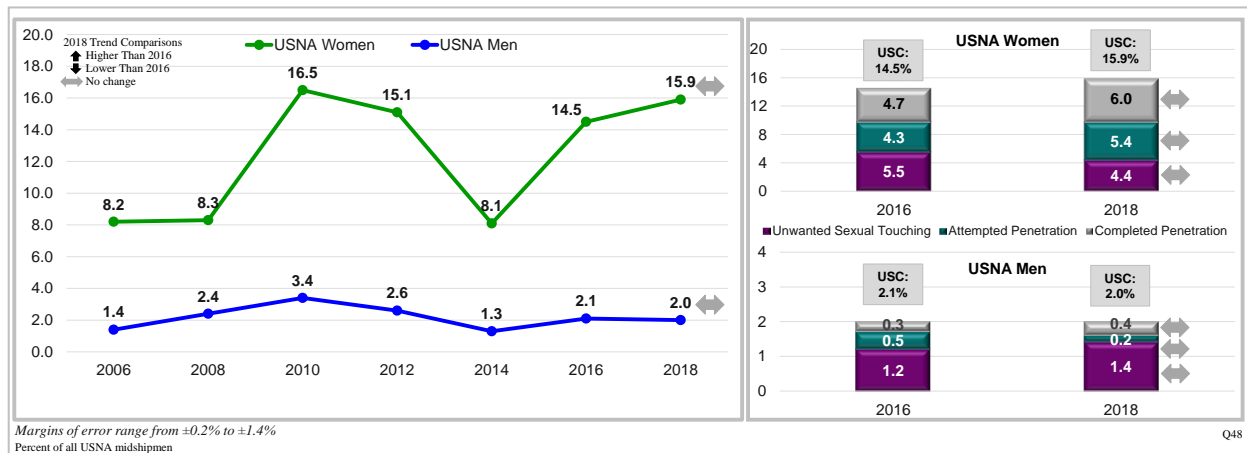
Estimated Past Year Unwanted Sexual Contact Rate

15.9% of USNA women experienced USC since June 2017, which was statistically unchanged from 2016 (Figure 41). This rate is comprised of an estimated 6.0% of USNA women who experienced *completed penetration*, 5.4% who experienced *attempted penetration*, and 4.4% who experienced *unwanted sexual touching*, consistent with the rates for each type of USC from 2016.

2.0% of USNA men experienced USC since June 2017, which was statistically unchanged from 2016 (Figure 41). This rate is comprised of an estimated 0.4% of USNA men who experienced *completed penetration*, 0.2% who experienced *attempted penetration*, and 1.4% who experienced *unwanted sexual touching*, consistent with the rates for each type of USC from 2016.

Figure 41.

Estimated Past Year Unwanted Sexual Contact Rate for USNA Midshipmen



USC rates for each class year are displayed in Figure 42. Although there was no significant difference between 2016 and 2018 among USNA women overall, there was an increase in USC among sophomores. In 2018, sophomores were more likely to experience USC since June 2017 compared to women in other class years, whereas freshmen were less likely.

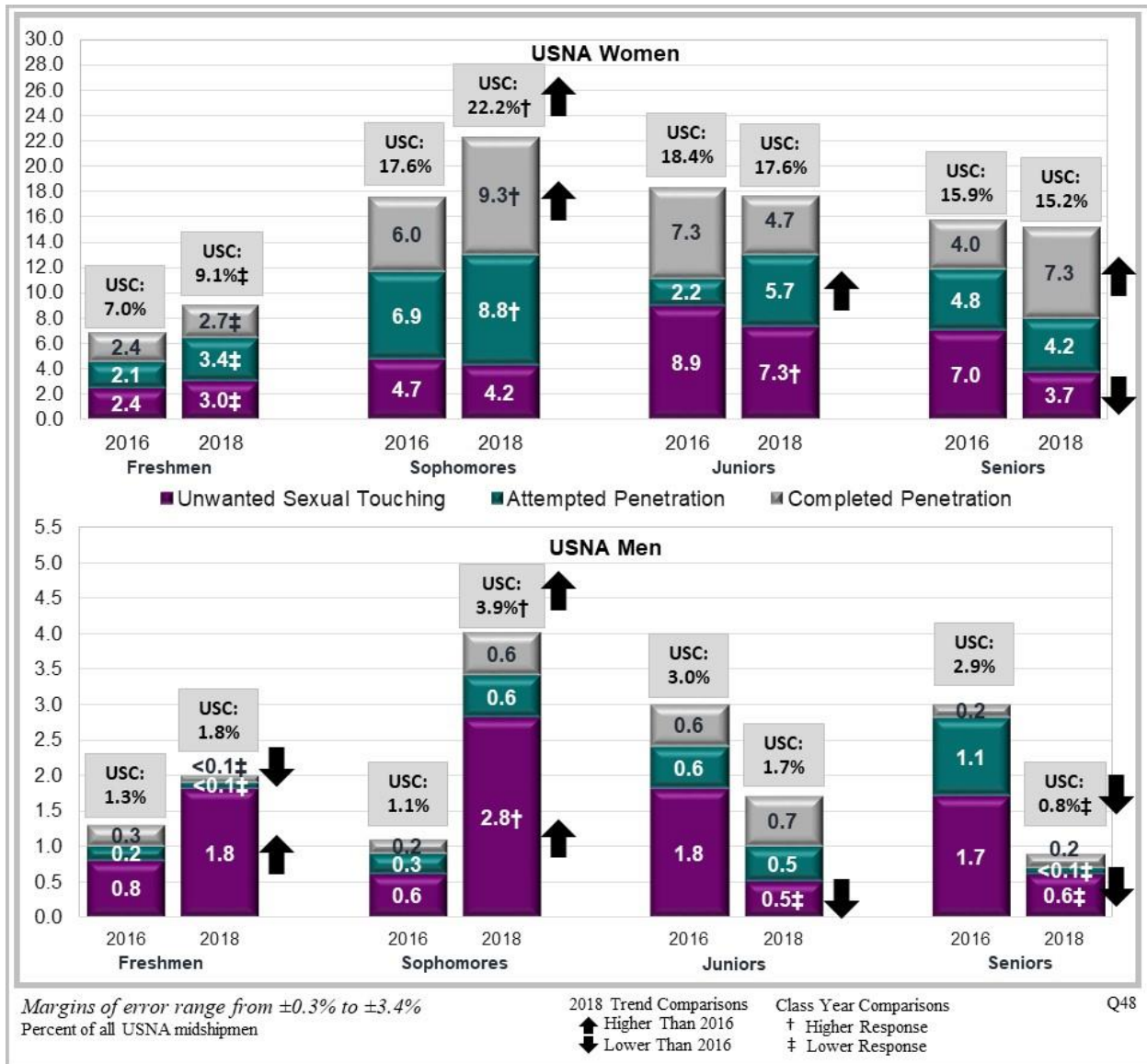
Differences between class years for USNA women were found for types of USC experienced. Freshman women were less likely than women in other class years to experience all three types of USC. In addition, sophomore women were more likely to experience attempted and

completed penetration compared to women in other class years, and junior women were more likely to experience unwanted sexual touching. Compared to rates in 2016, a significant decrease was found for senior women who experienced unwanted sexual touching, and increases were found for junior women who experienced attempted penetration and for sophomore and senior women who experienced completed penetration.

With regard to differences by class year, USNA sophomore men more likely to experience USC compared to men in other class years (up from 2016), whereas seniors were less likely (down from 2016). Sophomores were more likely to experience unwanted sexual touching compared to men in other class years, whereas juniors and seniors were less likely. Seniors and freshmen were less likely to experience attempted penetration compared to men in other class years, and freshmen were less likely to experience completed penetration. With regards to changes since 2016 for USNA men, significant increases were found for freshman and sophomore men who experienced unwanted sexual touching, but decreased for juniors and seniors. Decreases from 2016 were also found for seniors who experienced attempted penetration and freshmen who experienced completed penetration.

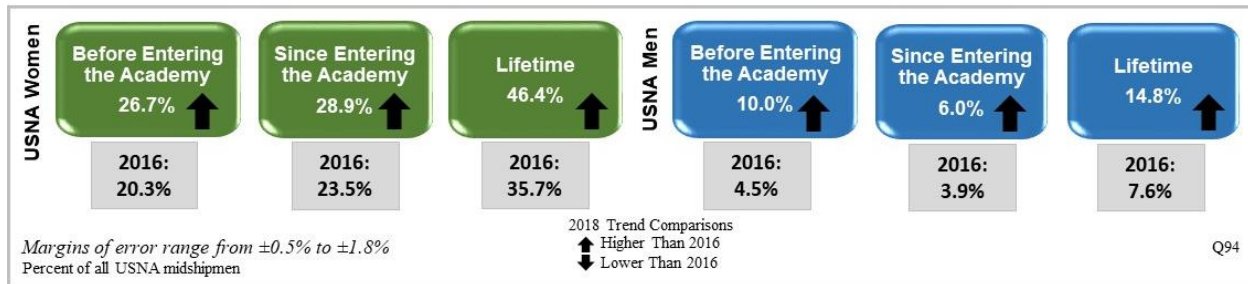
Figure 42.

Estimated Past Year Unwanted Sexual Contact Rate by Type for USNA by Gender and Class Year

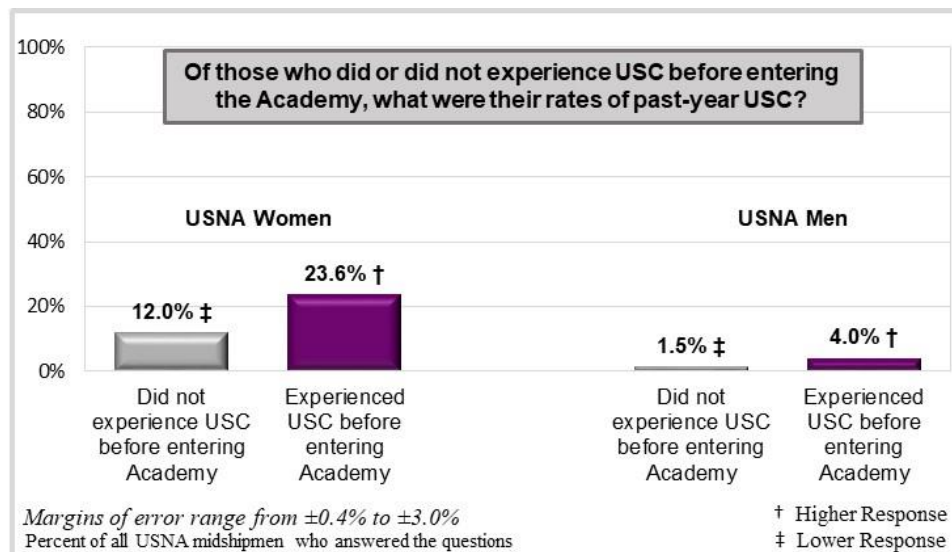


Rates of Unwanted Sexual Contact Before Entering the Academy, Since Entering the Academy, and in Midshipman's Lifetime

The behaviorally based items for USC before entering the Academy, since entering the Academy (including within the past year), and lifetime prevalence of USC (combining experiences before entering the Academy and since entering the Academy) require affirmative selection of one of the USC behaviors (see Chapter 1 for a list of behaviors). As seen in Figure 43, rates for women and men who experienced USC **before entering the Academy, since entering the Academy** (including in the past year), and in their **lifetime** increased compared to 2016.

Figure 43.***Rates of USC Before Entering the Academy, Since Entering the Academy, and Lifetime******Risk of Re-victimization***

Research has shown that survivors of one form of violence are more likely to be victims of other forms of violence, are at a higher risk for perpetrating violence, and perpetrators of one form of violence are more likely to commit other forms of violence (Wilkins et al., 2014). To assess the risk of potential re-victimization at the Academy, past-year rates of USC were examined separately by whether or not midshipmen had experienced USC before entering the Academy. As shown in Figure 44, both USNA women and men who experienced USC before entering the Academy were more likely to experience USC in the past-year compared to those who did not experience USC before entering the Academy.

Figure 44.***Risk of Re-victimization for USNA Students***

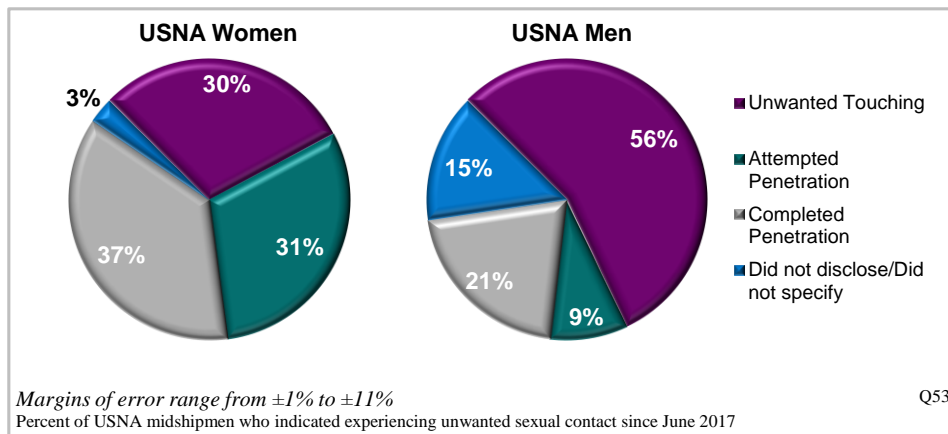
One Situation of Unwanted Sexual Contact With the Biggest Effect

To better understand the circumstances involved in their experiences, the 15.9% of USNA women and 2.0% of USNA men who experienced USC since June 2017³² were asked to provide additional information in regards to what they considered to be the worst or most serious experience of USC (hereafter referred to as “the one situation”).³³ In addition to the behavior involved in the one situation, midshipmen were asked details regarding who did it, where it happened, the circumstances surrounding the situation, outcomes of experiencing USC, and whether or not they chose to report the incident.

Behaviors in the One Situation of Unwanted Sexual Contact

To calculate the behaviors involved in the midshipmen’s most serious experience, behaviors were grouped hierarchically as described in the prior section. Of the 15.9% of USNA women who indicated experiencing USC since June 2017, the women were almost equally split into thirds for the behavior that was involved in the most serious situation (Figure 45). Of the 2.0% of USNA men who indicated experiencing USC since 2017, more than one-half indicated that the most serious behavior experienced was unwanted sexual touching, less than one-quarter indicated the most serious behavior was completed penetration, and little less than one-tenth indicated the most serious behavior was attempted penetration.

Figure 45.
Behavior Experienced in USC One Situation for USNA



Who: Reported Demographics and Characteristics of the Alleged Offender(s)

An overview of the alleged offender(s) profile in the one situation is highlighted for USNA women in Figure 46 and men in Figure 47. About three-fourths of women indicated the one situation was performed by one alleged offender, the vast majority of whom were male. The

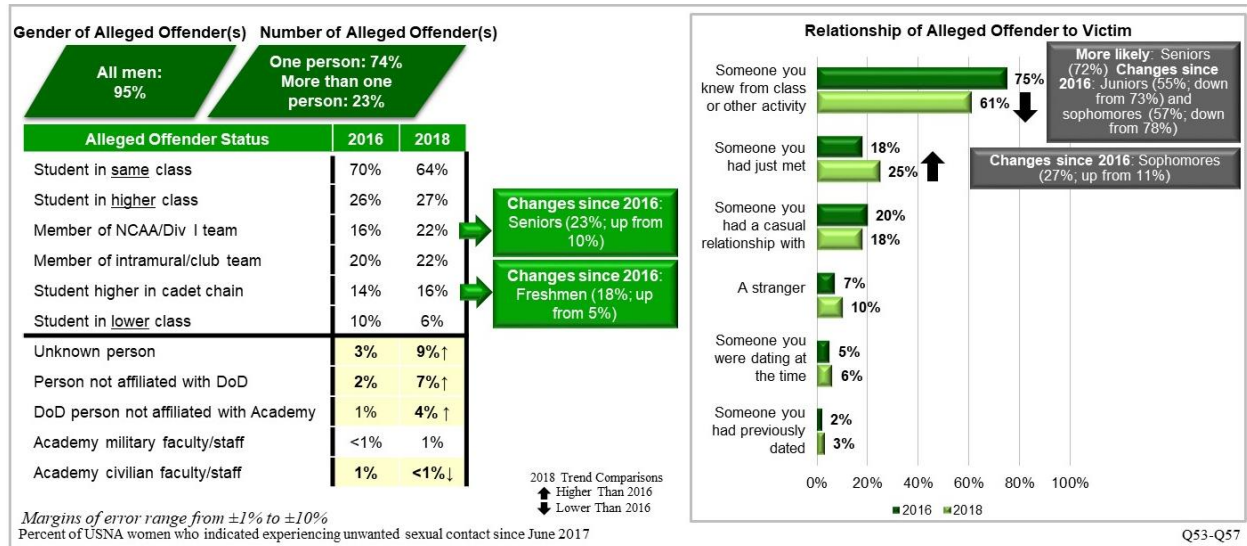
³² Experience of USC is determined by endorsement of at least one USC behavior since June 2017 as asked on the survey.

³³ Though some students may have experienced more than one USC event, to minimize survey burden, only follow-up details about one event are asked.

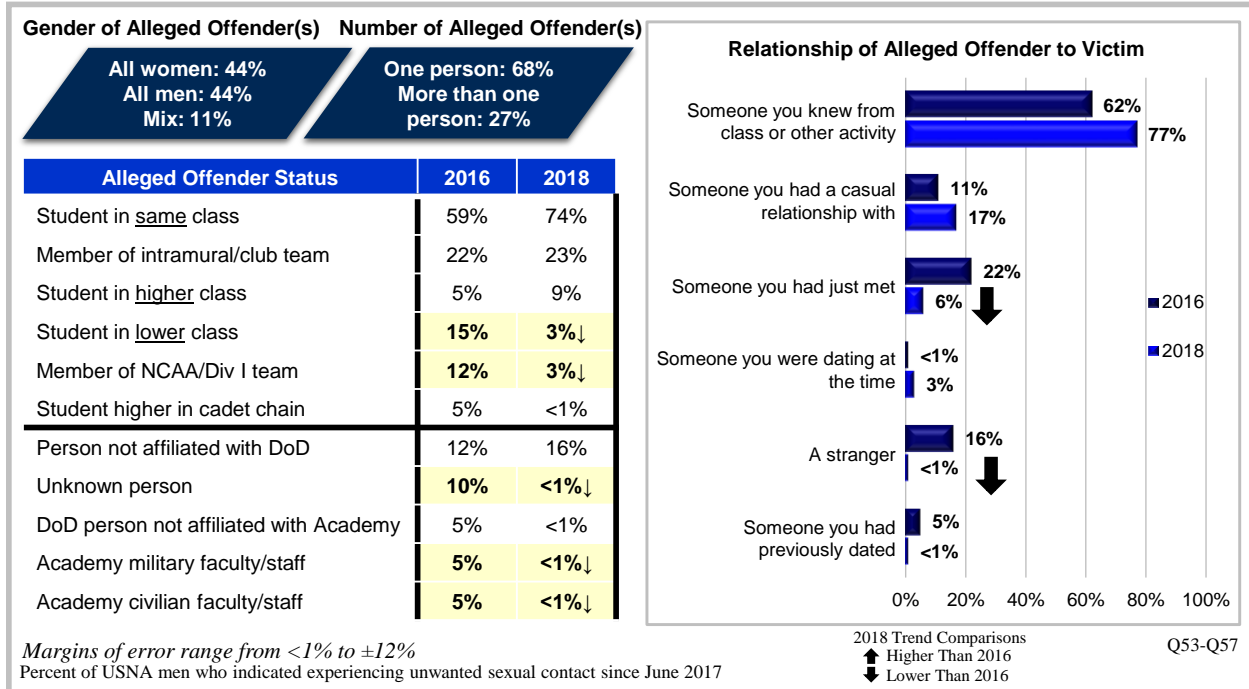
majority of women indicated the alleged offender was an Academy student, which decreased from 2016, driven by decreases for juniors and sophomores. With regard to the relationship of the alleged offender to the victim, the most frequent response was someone they knew from class or other activity; this percentage also decreased from 2016, and was led by decreases for junior and sophomore women. Women who indicated the alleged offender was someone they had just met increased overall since 2016 (led by an increase for sophomore women).

Figure 46.

Reported Demographics of the Alleged Offender(s) in the USC One Situation for USNA Women



As seen in Figure 47, just over two-thirds of men indicated the one situation was perpetrated by one person, and men were equally split in indicating the alleged offender was either female or male. The majority of men indicated the alleged offender was an Academy student, specifically approximately three-quarters indicated the alleged offender was a fellow Academy student who was in the same class year. Overall, the majority of men knew their alleged offender, with over three-quarters of men indicating the alleged offender was someone they knew from class or other activity.

Figure 47.***Reported Demographics of the Alleged Offender(s) in the USC One Situation for USNA Men*****Where: Location and Context*****USNA Women***

An overview of where and in what context the one situation occurred is highlighted in this section for USNA women. With regard to where the one situation occurred, about two-thirds of USNA women indicated the situation occurred off Academy grounds only, whereas a little more than one-fifth indicated the situation occurred on Academy grounds only, and fewer (13%) indicated the situation occurred both on and off Academy grounds (Figure 48). Analysis of estimates for USNA women found locations where the USC occurred varied among class years. Specifically, sophomore women were more likely to indicate the situation occurred off Academy grounds only compared to women in other class years, while freshmen were less likely; however, the reverse was true for on Academy grounds only, with freshman women more likely than women in other class years, and sophomores were less likely to endorse this location.

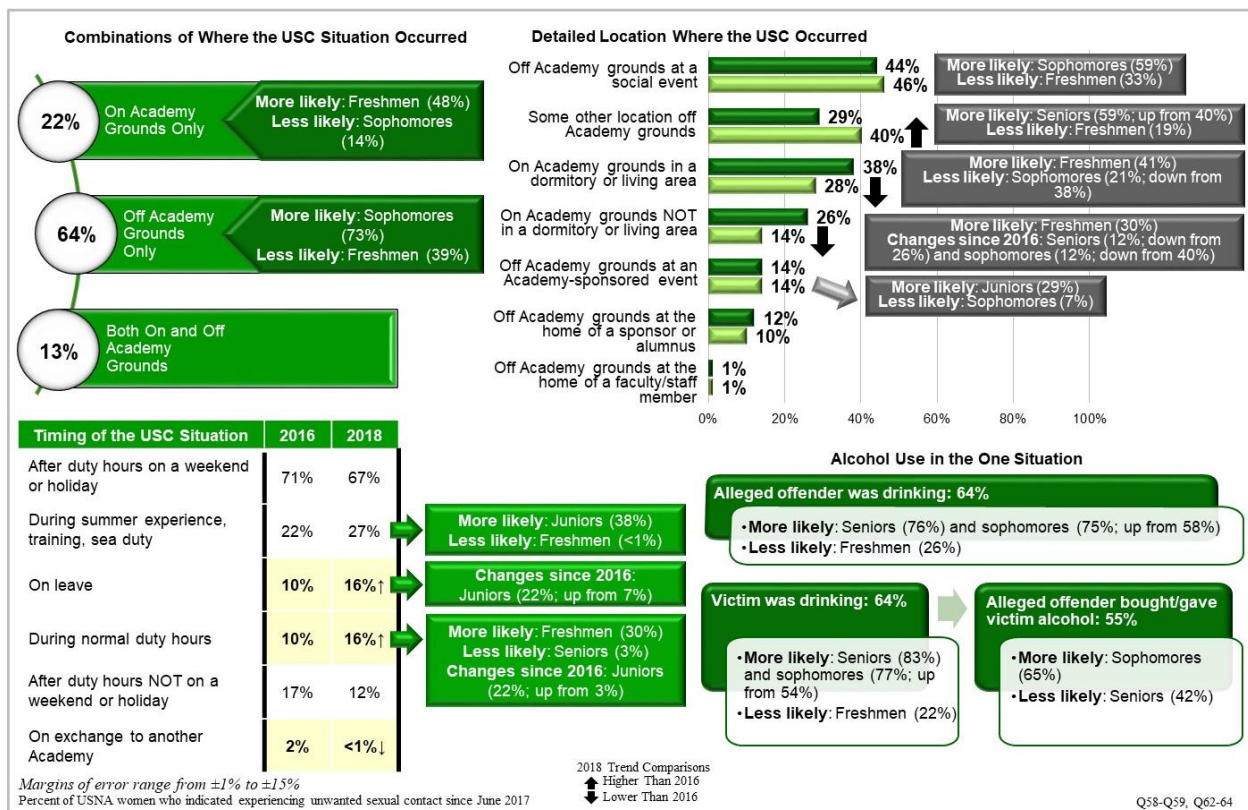
With regard to specific locations on and off Academy grounds, the most endorsed location for women was off Academy grounds at a social event or some other location off Academy grounds (which increased since 2016, specifically for senior women). When examining specific locations, class year differences were observed among USNA women. Freshman women were more likely to indicate the situation occurred on Academy grounds in a dormitory or living area compared to women in other class years, whereas sophomores were less likely and saw decreases in endorsement compared to 2016. Conversely, sophomore women were more likely to have the situation occur off Academy grounds at a social event, whereas freshman women were less likely.

About two-thirds of USNA women indicated the USC occurred after duty hours on a weekend or a holiday, whereas about one-quarter indicated the situation occurred during summer experience, training, or sea duty. Class year differences emerged with regard to timing of the situation, especially for junior women, who were more likely than women in other class years to indicate the situation occurred during summer experience, training, or sea duty and saw increases in the situation occurring while on leave or during normal duty hours.

With regard to alcohol use during the one situation, approximately two-thirds of women indicated that either they and/or the alleged offender were drinking at the time the situation occurred. Sophomore women (who saw an increase in alcohol use compared to 2016) and senior women were more likely to indicate that alcohol was involved, whereas freshmen were less likely. Of those who indicated they were drinking at the time of the situation, more than half indicated that the alleged offender had bought or given them alcohol, which was highest among sophomore women compared to women in the other class years.

Figure 48.

Location, Timing, and Alcohol Use Regarding the USC One Situation for USNA Women

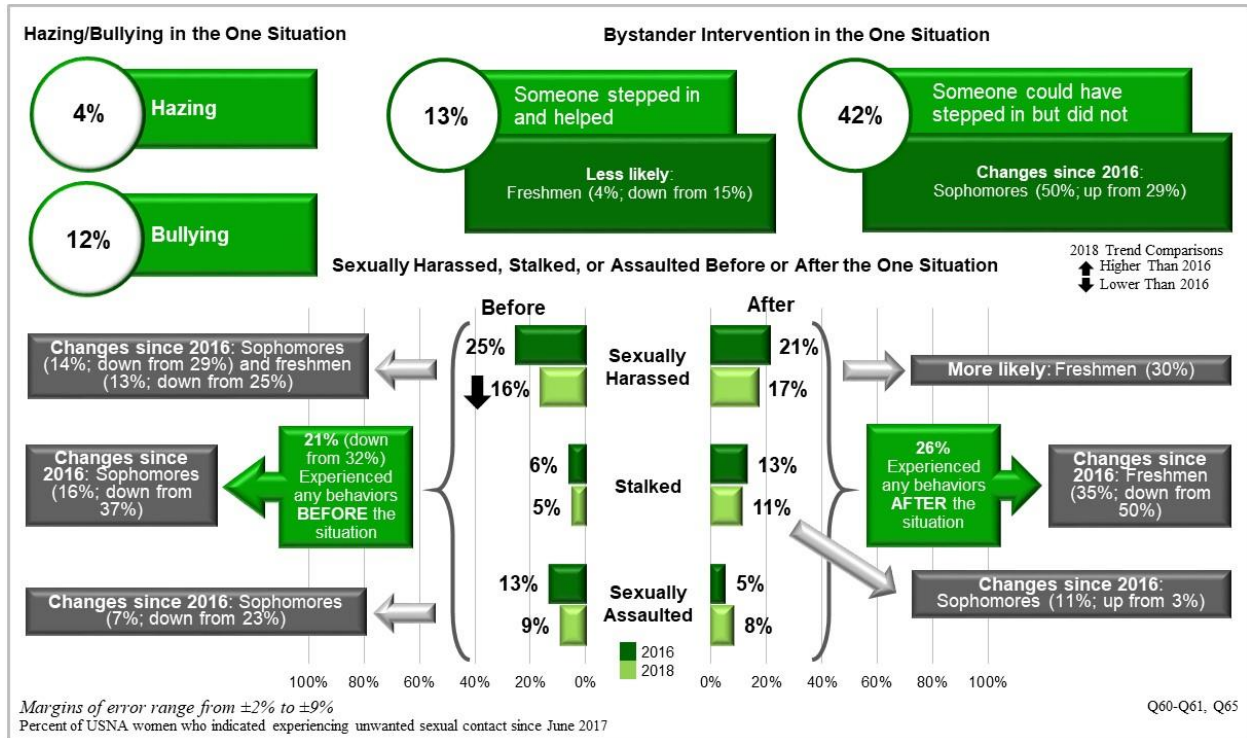


To add additional context to the one situation, students were asked if they thought their situation involved hazing or bullying, if someone else was present that could have helped, and whether the alleged offender sexually harassed, stalked, or assaulted them before or after this one most serious event. As seen in Figure 49, of women who experienced USC, hazing and bullying were

rarely endorsed as being involved in the one situation. During the one situation, a little more than one-tenth of women indicated that there was someone else present who stepped in to help. Less than half of women indicated there was someone else present but did not step in to help. An increase since 2016 was found for sophomore women who indicated someone else was present but did not step in.

About one-fifth of women were sexually harassed, stalked, or sexually assaulted by the same alleged offender **before** the one situation, which decreased since 2016, specifically for sophomores (except for being stalked before the situation). About one-quarter of women indicated they were sexually harassed, stalked, or sexually assaulted by the same alleged offender **after** the one situation, which decreased for freshman women since 2016.

Figure 49.
Context of the USC One Situation for USNA Women



USNA Men

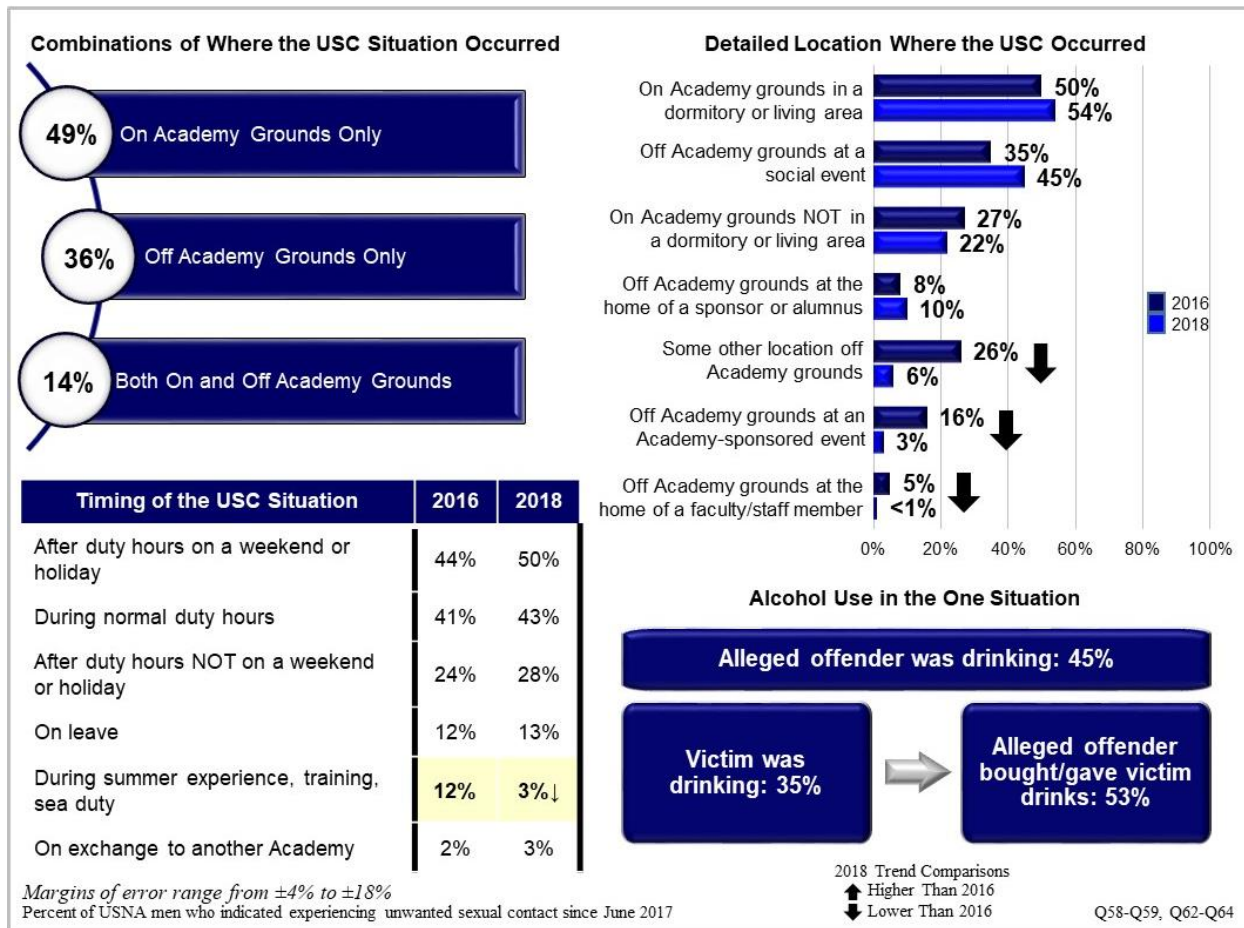
Of the men who experienced USC, less than half of USNA men indicated the situation occurred on Academy grounds only, whereas a little more than one-third indicated the situation occurred off Academy grounds only, and fewer (14%) indicated the situation occurred both on and off Academy grounds (Figure 50).³⁴ With regard to specific locations on and off Academy grounds, the most endorsed location for men was on Academy grounds in a dormitory or living area, followed by off Academy grounds at a social event. Compared to 2016, fewer incidents

³⁴ Breakouts by class year were not reportable for USNA men.

occurred off Academy grounds at some other location, off Academy grounds at an Academy-sponsored event, or off Academy grounds at the home of a faculty or staff member. Half of USNA men indicated the USC occurred after duty hours on a weekend or a holiday, whereas less than half indicated the situation occurred during normal duty hours. For men, alcohol use in the one situation (either by the victim or the alleged offender) remained unchanged since 2016, with a little less than half indicating the alleged offender had been drinking during the one situation. A little more than one-third indicated they had been drinking at the time of the incident, and of these men, a little over half indicated the alleged offender bought or gave them alcohol to drink.

Figure 50.

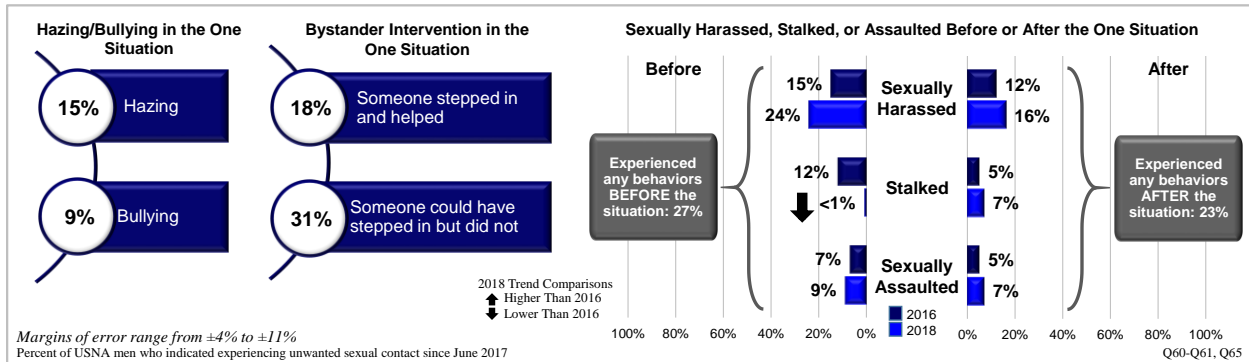
Location, Timing, and Alcohol Use Regarding the USC One Situation for USNA Men



Contextually, few men indicated they would describe the USC one situation as involving hazing and/or bullying (Figure 51). Less than one-fifth of men indicated that there was someone else present who stepped in to help during the one situation, whereas a little less than one-third indicated there was someone else present during the one situation who did not step in to help. More than one-quarter of men indicated they were sexually harassed, stalked, or sexually assaulted by the same alleged offender **before** the one situation, whereas less than one-quarter of

men indicated they were sexually harassed, stalked, or sexually assaulted by the same alleged offender **after** the assault.

Figure 51.
Context of the USC One Situation for USNA Men

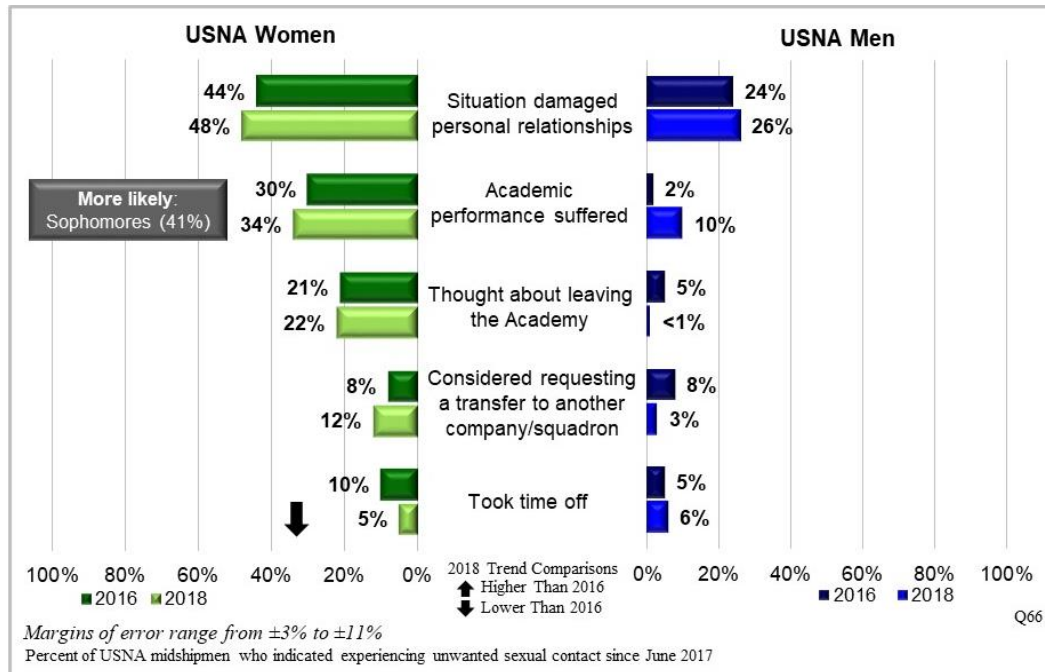


Actions Following the USC One Situation

Midshipmen who experience USC may be impacted in various ways, including deciding to take time off, thinking about transferring or leaving, experiencing damage to personal relationships, or having their academic performance suffer. They also have the option to report their experience. This section examines what happened after the one situation occurred, including whether they reported the incident, why they did or did not choose to report the incident, and negative reactions from peers and/or leadership.

As seen in Figure 52, the most frequent consequence of USC for USNA women was experiencing damage to their personal relationships, followed by having their academic performance suffer, and thought about leaving the Academy. Compared to 2016, fewer women indicated they took time off. Compared to the other class years, sophomore women were more likely to indicate their academic performance suffered. For USNA men, similar to USNA women, the most frequent consequence of USC was experiencing damage to their personal relationships.

Figure 52.
Actions Following the USC One Situation for USNA Women and Men

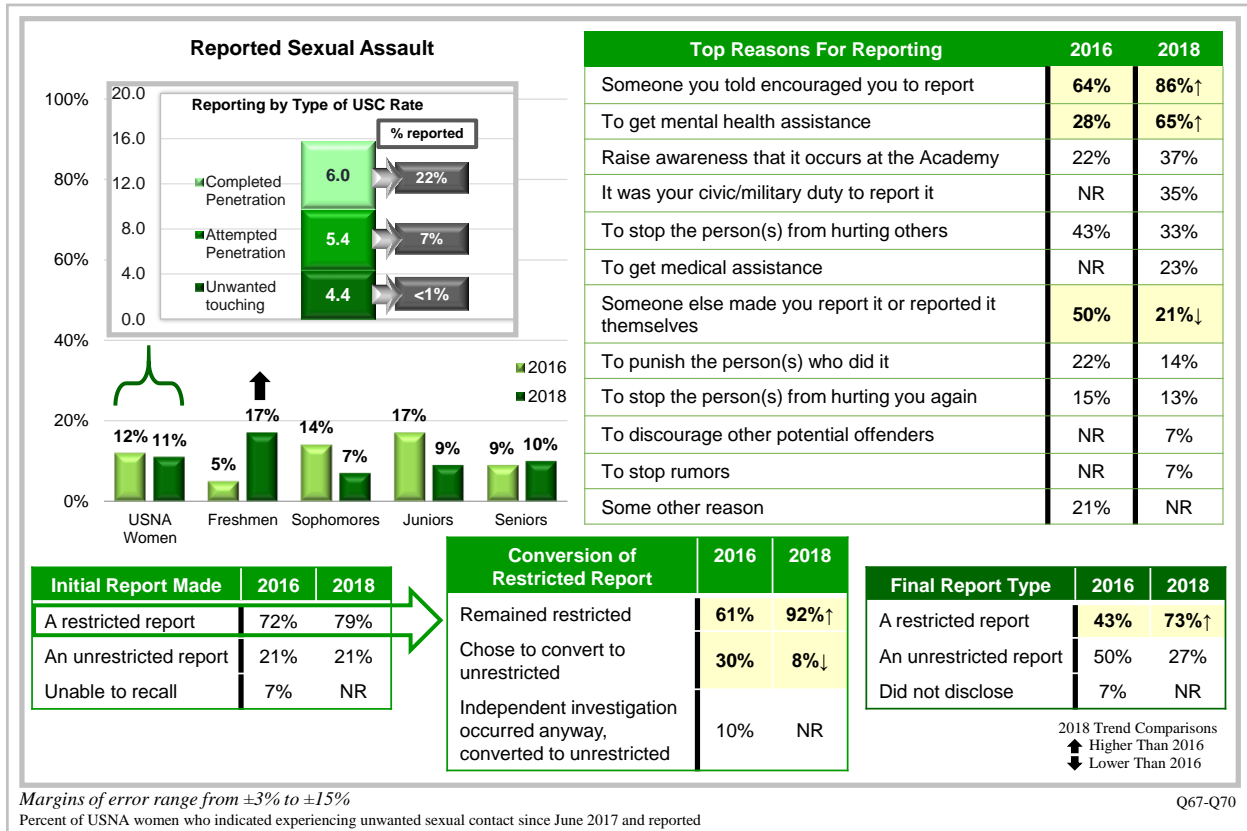


Reporting of Unwanted Sexual Contact³⁵

11% of the 15.9% of women who experienced USC indicated they reported that they were a victim of sexual assault (Figure 53), which increased since 2016 for freshman women. Over three-fourths of women who reported indicated they initially made a restricted report and about one-fifth made an unrestricted report. Of the three-fourths who initially made a restricted report, very few women indicated their restricted report was converted to unrestricted (which decreased since 2016); therefore, approximately three-quarters indicated that their final report type was restricted, which increased since 2016, and approximately one-quarter indicated their final report type was unrestricted. When asked why they chose to report this incident, the top response from women was someone encouraged them to report, which increased since 2016, followed by to get mental health assistance, which also increased. Data were not reportable for women by class years beyond whether or not they reported.

³⁵ Results for USNA men are not reportable.

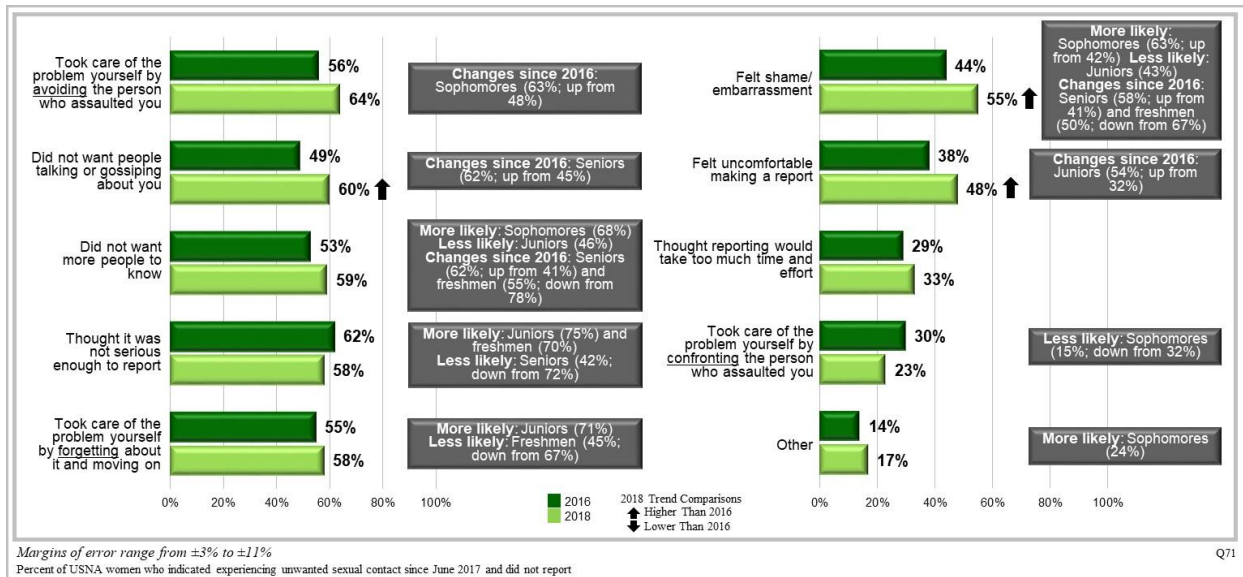
Figure 53.
Reporting the USC One Situation for USNA Women



Reasons for Not Reporting Unwanted Sexual Contact

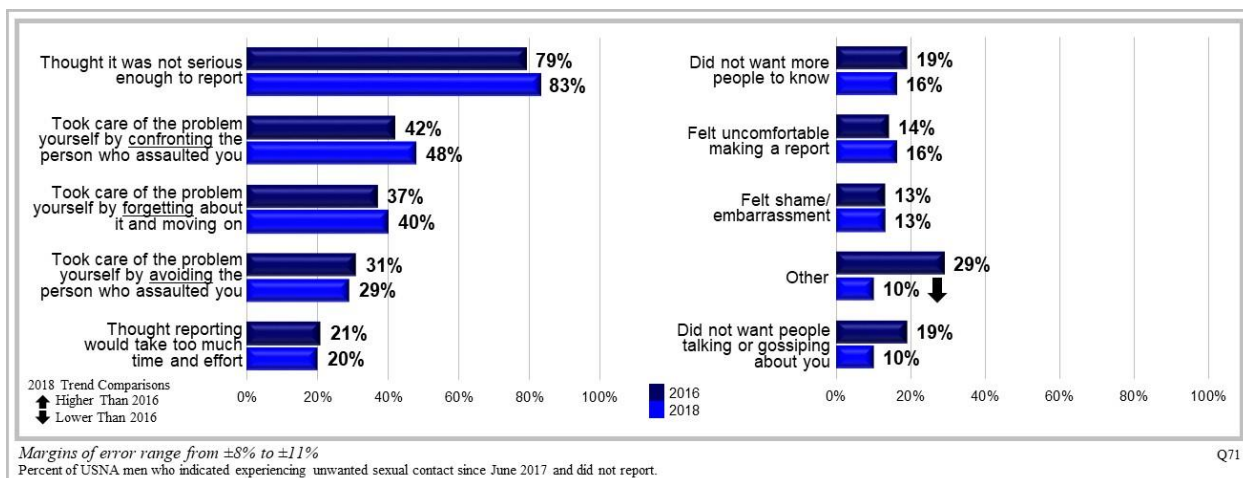
Of the 15.9% of women who experienced USC since June 2017, 89% chose not to report their experience of USC. When asked why they chose to not report, the top four reasons included they took care of the problem themselves by avoiding the person who assaulted them, they did not want people talking or gossiping about them (an increase from 2016 that was led by an increase for seniors), they did not want more people to know, or they thought it was not serious enough to report. Compared to 2016, increases were found for women who indicated they did not report because they felt shame or embarrassment (driven by increases for sophomores and seniors) or felt uncomfortable making a report (which increased for juniors). Differences for women across class years are shown in Figure 54.

Figure 54.
Reasons for Not Reporting USC for USNA Women



The top four reasons for not reporting the USC one situation for USNA men differed from the reasons for women (Figure 55). Of the USNA men who experienced USC and chose not to report the situation, the top endorsed reasons were that they thought it was not serious enough to report or they took care of the problem themselves by confronting the person who assaulted them, by forgetting about it and moving on, or by avoiding the person who assaulted them. Results by class year were not reportable for men.

Figure 55.
Reasons for Not Reporting USC for USNA Men



Negative Outcomes of Reporting Unwanted Sexual Contact

Experiencing USC is often damaging in and of itself, but those that experience it may also experience secondary effects through others' actions; classmates, faculty, and friends may act differently towards someone who has experienced USC, intentionally or unintentionally. Three major categories of these secondary experiences are professional reprisal, ostracism, and other negative outcomes.

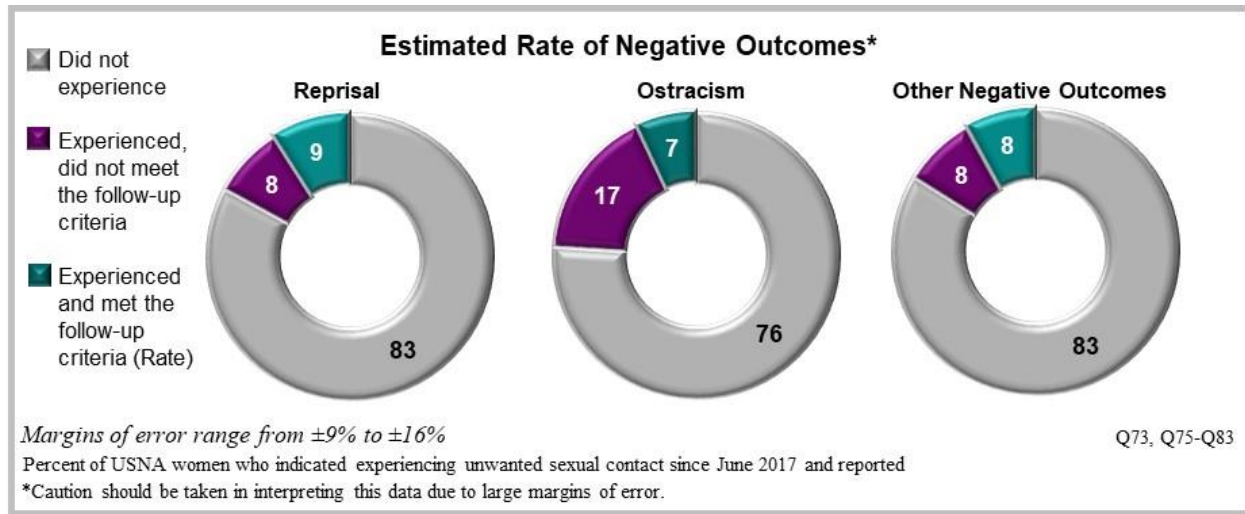
Measures of ***professional reprisal, ostracism, and other negative outcomes***³⁶ are used to capture outcomes experienced as a result of reporting USC (see Chapter 1 for details on rate construction). Recall data presented in this section are out of the 15.9% of USNA females who experienced USC in the past year and reported it (11% of the 15.9% of USNA women who experienced USC). Due to small percentages, many findings in this section are not reportable, including all data for USNA men.

The ***estimated rate of professional reprisal*** is a summary measure reflecting whether midshipmen indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting USC (not based on conduct or performance) and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 56, less than one-tenth of USNA women who experienced and reported USC experienced behaviors consistent with professional reprisal, but did not meet the follow-up criteria, and less than one-tenth experienced behavior(s) meeting follow-up criteria (the estimated rate of professional reprisal).

The ***estimated rate of ostracism*** is a summary measure reflecting whether, as a result of reporting USC, midshipmen experienced negative behaviors from midshipman peers or leadership that made them feel excluded or ignored and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 56, less than one-fifth of women who experienced and reported USC experienced behaviors consistent with ostracism, but did not meet follow-up criteria, and less than one-tenth experienced behavior(s) meeting the follow-up criteria (the estimated rate of ostracism).

The ***estimated rate of other negative outcomes*** is a summary measure reflecting whether, as a result of reporting USC, midshipmen experienced negative behaviors from midshipman peers or leadership that occurred without a valid military purpose, and may have included physical or psychological force, threats, or abusive or unjustified treatment that resulted in physical or mental harm. As shown in Figure 56, less than one-tenth of USNA women who experienced and reported USC experienced behaviors consistent with other negative outcomes, but did not meet the follow-up criteria, and less than one-tenth experienced behavior(s) meeting the follow-up criteria (the estimated rate of other negative outcomes).

³⁶ Because the *SAGR* assessment does not assess the relationship between the alleged perpetrator and the respondent to determine whether the behavior constitutes maltreatment, no definitive conclusions can be made regarding whether these alleged other negative behaviors are retaliatory or constitute maltreatment.

Figure 56.***Estimated Rates of Negative Outcomes as a Result of Reporting USC for USNA Women³⁷***

Estimated Sex-Based Military Equal Opportunity Violation Rates

This section examines students' experiences of sex-based Military Equal Opportunity (MEO) violations. As described in Chapter 1, sex-based MEO violations are defined as behaviors prohibited by MEO policy that are committed by someone from the Academy. In the survey, students were asked about behaviors they may have experienced since June 2017 that may have been upsetting or offensive. To be included in the estimated prevalence rate for sex-based MEO violations, two requirements must have been met:

1. The student must have indicated that he or she experienced a behavior consistent with sexual harassment (which includes sexually hostile work environment or sexual *quid pro quo*) and/or gender discrimination behavior(s) since June 2017, and
2. The student must have indicated that he or she met at least one of the follow-up legal criteria for a sex-based MEO violation.³⁸

This section provides the estimated rates for sexual harassment, gender discrimination, and the overall sex-based MEO violation rate (a combination of sexual harassment and/or gender discrimination). The estimated prevalence rates are presented by gender and by class year, with significant differences from 2016 noted where applicable.³⁹

³⁷ Throughout this report, the term "experienced" is based on midshipmen's perceptions of experiencing certain behaviors. It is not intended to convey an investigative or legal conclusion regarding the behaviors reported in the survey.

³⁸ See Chapter 1 for details on the metric used and construction of estimated rates.

³⁹ Measures of sex-based MEO violations were new in 2016; therefore, trends can only be made between 2018 and 2016.

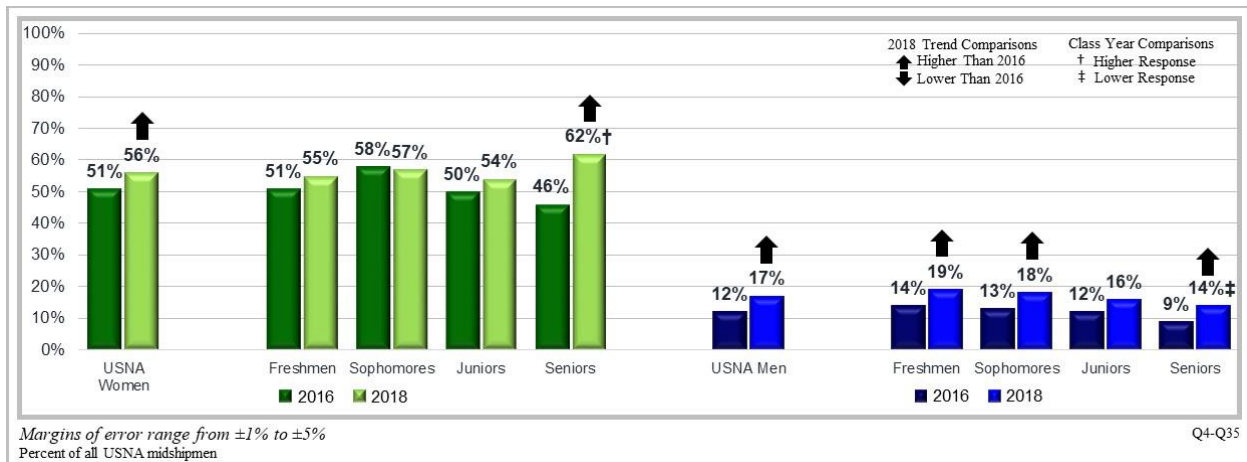
Sexual Harassment

Sexual harassment includes two types of unwanted behaviors: sexually hostile work environment and sexual *quid pro quo*. Sexually hostile work environment is defined as unwelcome sexual experiences that are pervasive or severe so as to interfere with a person's work performance or creates a work environment that is intimidating, hostile, or offensive. Sexual *quid pro quo* behaviors are used to control, influence, or affect one's job, career, or pay. Instances of sexual *quid pro quo* include situations in which job benefits or losses are conditioned on sexual cooperation. The estimated rate for sexual harassment includes those students who met criteria for sexually hostile work environment and/or sexual *quid pro quo*. As seen in Figure 57, estimated rates of sexual harassment have increased since 2016 for both USNA men and women.

56% of USNA women met criteria for sexual harassment, which was a statistical increase from 2016. The sexual harassment rate increased for senior women from 2016, who were more likely than women in the other class years to experience sexual harassment.

17% of USNA men met criteria for sexual harassment, which was a statistical increase from 2016. Estimated rates of sexual harassment increased since 2016 for men in all class years except juniors. Senior men were less likely to experience sexual harassment compared to men in the other class years.

Figure 57.
Estimated Sexual Harassment Rates for USNA



Gender Discrimination

Gender discrimination is defined as behaviors or comments directed at someone because of his or her gender that harmed or limited his or her career. To be included in the estimated prevalence rate for gender discrimination, students must have indicated experiencing at least one of the behaviors below and endorsed a corresponding follow-up item:

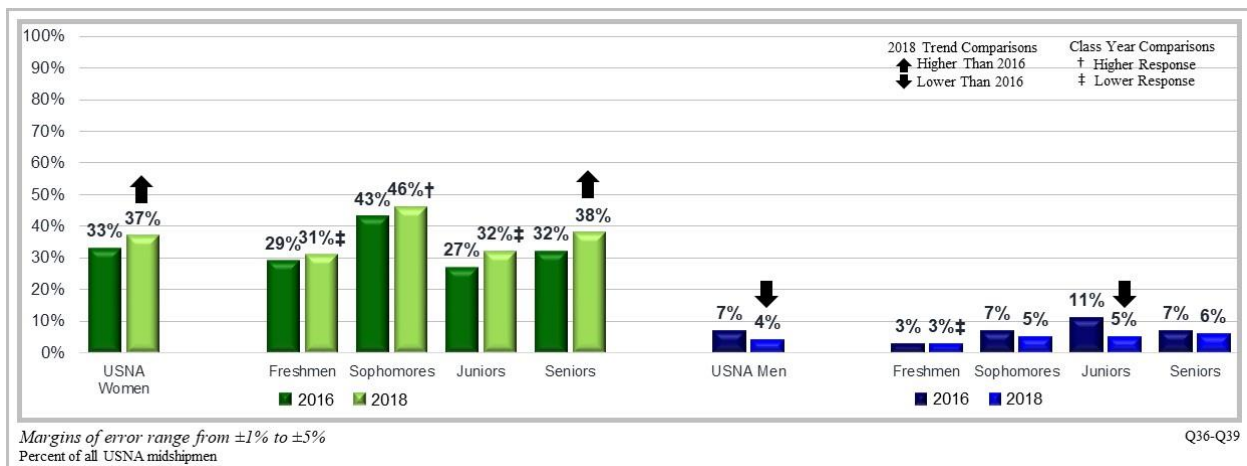
- Heard someone say that someone of their gender is not as good as someone of the opposite gender as a future officer, or that someone of their gender should be prevented from becoming a future officer, and
 - The student thought that the person's beliefs about someone of the student's gender harmed or limited the student's midshipman career.
- Was mistreated, ignored, excluded, or insulted the respondent because of his or her gender, and
 - The respondent thought this treatment ever harmed or limited his or her midshipman career.

Of note, gender discrimination was less prevalent than sexual harassment (Figure 58). However, the proportional difference between men and women was similar to that of sexual harassment.

37% of USNA women experienced gender discrimination, which increased since 2016. Sophomore women were more likely to experience gender discrimination compared to other class years, whereas freshman and junior women were less likely. Compared to 2016, rates were up for senior women.

4% of USNA men experienced gender discrimination, which decreased since 2016. Freshman men were less likely to experience gender discrimination compared to men in other class years. Compared to 2016, rates of gender discrimination were down for junior men.

Figure 58.
Estimated Gender Discrimination Rates for USNA



Sex-Based Military Equal Opportunity Violations

Sex-based MEO violations are defined as having experienced at least one of the behaviors in line with sexual harassment (sexually hostile work environment and sexual *quid pro quo*) and/or gender discrimination and meeting the legal requirements. Thus, the estimated sex-based MEO

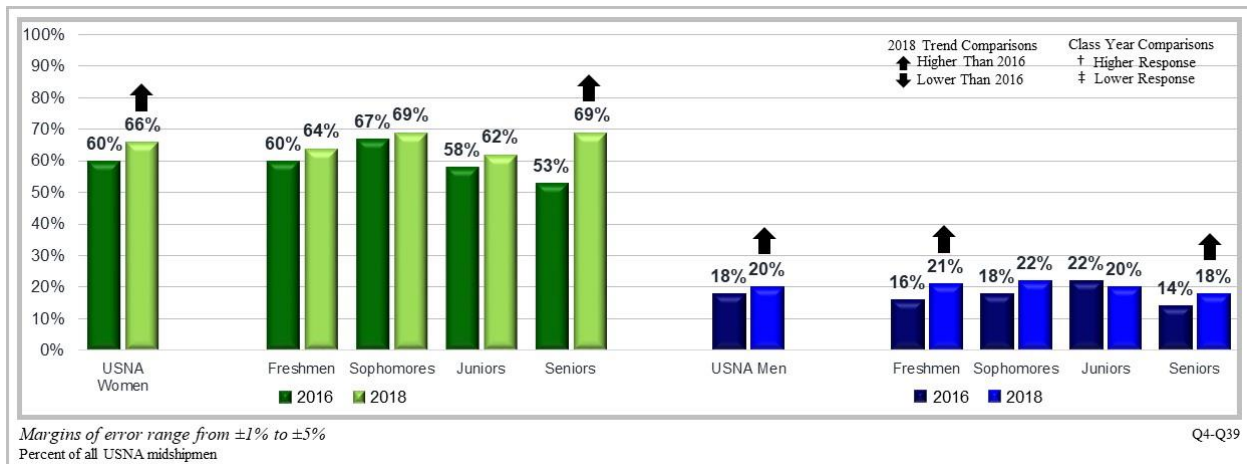
violation prevalence rate includes those who met the requirements for inclusion into sexual harassment and/or gender discrimination.

66% of USNA women experienced sex-based MEO violations, which is an increase from 2016 for USNA women overall and for senior women.

20% of USNA men experienced sex-based MEO violations, which is an increase from 2016 for USNA men overall and for senior and freshman men.

Figure 59.

Estimated Sex-Based MEO Violation Rate for USNA



MEO Violations and the Continuum of Harm

Although undesirable on its own, sexual harassment is also related to sexual assault. Research has shown organizational tolerance of sexual harassment and related behavior is likely to create a permissive climate for USC to occur (Begany & Milburn, 2002; Turchik & Wilson, 2010). In addition, would-be offenders often work along a spectrum of behaviors, increasing in severity. This construct is known as the **continuum of harm**. Indeed, many types of violence (e.g., bullying, stalking, sexual harassment and sexual assault) are interconnected and often share causes, risks, and protective factors (e.g., Espelage, Low, Polanin, & Brown, 2013; Tjaden & Thoennes, 1998; Wilkins, Tsao, Hertz, Davis, & Kleven, 2014). Military-specific research also supports this connection between unwanted experiences such as sexual harassment (both quid pro quo and sexually hostile work environment) and a significant increase in the likelihood of rape or sexual assault (Sadler et al., 2003; Cook et al., 2014; Severance, Klahr, & Coffey, 2016; Barry et al., 2017).

Results from the 2018 SAGR are at least partially consistent with the continuum of harm model. About one-fifth of USNA women who experienced USC said they experienced an unwanted behavior from the same alleged offender **before** the sexual assault (i.e., the alleged offender sexually harassed them before the situation, stalked them before the situation, or sexually assaulted them before the situation), which was significantly down from 2016. This was less

often the case for USNA men who experienced USC, among whom less than one-quarter said they experienced an unwanted behavior **before** the sexual assault.

In order to further examine the covariation of sexual harassment and USC, past-year rates of USC were compared between those who also experienced sexual harassment in the past year and those who did not. Note that in these analyses, unlike the one situation results described above, the unwanted behaviors may or may not have been committed by the same alleged offender.

Figure 60.

Estimated Prevalence Rates of Unwanted Sexual Contact by Experience of Sexual Harassment for USNA



As seen in Figure 60, of USNA women who experienced sexual harassment, one in four (23.6%) also experienced USC. This is compared to less than one in 15 (6.6%) for USNA women who did not experience sexual harassment. Of USNA men who experienced sexual harassment, the USC estimated prevalence rate was around one in 14 (6.8%). This is compared to the estimated prevalence rate of one in 100 (1.0%) for USNA men who did not experience sexual harassment. These findings support the aforementioned continuum in that incidents of USC do not always occur in isolation of other unwanted behaviors.

One Situation of Potential Sex-Based MEO Violations With the Biggest Effect

To better understand the circumstances involved in their experience, the 66% of USNA women and 20% of USNA men who experienced sex-based MEO violations since June 2017 were asked to provide additional information in regards to what they considered to be the worst or most serious experience (hereafter referred to as “the one situation”). With this one situation in mind, students were asked to provide details regarding the identity of the alleged offender, where and in what context it occurred, and whether they discussed or reported this violation.

Context: Reported Demographics of the Alleged Offender(s) and Context of the Sex-Based MEO Violation

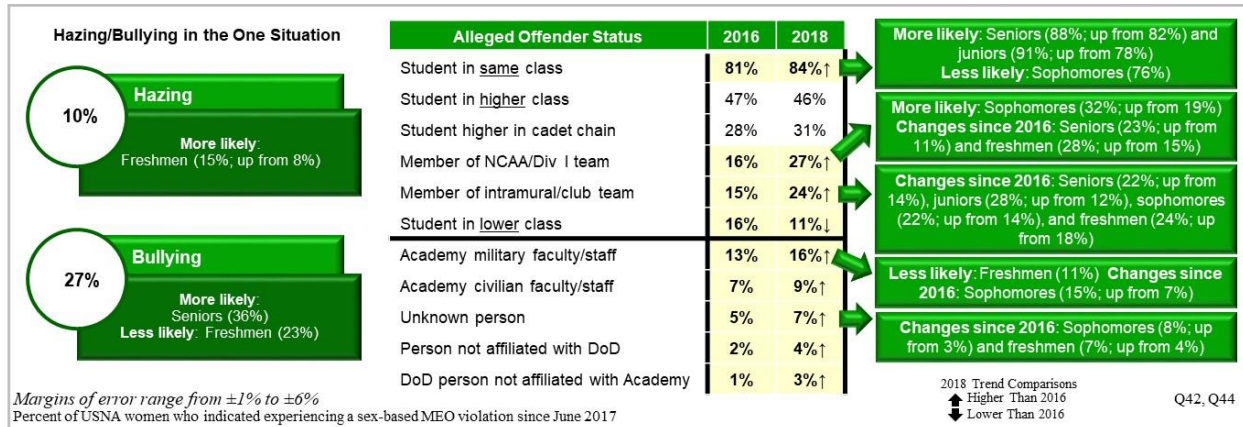
As seen in Figure 61, of USNA women who indicated experiencing sex-based MEO violations since July 2017, the vast majority identified the alleged offender as an Academy student, specifically one in the same class year. Both senior and junior women (increased for both since 2016) were more likely to indicate the alleged offender was in the same class year, whereas

sophomores were less likely. Of note, estimates for women who indicated the alleged offender was a member of an intramural, club, or sports team, a member of an NCAA/Division I team and/or Academy military faculty were up from 2016 (although this proportion was still relatively small at 16%). Even though the vast majority of alleged offenders were identified as Academy students, all of the non-student categories of alleged offenders were up from 2016 for USNA women.

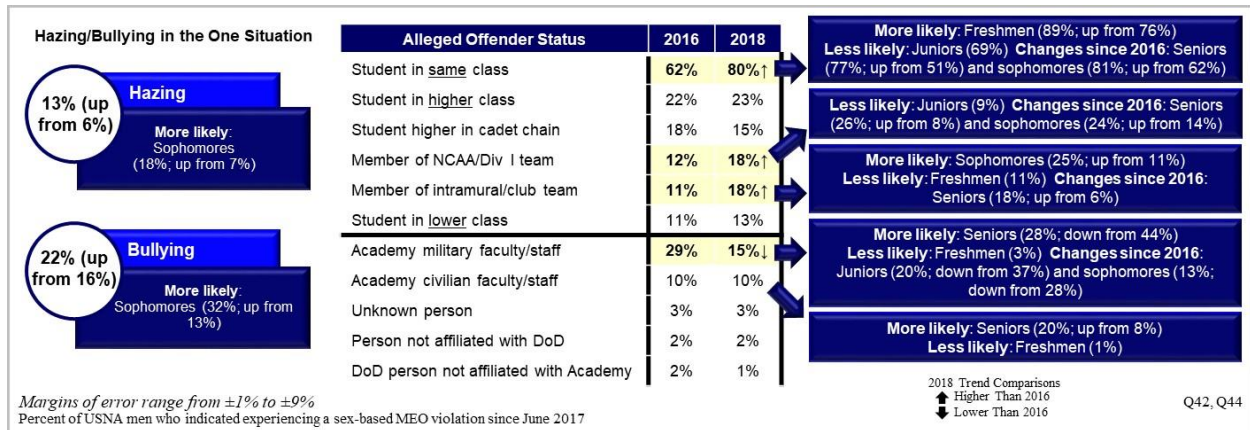
Slightly more than one-quarter of women indicated the behavior was bullying, whereas one-tenth indicated the behaviors was hazing. Freshmen were more likely to indicate that the situation they experienced was hazing, but they were less likely to indicate it was bullying, whereas senior women were more likely to indicate the situation was bullying.

Figure 61.

Details of the One Situation of Sex-Based MEO Violation for USNA Women



As seen in Figure 62, estimates for USNA men's one situation mirrored the experiences of women. The vast majority of men who indicated experiencing sex-based MEO violations since July 2017 indicated the alleged offender was an Academy student, specifically in the same class year, which was up from 2016. Of note, estimates for men who indicated the alleged offender was a member of an intramural, club, sports team, or a member of an NCAA/Division I team were up from 2016, specifically for seniors and sophomores. The estimate for USNA men that indicated the alleged offender was an Academy military faculty/staff decreased overall from 2016, specifically for seniors, juniors, and sophomores. A little more than one-fifth of men indicated the behavior in the one situation was bullying, whereas a little more than one-tenth indicated the behaviors was hazing, both of which increased from 2016. Sophomores were more likely to indicate that their experience was bullying or hazing compared to men in other class years.

Figure 62.***Details of the One Situation of Sex-Based MEO Violation for USNA Men******Discussing/Reporting of Sex-Based MEO Violations***

Students who experience sex-based MEO violations have resources available to them should they want to discuss their situation with someone or officially report it. As seen in Figure 63 and Figure 64, about one-tenth of women and fewer men who experienced sex-based MEO violations since June 2017 discussed or reported their experiences to an authority or organization.

Sophomore women were less likely to discuss or report their experience compared to other class years, whereas the percentage of freshman women who reported increased from 2016.

Sophomore men were more likely to discuss or report their situation compared to other class years, whereas freshmen were less likely.

Men and women were asked about actions that were taken following discussing or reporting their one situation. About two-fifths of both men and women indicated that their situation was corrected. Less than one-third of women indicated that their report was being investigated, which was down from 2016, compared to two-fifths of men. However, the top two endorsed actions for men were negative, as they indicated they were encouraged to let it go or tough it out or were ridiculed or scorned.

With regard to class year differences, freshman, sophomore, and senior women who indicated that their reports were being investigated decreased from 2016, down by as many as 20 to 30 percentage points. USNA women who indicated experiencing ridicule or scorn was up from 2016, specifically, this negative outcome increased for sophomore, junior, and senior women from 2016 by 25 to 30 percentage points. Data for men by class year were not reportable.

Figure 63.
Discussing/Reporting the Sex-Based MEO Violation for USNA Women

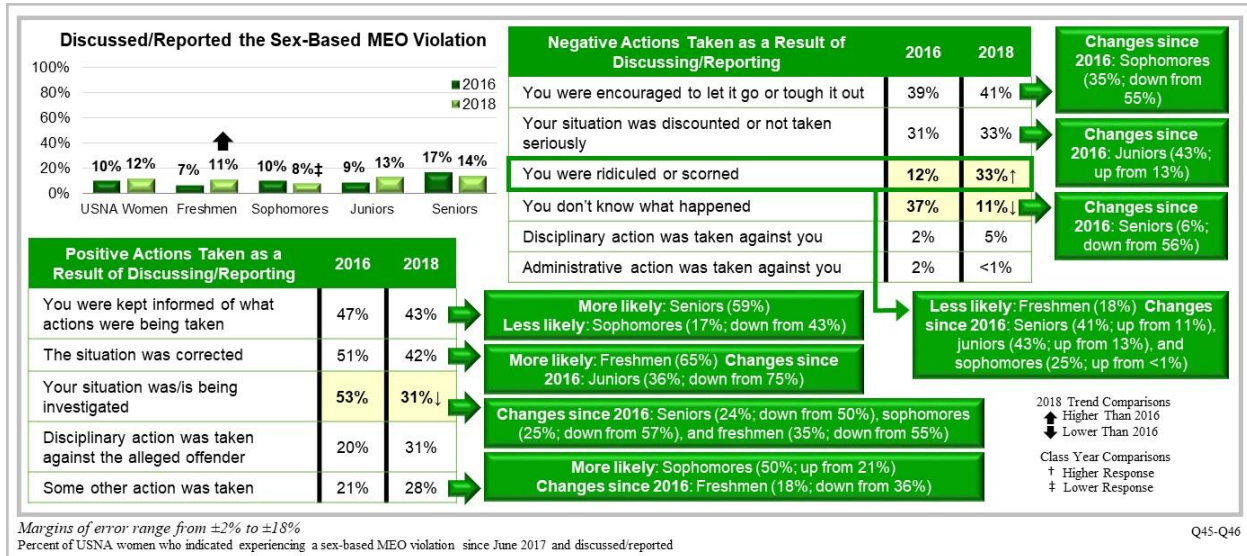
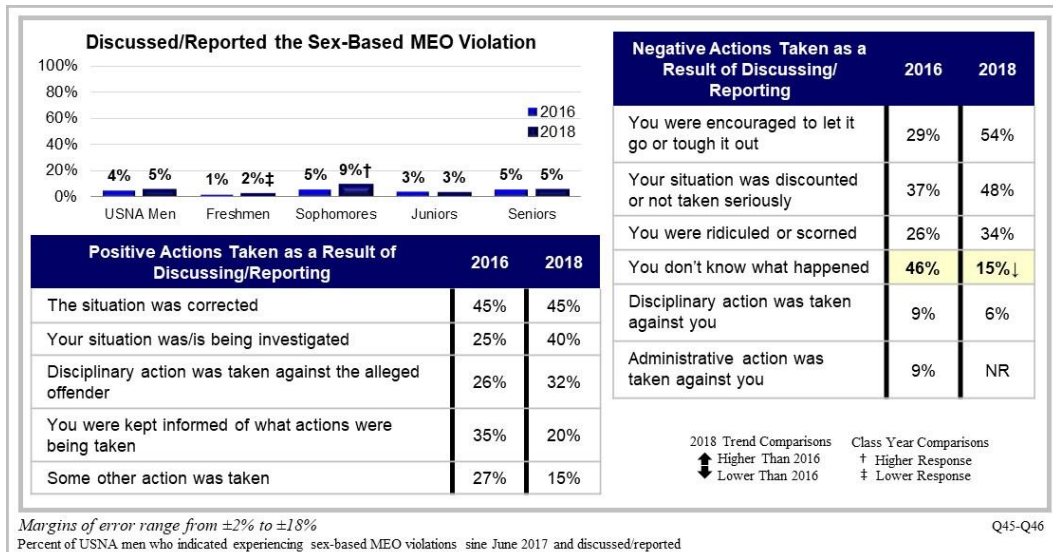


Figure 64.
Discussing/Reporting the Sex-Based MEO Violation for USNA Men



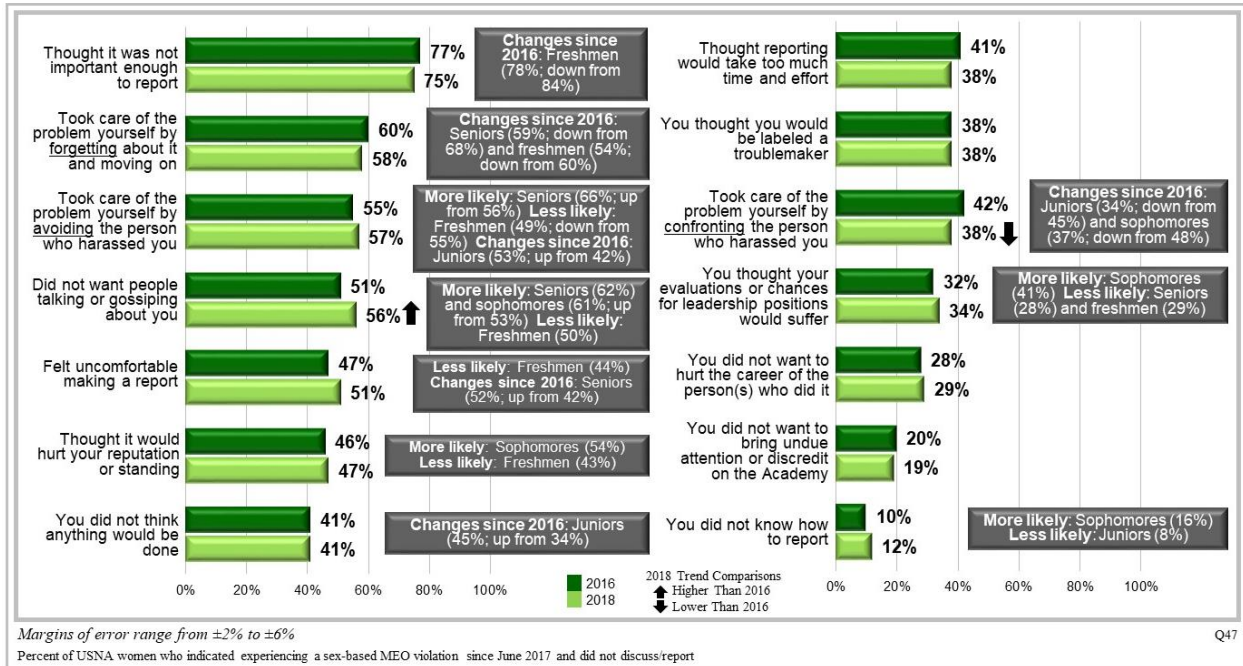
Reasons for Not Discussing/Reporting the Sex-Based MEO Violation One Situation

Sex-based MEO violations often go unreported or are handled by the victim at the lowest interpersonal level, which is consistent with midshipmen's training (Barry et al., 2017). Of the 66% of USNA women who experienced a sex-based MEO violation, the vast majority (88%) chose not to discuss or report their experience (Figure 65). These students were asked why they chose not to discuss or report the situation and the top reason given was that they thought it was not

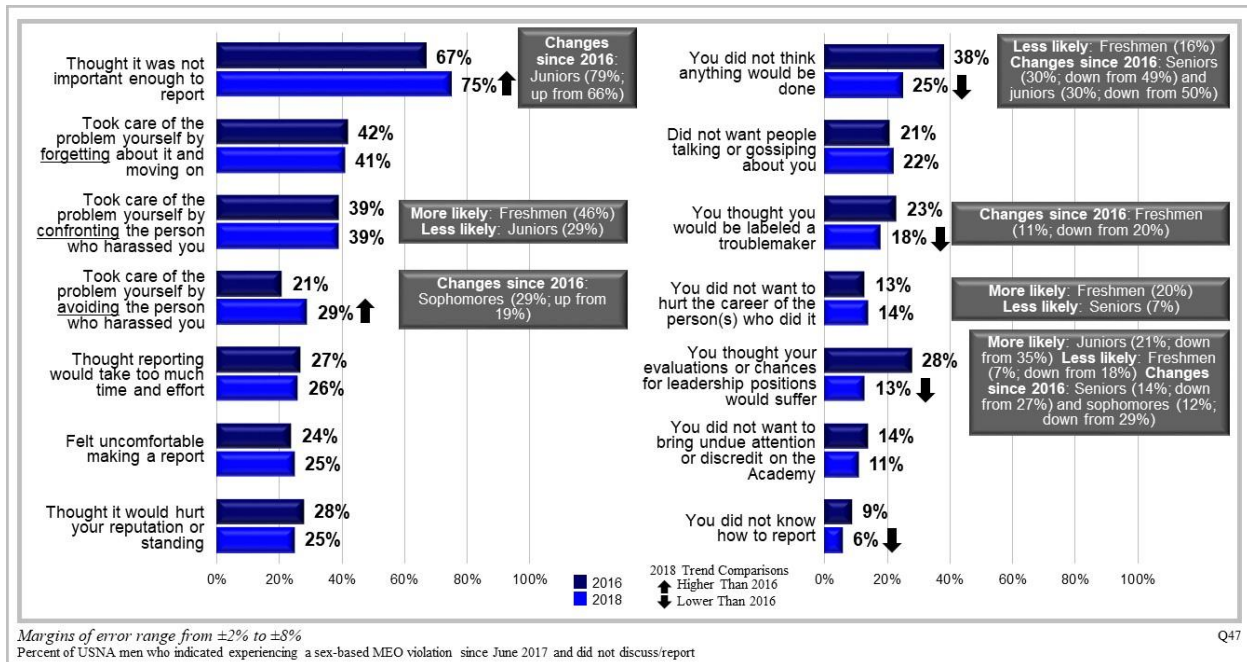
important enough to report. The next most frequently endorsed reasons for not reporting was handling the situation personally, for which over half of women indicated avoiding their alleged offender and/or forgetting about it and moving on. Further, more than half of women indicated that they did not report because they did not want people talking or gossiping about them, which increased since 2016. Of note, about one-tenth of women indicated that their choice to not discuss or report the situation was due to not knowing how to report.

Figure 65.

Reasons For Not Discussing/Reporting the Sex-Based MEO Violation for USNA Women



Of the 20% of USNA men who experienced a sex-based MEO violation, the overwhelming majority (95%) chose not to discuss or report their experience. These students were asked why they chose not to discuss or report their situation and the top reason was that they thought it was not important enough to report, which increased from 2016 for men overall and for junior men (Figure 66). The next most frequently endorsed reasons for not reporting was handling the situation personally, where more than one-third of men indicated confronting the alleged offender or forgetting about it and moving on and less than one-third indicated they avoided their alleged offender, which increased for men overall and for sophomore men. For men, many reasons for not reporting were significantly down from 2016, including not knowing how to report, not thinking anything would happen, thinking they would be labeled a trouble maker, and thinking their evaluations or leadership chances would suffer. Similar to women, less than one-tenth of men indicated that their choice to not discuss or report the situation was due to not knowing how to report, which was down from 2016.

Figure 66.***Reasons For Not Discussing/Reporting the Sex-Based MEO Violation for USNA Men***

Academy Culture and Climate

Organizational culture is a set of shared cognitions, including values, behavioral norms and expectations, fundamental assumptions, and larger patterns of behavior (O'Reilly, Chatman, & Caldwell, 1991). Broadly, culture is the “way of doing business” that an institution follows on a regular basis, which may differ from officially stated policies and standards. Organizational culture involves the attitudes and actions of all members of each Academy’s community: leaders, faculty, staff, and fellow midshipmen. As such, it sets the environment or context for the implementation of policies and programs.

Research supports an association between an organization’s environmental characteristics and incidents of sexual harassment and sexual assault. For example, Sadler et al. (2003) found strong evidence of environmental characteristics’ impact on sexual assault, including observing sexual acts in sleeping quarters, and unwanted sexual advances, remarks, or pressure for dates in sleeping quarters,. Relatedly, there is evidence for an association between cultural elements such as leadership tolerance for harassing behaviors and equal employment opportunity climate and frequency of sexual harassment (Fitzgerald, Drasgow, & Magley, 1999; Newell, Rosenfeld, & Culbertson, 1995; Williams, Fitzgerald, & Drasgow, 1999). The cross-sectional nature of the data in these studies does not permit conclusions about causation, yet the studies do provide preliminary evidence that cultural elements significantly relate to sexual harassment in the military, evidence that is supported by findings in the civilian literature.

The following section addresses general culture at the Academy, touching on topics pertinent to cadet life and gender relations, such as cadet alcohol use, bystander intervention, and student

perceptions of gender-related trainings. This section also assesses cadet perceptions of Academy leadership and cadet trust in the institution relating to sexual assault.

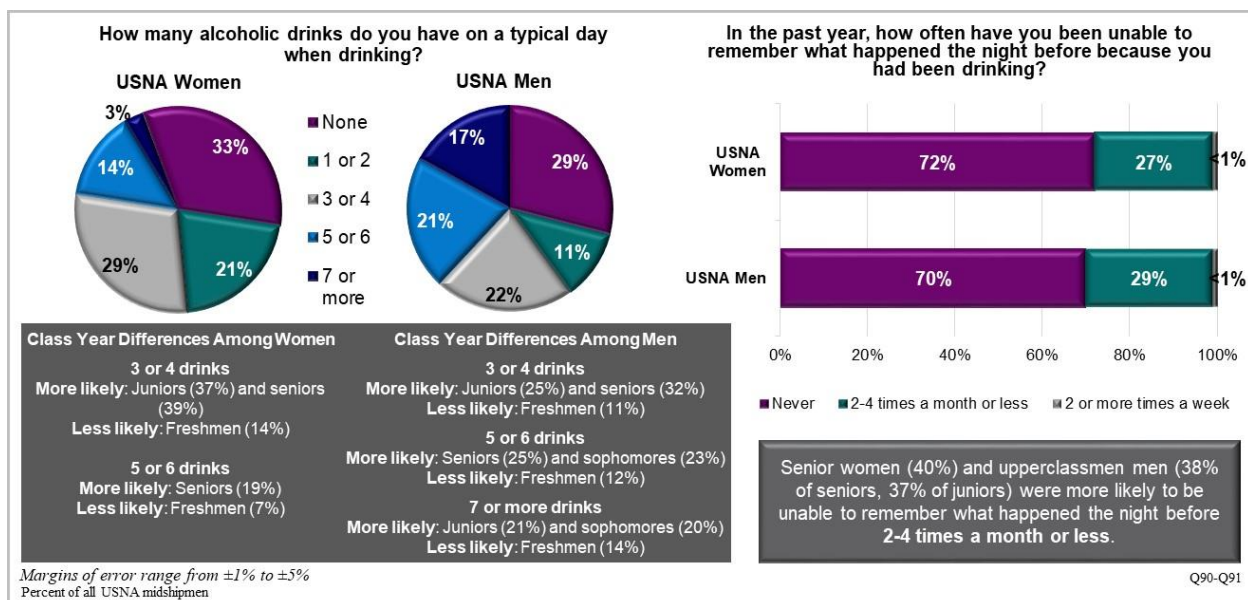
Midshipman Alcohol Use

In addition to its relationship with sexual assault and harassment, alcohol use by cadets in general is of interest in order to provide a snapshot of midshipmen health regarding alcohol use. Midshipmen were asked about their drinking frequency as well as memory impairment due to alcohol. Trending data are not available as these items were introduced in 2018.

Alcohol use among male and female midshipmen at USNA was prevalent, with only one-third of women and less than one-third of men indicating they do not drink (Figure 67). Just under half of women and less than two-thirds of men indicated drinking three or more drinks on a typical day when drinking. Upperclassmen women and men were more likely than other class years to indicate drinking three or more drinks on a typical day when drinking, whereas freshman women and men were less likely. A little less than one fifth of women and more than one-third of men indicated that they generally have five or more drinks when drinking. With regard to drinking among the classes, although upperclassmen were more likely to drink five or six drinks on a typical day when drinking, junior and sophomore men were more likely than men in other class years to have seven or more drinks on a typical drinking day, whereas freshman men were less likely.

When asked about how often midshipmen were unable to remember what happened the night before because they had been drinking, less than 1% of both men and women indicated two or more times a week. Over one-quarter of midshipmen reported being unable to remember what happened the night before due to drinking at least once during the past year.

Figure 67.
Alcohol Use Among USNA Midshipmen



Bystander Intervention

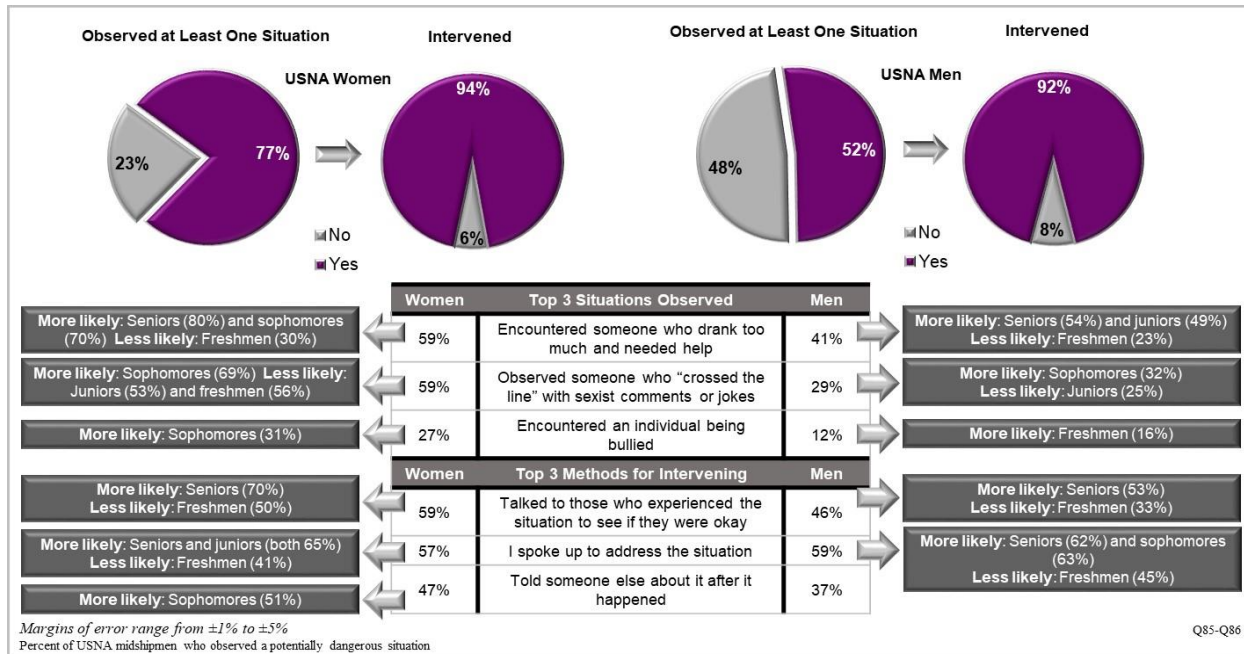
One aspect of sexual assault prevention is to encourage students to be active observers and intervene if they see a risky situation or unwanted behaviors occurring to someone else. To measure to what degree opportunities to intervene arise, students were asked if they had observed situations in which potential unwanted behaviors were occurring or could occur. If they indicated they had observed any of the situations, they were asked how they responded to the situation(s) they observed. The items were new in 2018, and therefore, no trends are available.

As seen in Figure 68, overall, more than three-quarters of women and more than half of men indicated they observed at least one potentially risky situation in the past 12 months, and, of these midshipmen, the vast majority intervened in some way.

USNA midshipmen indicated the top three risky situations were encountering someone who drank too much and needed help, observing someone telling sexist comments or jokes that crossed the line, and/or encountering an individual being bullied. The top ways in which midshipmen intervened in these situations included talking to those who experienced the situation to see if they were okay, speaking up to address the situation, and/or telling someone about it after it happened.

Class differences emerged both in the situations witnessed and in mode of intervention. With regard to encountering someone who drank too much and needed help, senior and sophomore women were more likely to witness this situation than women in other class years, whereas freshman women were less likely. Similarly, senior and junior men were more likely to encounter someone who drank too much and needed help than men in other class years, whereas freshman men were less likely. When it comes to intervening, upperclassmen were also more likely to intervene in situations than freshmen.

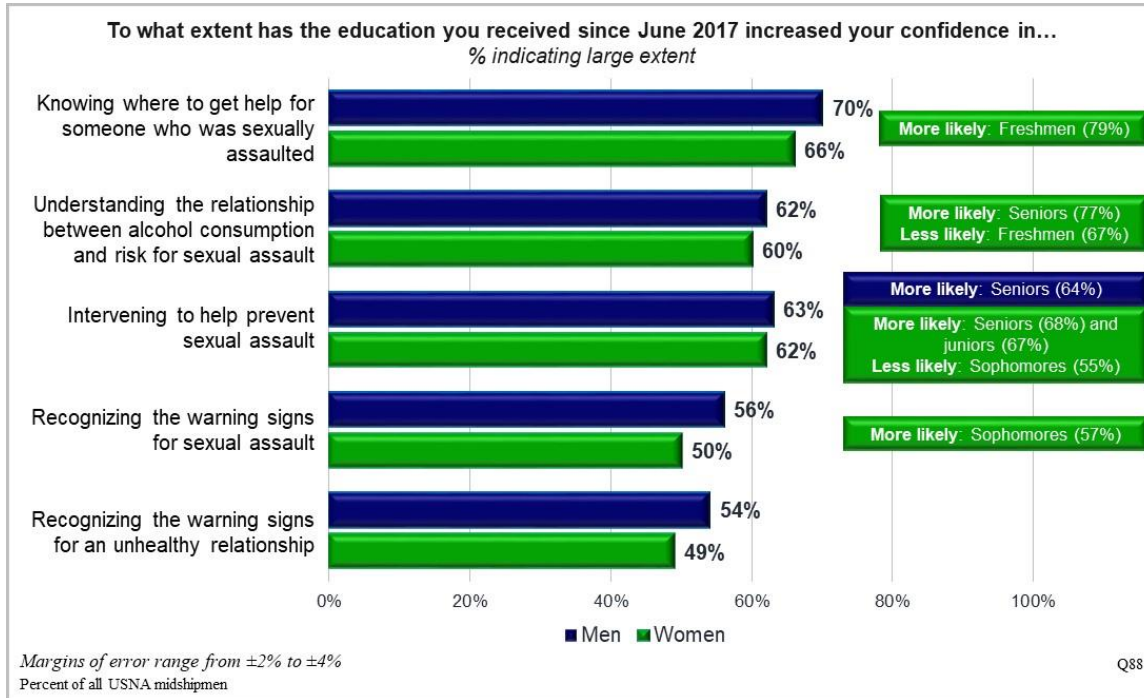
Figure 68.
Bystander Intervention for USNA Midshipmen



Gender Relations Education

USNA men and women were asked to what extent the education they received since June 2017 increased their confidence in a variety of gender-related topic areas (Figure 69). These items were new in 2018, and therefore trends to 2016 are not available. The gender-related education at USNA appears to be largely effective in teaching midshipmen about topics surrounding USC as very few students indicated that their education did not at all increase their confidence, although there is room for improvement. This education was largely effective with at USNA with 54% to 70% of USNA men and 49% to 66% of USNA women claiming the education they received increased their confidence in these topic areas to a large extent. Senior men and senior and junior women were more likely to indicate that they were more confident in their ability to intervene to help prevent sexual assault than other class years due to the education they experienced. Senior women were also more likely than other class years to indicate that their education helped them understand the relationship between alcohol and sexual assault to a large extent, whereas freshman women were less likely.

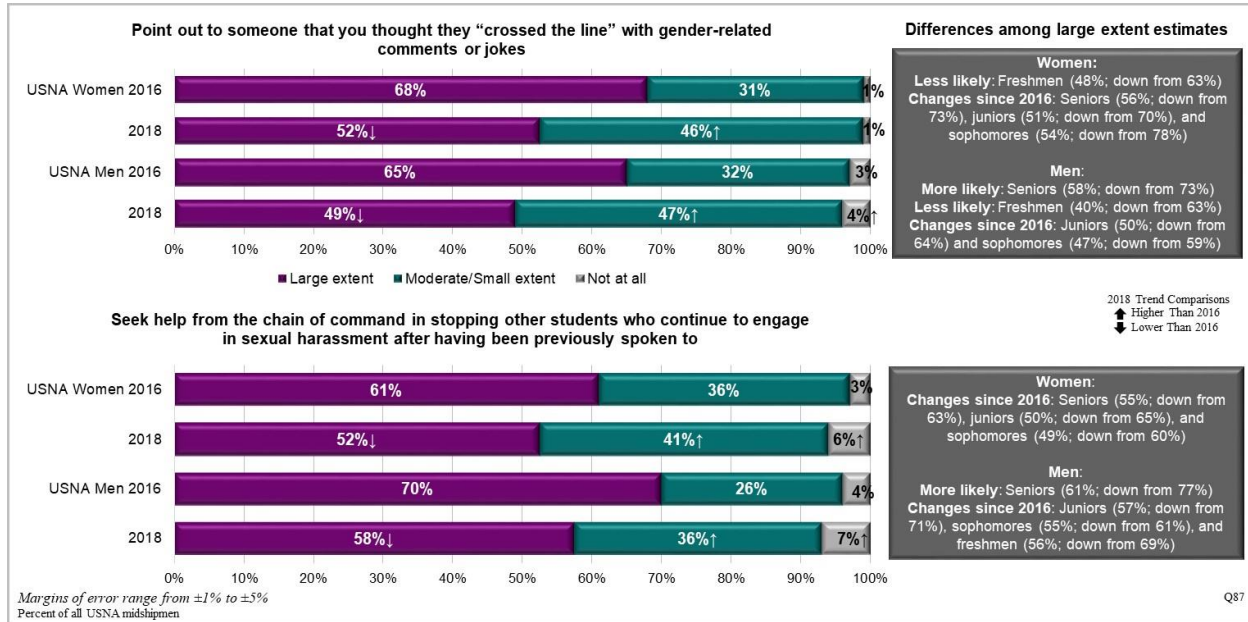
Figure 69.
Gender Relations Education for USNA Midshipmen



Willingness to Stop Sexual Harassment

As discussed with regard to bystander intervention, the Academy encourages students to be active observers and step in if they see any unwanted behaviors occurring to someone else; however, behaviors in line with potential sexual harassment may be difficult for students to identify or students may not feel confident in stepping in to stop the behavior (Barry et al., 2017). As seen in Figure 70, men and women across all class years were less willing to a large extent to point out to someone that they thought they “crossed the line” with gender-related comments or jokes and also less likely to seek help from the chain of command to stop other students engaging in sexual harassment to a large extent compared to 2016. Senior men were more likely than men in other class years to indicate they were willing to point out to someone that they thought they “crossed the line” with gender-related comments or jokes to a large extent and to indicate that they would seek help from the chain of command to stop other students engaging in sexual harassment. That being said, only a very small group of men and women were not at all willing to stop sexual harassment, but these measures were slightly up from 2016.

Figure 70.
Willingness to Stop Sexual Harassment for USNA Midshipmen



Individuals’ Efforts to Stop Sexual Assault and Sexual Harassment

USNA men and women were asked about their perceptions of individuals’ efforts at the Academy regarding the prevention and response to sexual harassment and sexual assault. Academy leaders were generally identified as the most trusted to make honest and reasonable efforts to stop sexual assault and sexual harassment to a large extent, specifically Academy senior leadership, commissioned officers, non-commissioned officers (NCOs) directly in charge of units, and military/uniformed academic faculty (Table 3). However, nearly all of these estimates were down from 2016 for both men and women. For men, the only group that remained consistent from 2016 was NCOs, and none of the groups were up. For women, NCOs, NCAA/Division I officer representatives/advisors, physical education instructors, intramural officer representatives/advisors, and intramural coaches and trainers remained consistent with 2016 estimates; the remaining categories were down. Conversely, students indicated fellow midshipmen were the least likely to make honest and reasonable prevention efforts. This perception was true for both men and women, but both men’s and women’s perceptions of these individuals in 2018 decreased from 2016.

Examining data by class year, senior men and women were more likely to indicate that midshipmen not in leadership positions made honest and reasonable prevention efforts to a larger extent than underclassmen, especially sophomores. Junior women were more likely to indicate that they thought all of the categories of individuals outside of active duty military personnel were making honest and reasonable prevention efforts to a large extent. Regarding sophomores, both men and women were less likely to perceive the majority of individuals at the Academy as making prevention efforts to a large extent. Specifically, sophomore women rating of Academy senior leadership was the only category where they were not lower than other class years.

Table 3.

Individuals' Efforts to Stop Sexual Assault and Sexual Harassment at USNA

KEY: <div>Higher Response</div> <div>Lower Response</div> <div>↑ Higher Than 2016</div> <div>↓ Lower Than 2016</div>			USNA Women	Freshman	Sophomore				USNA Men	Freshman	Sophomore		Junior	Senior
Academy senior leadership (for example, Superintendent, Commandant, Vice/Deputy Commandant, Dean)	2018	68↓	64↓	66↓	70	74	79↓	75↓	81	80↓	80			
	2016	74	75	76	74	73	83	84	78	84	83			
Non-commissioned officers or senior/chief petty officers directly in charge of your unit	2018	61	64	55↓	63	62	73	74	74↑	72	72			
	2016	64	67	62	65	61	74	77	68	76	75			
Commissioned officers directly in charge of your unit	2018	59↓	61↓	51↓	61	62	73↓	75	74↑	70↓	72↓			
	2016	65	71	63	63	62	75	79	69	75	78			
Midshipmen leaders	2018	45↓	50↓	35↓	48	47↓	56↓	52↓	50↓	61↓	58↓			
	2016	54	59	44	55	59	67	65	58	70	75			
Military/uniformed academic faculty	2018	43↓	44↓	36↓	47	43	58↓	57	56	59	59↓			
	2016	51	56	46	53	48	61	61	56	59	66			
Intercollegiate (NCAA/Division I) officer representatives/advisors	2018	40	41	31	46	43	54↓	54↓	47	57	56↓			
	2016	42	46	35	43	42	58	60	49	57	65			
Club team officer representatives/advisors	2018	37↓	36↓	32	43	39	54↓	52↓	50	55	56↓			
	2016	44	47	39	47	44	58	59	49	59	64			
Civilian academic faculty	2018	36↓	34↓	30↓	43	36↓	47↓	46↓	43	48	49↓			
	2016	41	42	35	44	45	51	52	47	52	55			
Club team coaches and trainers	2018	34↓	34↓	26	41	35	48↓	49↓	42	49	53↓			
	2016	38	42	32	42	38	54	56	45	54	63			
Intercollegiate (NCAA/Division I) coaches and trainers	2018	33↓	35↓	23↓	42	32↓	44↓	46↓	38↓	45↓	47↓			
	2016	39	45	32	40	40	53	55	44	53	61			
Intramural officer representatives/advisors	2018	33	35↓	24	42	33	51↓	49↓	45	56	54↓			
	2016	37	41	30	37	39	56	57	49	55	63			
Midshipmen not in appointed leadership positions	2018	32↓	30↓	24↓	37	37↓	44↓	40↓	38↓	49↓	50↓			
	2016	38	38	34	36	44	54	48	46	58	65			
Intramural coaches and trainers	2018	32	31↓	24	42	32	48↓	45↓	43↓	50	54↓			
	2016	35	40	28	34	37	54	55	49	54	61			
Physical education instructors	2018	28	27	21	34	31	44↓	44↓	39↓	47	47↓			
	2016	29	30	22	33	32	49	49	44	50	57			

Note. Q92. Margins of error range from ±1% to ±6%

Percentage of all USNA midshipmen

Perceptions of Culture at USNA

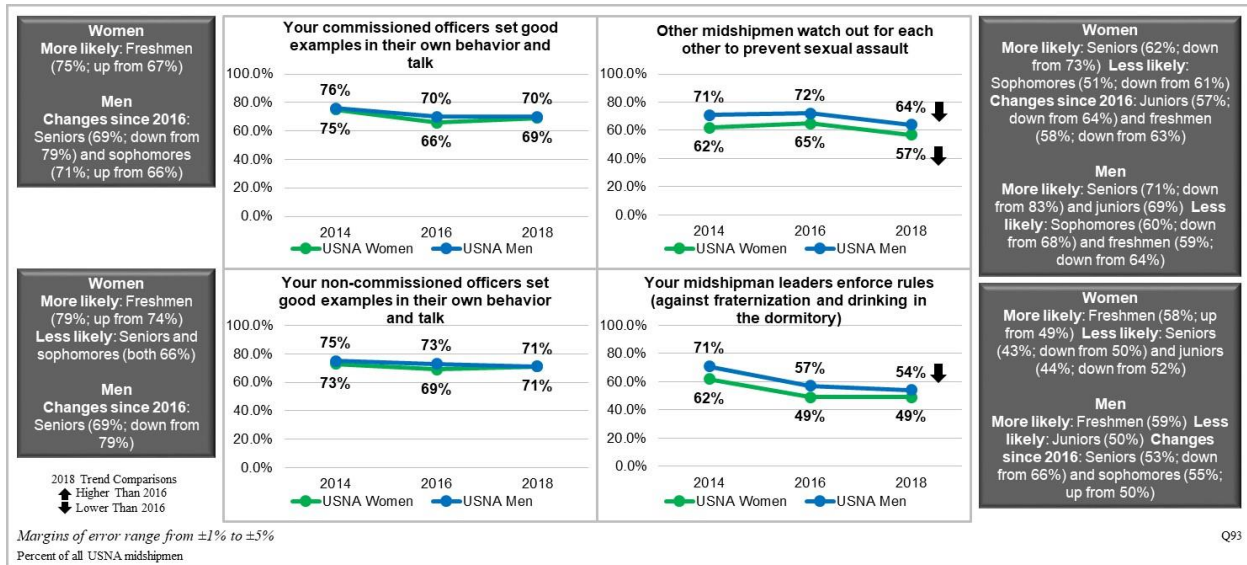
There are many other cultural factors that affect USC, sexual harassment, and reporting at USNA. This section will discuss several factors including perceptions surrounding rape myths, perceptions of leadership and peers, and overall deterrents to reporting. Results are discussed by gender and class year, when results are available. For some questions, data are shown from 2012 and 2014 in addition to trend data from 2016.

Perceptions of USNA Leadership and Midshipmen Setting Good Examples

The majority of midshipmen indicated that there is a generally healthy culture at USNA. Specifically, the vast majority indicated commissioned officers and NCOs set good examples in their own behaviors, which was consistent with 2016 (Figure 71). More than half indicated midshipmen watch out for each other to prevent USC, but for both men and women this decreased from 2016. More than half of men and slightly less than half of women indicated that rules are enforced by midshipman leaders, which was consistent for women and down for men from 2016. Although the majority of men and women indicated positive perceptions about individuals at the Academy, positive responses by men were significantly lower than 2016 for all items when describing midshipman leadership. Responses were also significantly lower from 2016 for women and men regarding whether midshipman look out for each other. Male and female seniors were more likely to indicate that midshipmen looked out for each other, whereas sophomores were less likely, and perceptions were lower than 2016 across most class years. This is mirrored in the perception of midshipman leaders enforcing the rules, where both freshman men and women were more likely to indicate that rules were enforced by their midshipman leaders, whereas junior men and junior and senior women were less likely.

Figure 71.

Perceptions of USNA Leadership and Midshipmen Setting Good Examples to a Large Extent



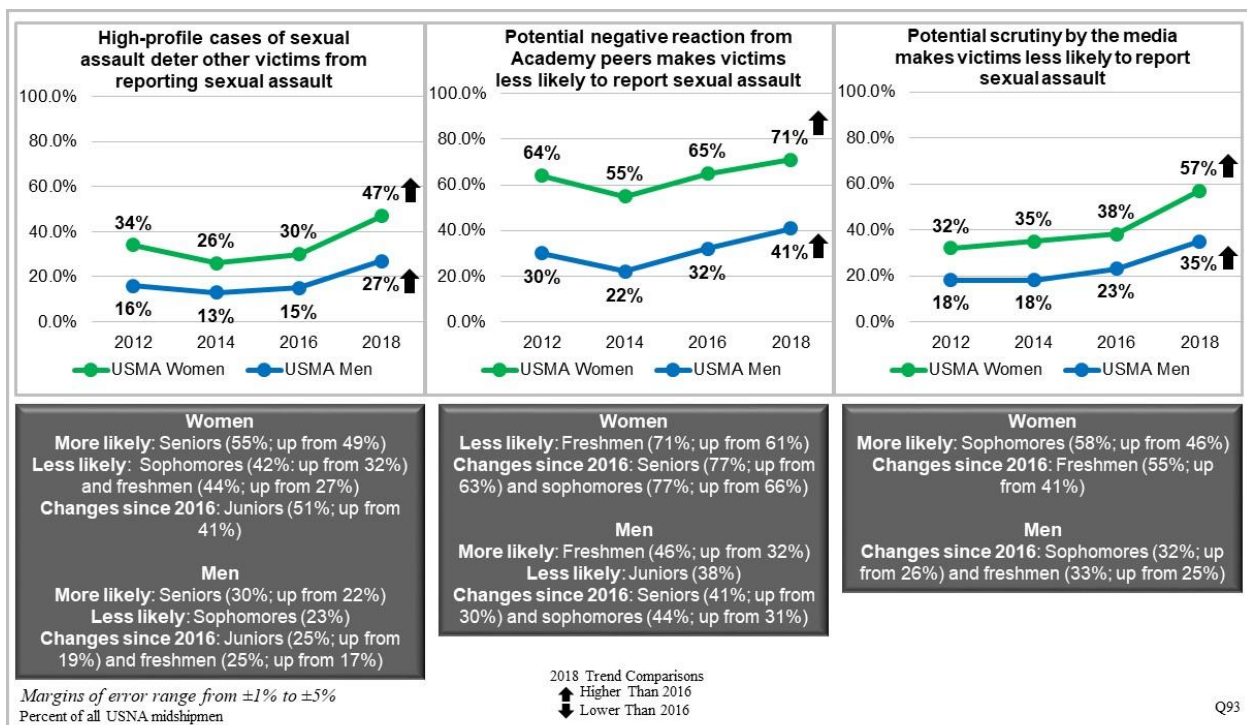
Deterrents to Reporting Sexual Assault

As discussed in the USC section of this chapter, the majority of students who experienced USC since June 2017 chose not to report it, specifically, 96% of men and 89% of women. As mentioned previously, 4% of USNA men and 11% of USNA women reported the USC they experienced. The large proportions of those who did not report suggest the presence of substantial barriers to reporting. It is imperative to understand the reasons why individuals choose not to report these incidents in order to minimize and remove these barriers.

Men and women were asked about three factors that potentially dissuade reporting of USC: negative reaction from peers, media scrutiny, and high-profile cases of sexual assault (Figure 72). About three-fourths of women and slightly more than two-fifths of men indicated that negative reactions from Academy peers make victims less likely to report USC. Nearly half of women and more than one-quarter of men indicated that high-profile cases of sexual assault deter victims from reporting. Additionally, more than half of women and slightly less than one-third of men indicated they believe that media scrutiny potentially deters victims from reporting.

Men and women indicated conflicting beliefs by class year. Freshman women were less likely to indicate that they think negative peer reactions contributed to less reporting and freshman men were more likely. For both men and women, seniors were more likely to indicate that high-profile cases of sexual assault impacted reporting than underclassmen. For women, sophomores were more likely to indicate that media scrutiny deters reporting to a large extent, whereas all class years for men were consistent for this measure. Indication that each of these factors deterred reporting to a large extent was significantly higher from 2016 for men and women, with all class years either increasing or remaining consistent.

Figure 72.
Deterrents to Reporting Sexual Assault for USNA Midshipmen



Rape Myths and Victim Blaming Occurring at the Academy

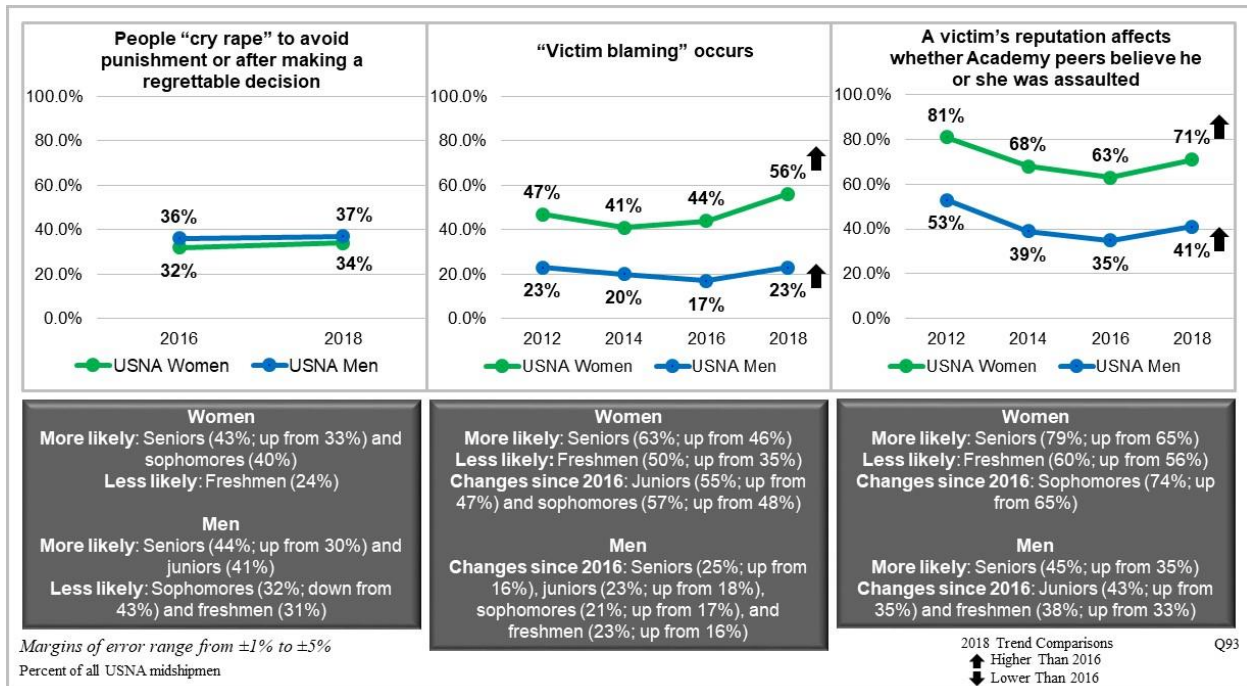
Rape myths are negative beliefs held by individuals surrounding many aspects of sexual assault and how victims' experiences are perceived. Midshipmen were asked about three major concepts of rape myths: victim blaming, "crying rape" to avoid punishment for another

incidental behavior, and the reputation of the victim impacting how they are believed. Many of these factors contribute to a victim's reluctance to report and create a hostile environment for sexual assault prevention efforts.

Overall, midshipmen's beliefs regarding whether rape myths and victim blaming occur at the Academy to a large extent appear to be increasing; more than half of women indicated that "victim blaming" occurs to a large extent and nearly three-fourths of women indicated that a victim's reputation affects whether the victim is believed (Figure 73). There was also an increase from 2016 in the proportion of men who indicated these issues occurred to a large extent, but to a lesser degree than women; 23% to 41% of men, respectively, indicated these issues happened to a large extent. Of note, a comparable proportion (approximately more than one-third) of men and women claimed that people "cry rape" after making a regrettable decision to a large extent, which was consistent with indications from 2016. Differences by class year were present, with senior men and women more likely to indicate these perceptions are prevalent at the Academy, whereas freshmen were often less likely.

Figure 73.

Perceptions of Rape Myths and Victim Blaming Occur at USNA to a Large Extent

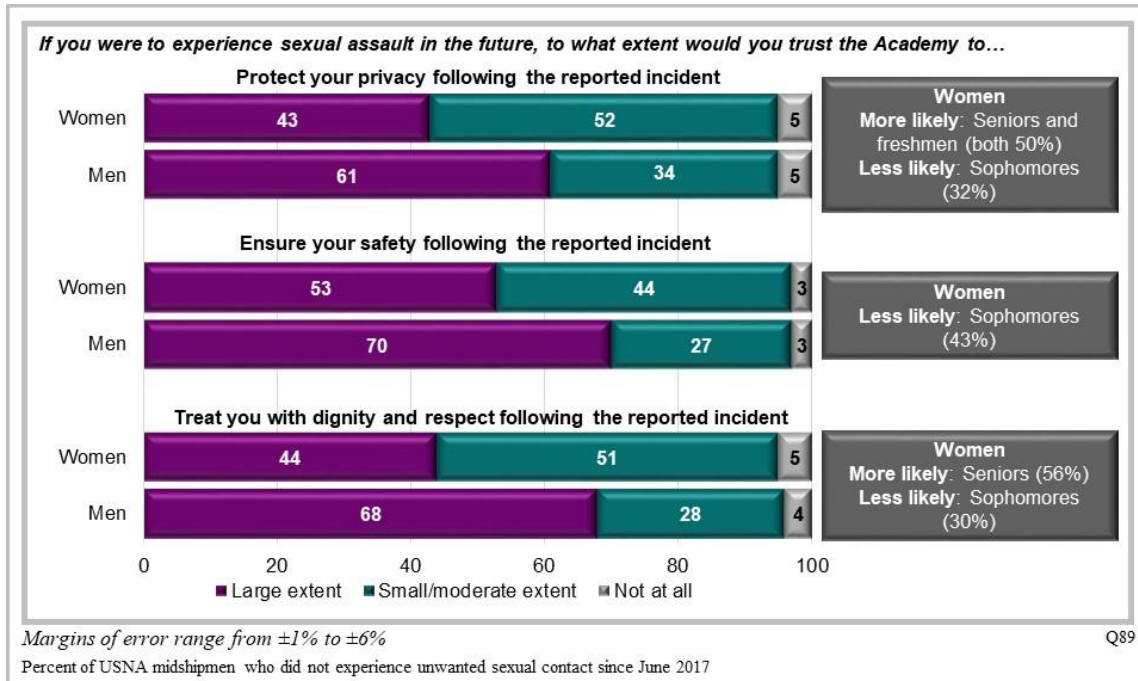


Trust in the Academy

The vast majority of USNA men and women who did not experience USC since June 2017 indicated having some level of trust, either a moderate/small or large amount, that the Academy would protect their privacy, ensure their safety, and treat them with dignity and respect following a reported sexual assault incident (Figure 74). However, this trust varied by gender. The majority of men trusted the Academy to a large extent across all three categories. However,

women were more likely to have lower levels of trust to a large extent compared to men: close to 20 percentage points lower for all three categories. Estimates for midshipmen that indicated that they did not trust the Academy at all were very low for both men and women. With regard to differences between class years, senior women were more likely to indicate that they trust the Academy to a large extent to protect their privacy and treat them with dignity and respect, whereas sophomore women were less likely to have high levels of trust across all three items compared to women in the other class years. These items were new in 2018.

Figure 74.
Trust in the Academy for USNA Midshipmen



Chapter 4:

United States Air Force Academy (USAFA)

This chapter provides findings from the *2018 Service Academy Gender Relations Survey (2018 SAGR)* for the United States Air Force Academy (USAFA). Administration of the *2018 SAGR* took place on site at USAFA from April 9–13, 2018.⁴⁰ Of the 4,156 cadets at the Academy who were eligible to take the survey, 2,715 provided responses (839 women, 1,876 men), resulting in a response rate of 65% (77% for women, 61% for men).

This chapter provides topline findings for women and men at USAFA, including statistically significant differences between estimates from the *2016 SAGR* compared to the *2018 SAGR*, where applicable. Differences between class years by gender on the *2018 SAGR* are also discussed where statistically significant. Some estimates are not reportable (indicated as NR in figures and tables) due to instability of estimates, and therefore, comparisons for statistically significant differences cannot be calculated in these cases.⁴¹ When data are not reportable for USAFA men, only results for USAFA women are discussed.

Unwanted Sexual Contact Rates

As described in Chapter 1, the Department of Defense (DoD) uses the *SAGR* survey to gauge experiences of prohibited behaviors that align with the Uniform Code of Military Justice (UCMJ), herein referred to as “unwanted sexual contact.” This measure is based on specific behaviors and does not assume the respondent has intimate knowledge of the UCMJ or the UCMJ definition of sexual assault. The unwanted sexual contact (USC) rate reflects the estimated percentage of USAFA students who experienced behaviors prohibited by the UCMJ between June 2017 and the time of the survey (Academic Year 2017–2018). The terms and definitions of USC have been consistent across all of the *SAGR* surveys since 2006 to provide DoD with comparable data across time.

In many instances of USC, survivors experience a combination of behaviors. Rather than attempt to provide estimated rates for every possible combination of behaviors, responses were coded to create three hierarchically constructed categories:

- *Completed penetration*—Includes those respondents who marked “yes” to being made to have unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object.

⁴⁰ Policies and procedures vary across Academies and are often different in their implementation. For this reason, this report does not directly compare estimated prevalence rates across Academies. Estimated prevalence rates that may appear to be significantly different from one Academy to another may not be. Therefore, caution should be taken when making comparisons between Academies.

⁴¹ Further details are provided in Chapter 1.

- *Attempted penetration*—Includes those respondents who marked “yes” to experiencing attempted unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object but did *not* indicate that they experienced *completed penetration*.
- *Unwanted sexual touching*—Includes only those respondents who marked “yes” to experiencing unwanted, intentional touching of sexual body parts such as genitalia, breasts, or buttocks and did *not* indicate that they also experienced *attempted penetration* and/or *completed penetration*.

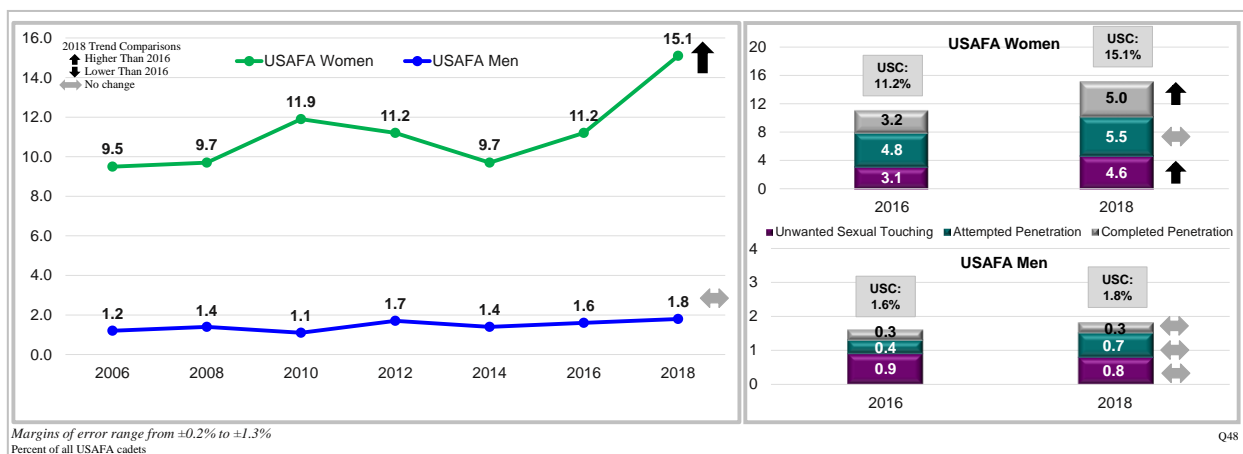
For more information regarding the measure and how the estimated prevalence rate of USC was constructed, see Chapter 1.

Estimated Past Year Unwanted Sexual Contact Rate

15.1% of USAFA women experienced USC since June 2017, which increased from 2016, reaching the highest level since tracking began (Figure 75). This rate is comprised of an estimated 5.0% of USAFA women who experienced *completed penetration*, 5.5% who experienced *attempted penetration*, and 4.6% who experienced *unwanted sexual touching*. Unwanted sexual touching and completed penetration increased compared to 2016 for USAFA women, whereas attempted penetration remained statistically unchanged.

1.8% of USAFA men experienced USC since June 2017, which was statistically unchanged from 2016 (Figure 75). This rate is comprised of an estimated 0.3% of USAFA men who experienced *completed penetration*, 0.7% who experienced *attempted penetration*, and 0.8% who experienced *unwanted sexual touching*, all of which were unchanged from 2016.

Figure 75.
Estimated Past Year Unwanted Sexual Contact Rate for USAFA



USC rates for each class year are displayed in Figure 76. As shown, the increase in USC among USAFA women was driven by an increase among juniors. In 2018, both juniors and sophomores

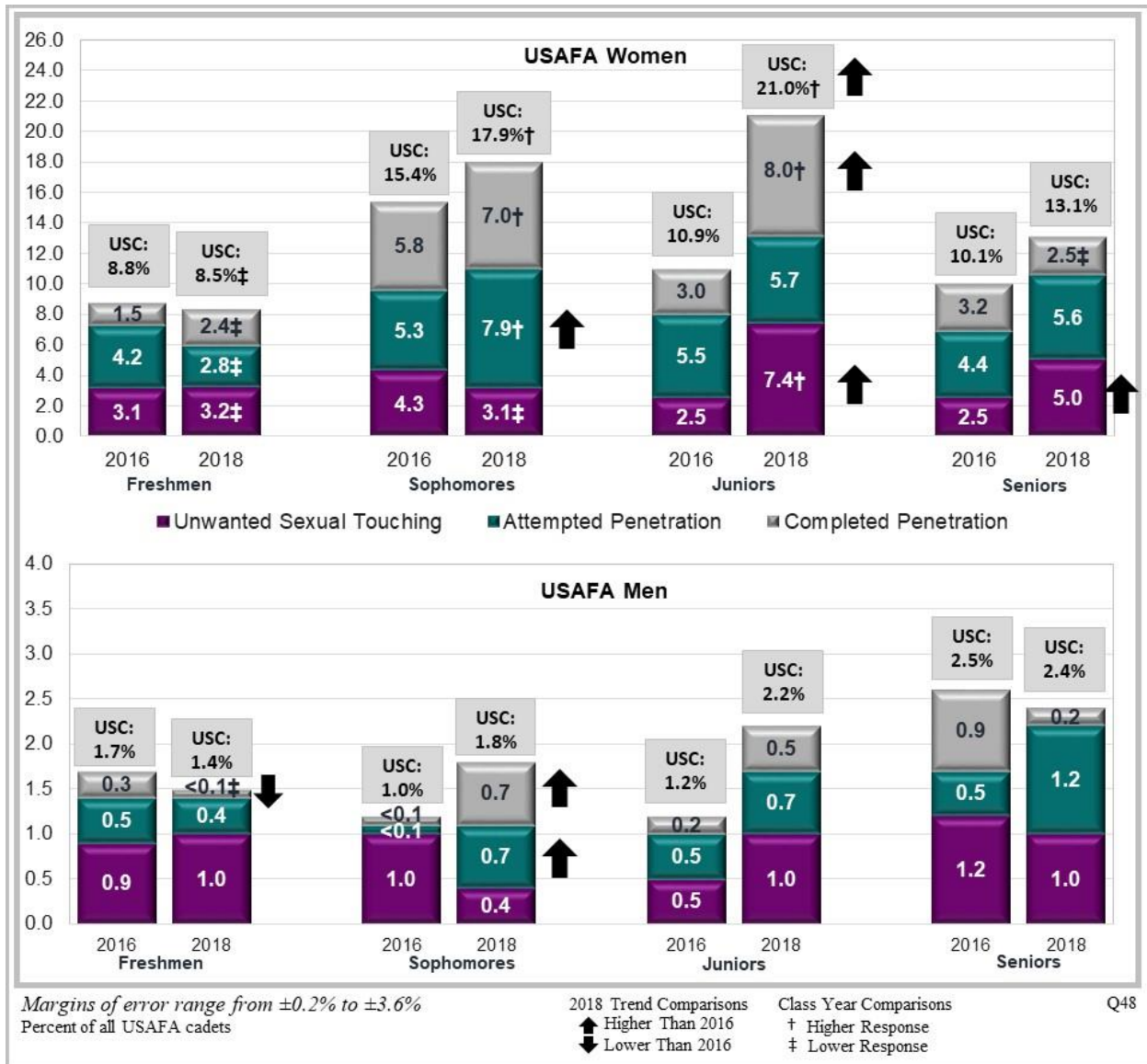
were more likely to experience USC since June 2017 compared to women in other class years, whereas freshmen were less likely.

Differences between class years for USAFA women were found for types of USC experienced. Freshman women were less likely than women in other class years to experience all three types of USC. In addition, sophomore women were less likely to experience unwanted sexual touching but more likely to experience attempted or completed penetration compared to women in other class years. Senior women were less likely to experience completed penetration compared to women in other class years, while junior women were more likely. Compared to rates in 2016, significant increases were found for junior and senior women who experienced unwanted sexual touching, sophomore women who experienced attempted penetration, and junior women who experienced completed penetration.

Few differences were found for men by class year, with freshman less likely to experience completed penetration compared to men in other class years. With regard to changes since 2016 for USAFA men, rates for sophomores who experienced attempted penetration or completed penetration increased, whereas rates for completed penetration for freshmen decreased.

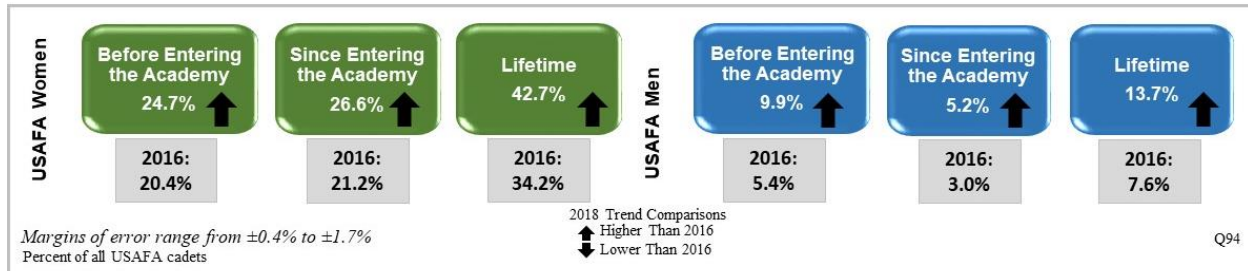
Figure 76.

Estimated Past Year Unwanted Sexual Contact Rate by Type for USAFA by Gender and Class Year

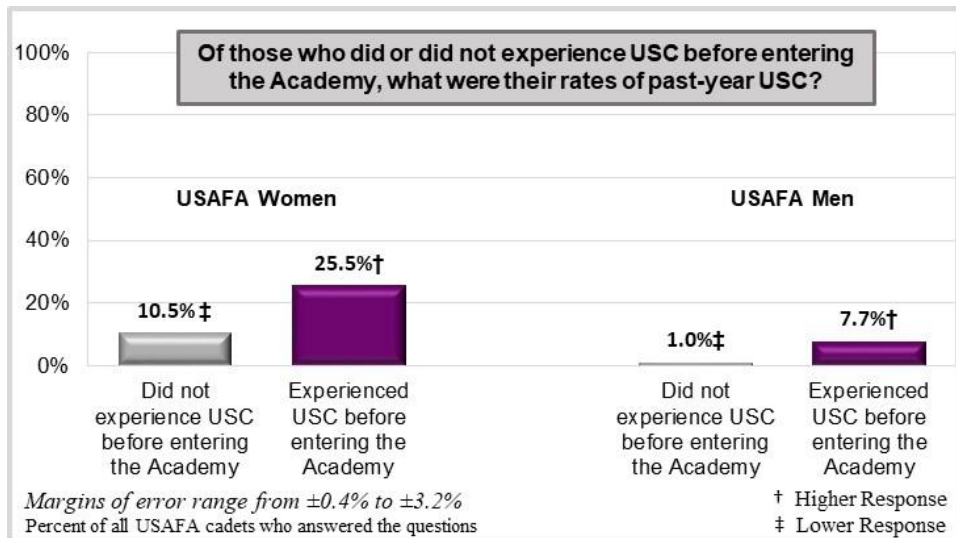


Rates of Unwanted Sexual Contact Before Entering the Academy, Since Entering the Academy, and in Cadet's Lifetime

The behaviorally based items for USC before entering the Academy, since entering the Academy (including within the past year), and lifetime prevalence of USC (combining experiences before entering the Academy and since entering the Academy) require affirmative selection of one of the USC behaviors (see Chapter 1 for a list of behaviors). As seen in Figure 77, rates for women and men who experienced USC **before entering the Academy, since entering the Academy** (including in the past year), and in their **lifetime** increased compared to 2016.

Figure 77.***Rates of USC Before Entering the Academy, Since Entering the Academy, and Lifetime for USAFA******Risk of Re-victimization***

Research has shown that survivors of one form of violence are more likely to be victims of other forms of violence, survivors are at a higher risk for perpetrating violence, and perpetrators of one form of violence are more likely to commit other forms of violence (Wilkins et al., 2014). To assess the risk of potential re-victimization at the Academy, past-year rates of USC were examined separately by whether or not cadets had experienced USC before entering the Academy. As shown in Figure 78, both USAFA women and men who experienced USC prior to entering the Academy were more likely to experience USC in the past-year compared to those who did not experience USC before entering the Academy.

Figure 78.***Risk of Re-Victimization for USAFA***

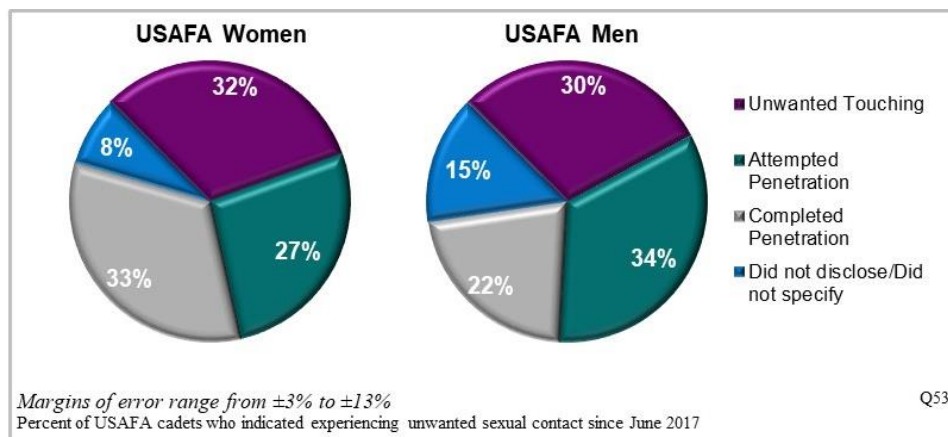
One Situation of Unwanted Sexual Contact With the Biggest Effect

To better understand the circumstances involved in their experiences, the 15.1% of USAFA women and 1.8% of USAFA men who experienced USC since June 2017⁴² were asked to provide additional information in regards to what they considered to be the worst or most serious experience of USC (hereafter referred to as “the one situation”).⁴³ In addition to the behavior involved in the one situation, cadets were asked details regarding who did it, where it happened, the circumstances surrounding the situation, outcomes of experiencing USC, and whether or not they chose to report the incident.

Behavior in the One Situation of Unwanted Sexual Contact (USC)

To calculate the behaviors involved in the most serious experience, behaviors were grouped hierarchically as described in the prior section. Of the 15.1% of USAFA women who experienced USC since June 2017, they were almost equally split into thirds for the behavior that was involved in the most serious situation. Of the 1.8% of USAFA males who experienced USC since 2017, about one-third indicated that the most serious behavior experienced was either attempted penetration or unwanted sexual touching, whereas a little less than one-quarter indicated the most serious behavior experienced was completed penetration (Figure 79).

Figure 79.
Behavior Experienced in USC One Situation for USAFA



Who: Reported Demographics and Characteristics of the Alleged Offender(s)

An overview of the alleged offender(s) profile in the one situation is highlighted for USAFA women in Figure 80 and men in Figure 81. The majority of women indicated the one situation was performed by one male, who was an Academy student, and typically someone the victim knew from class or another activity. Compared to 2016, women who indicated the alleged

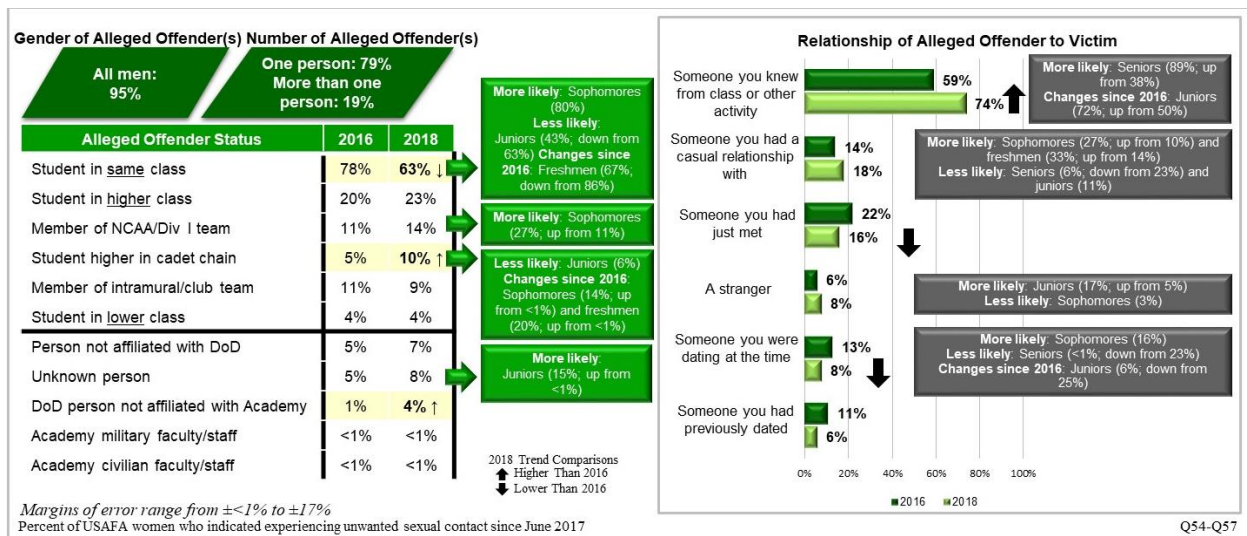
⁴² Experience of USC is determined by endorsement of at least one USC behavior since June 2017 as asked on the survey.

⁴³ Although some cadets may have experienced more than one USC event, to minimize survey burden, only follow-up details about one event are asked.

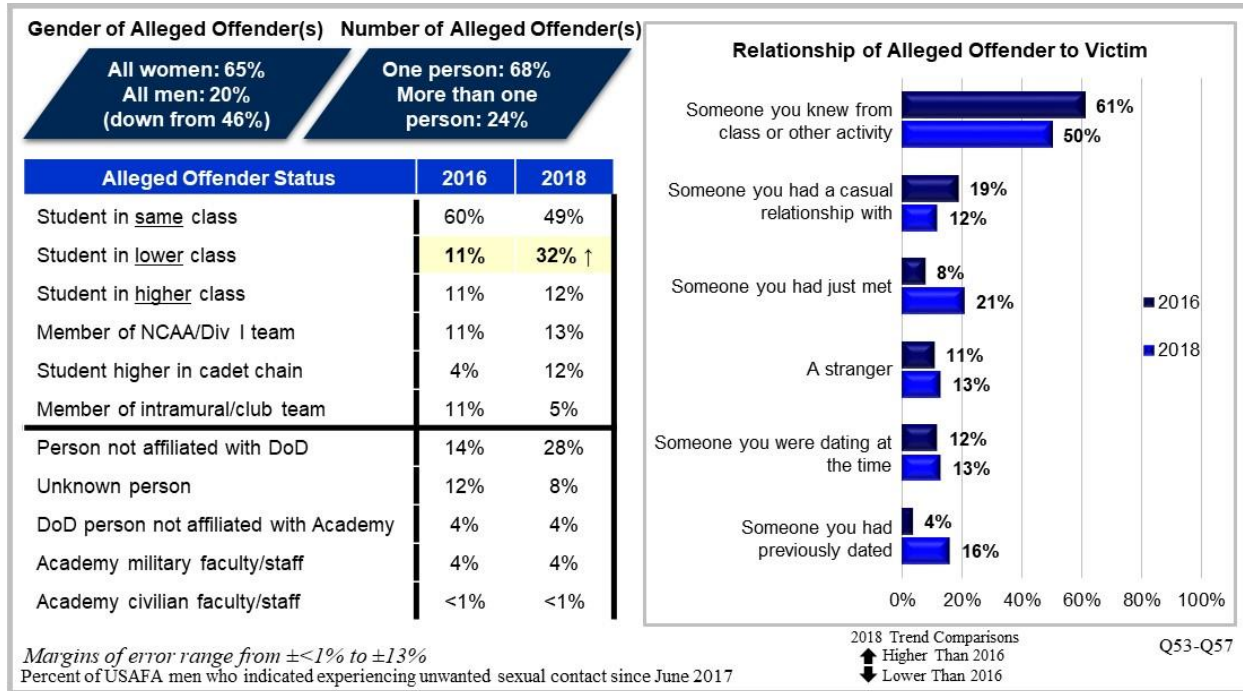
offender was someone they knew from class or another activity increased (led by an increase for senior and junior women), whereas those who indicated the alleged offender was someone they had just met or were currently dating decreased (led by decreases for senior and junior women). Overall, the majority of women across class years indicated they knew the alleged offender from class or another activity; however, underclassmen were more likely than women in other class years to indicate the alleged offender was someone with whom they had a casual relationship (which increased for both sophomores and freshmen compared to 2016). Of note, junior women increased from 2016 in indicating the alleged offender was an unknown person.

Figure 80.

Reported Demographics of the Alleged Offender(s) in the USC One Situation for USAFA Women



As seen in Figure 81, just over two-thirds of men indicated the one situation was perpetrated by one person and about two-thirds of men indicated the alleged offender was female. The majority of men indicated the alleged offender was an Academy student, specifically approximately half indicated the alleged offender was in the same class year. Overall, the majority of men knew their alleged offender, with half of men indicating the alleged offender was someone they knew from class or another activity. Of note, USAFA men were more likely than USAFA women to indicate the alleged offender was a person not affiliated with the DoD.

Figure 81.***Reported Demographics of the Alleged Offender(s) in the USC One Situation for USAFA Men*****Where: Location and Context*****USAFA Women***

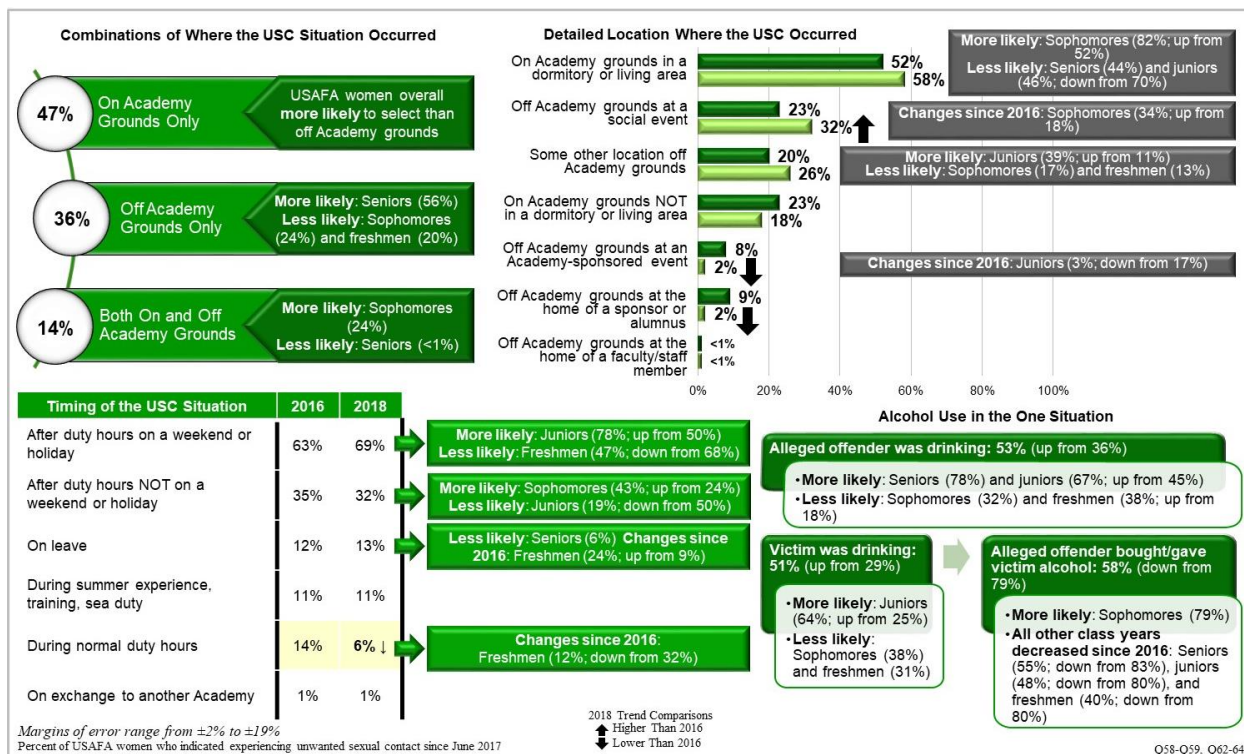
An overview of where and in what context the one situation occurred is highlighted in this section for USAFA women. With regard to where the one situation occurred, just under half of USAFA women indicated the situation occurred on Academy grounds only, whereas a little more than one-third indicated the situation occurred off Academy grounds only, and fewer (14%) indicated the situation occurred both on and off Academy grounds (Figure 82). Analysis of estimates found that locations where USC occurred varied between class years. Specifically, senior women were more likely to indicate the situation occurred off Academy grounds only compared to women in other class years, whereas sophomores and freshmen were less likely. Sophomore women were more likely than women in other class years to indicate the situation occurred both on and off Academy grounds, whereas seniors were less likely.

The most endorsed location for where the USC occurred was on Academy grounds in a dormitory or living area, with endorsement by more than half of women, followed by approximately one-third indicating the USC occurred off Academy grounds at a social event (which increased from 2016 overall for women, as well as specifically for sophomores). Class year differences were also observed among USAFA women for these locations. Specifically, sophomore women saw an increase in situations that occurred on Academy grounds in a dormitory or living area compared to 2016 and were more likely than women in the other class years to endorse this option, whereas junior women saw a decrease in endorsement compared to 2016 and were less likely to endorse (along with seniors). Junior women saw an increase in

situations occurring at some other location off Academy grounds compared to 2016, and they were more likely than women in the other class years to endorse this option, whereas sophomore and freshman women were less likely.

More than two-thirds of USAFA women indicated the USC occurred after duty hours on a weekend or a holiday, whereas about one third indicated it occurred after duty hours not on a weekend or holiday (i.e., after hours on a weekday). Class year differences emerged with regard to timing of the situation, especially for junior women, who were more likely than women in other class years to indicate the situation occurred after duty hours on weekends or holidays (an increase since 2016) and they were less likely than women in other class years to indicate the situation occurred after hours on a weekday (a decrease since 2016). This is in line with findings from previous qualitative research, which noted that upperclassmen at USAFA were more likely to find themselves in unwanted or problematic situations off campus (Barry et al., 2017). The reverse finding was found for underclassmen. Freshmen were less likely than women in other class years to experience USC after duty hours on weekends or holidays (a decrease since 2016), and sophomores were more likely than women in other class years to indicate the situation occurred after hours on a weekday (an increase since 2016).

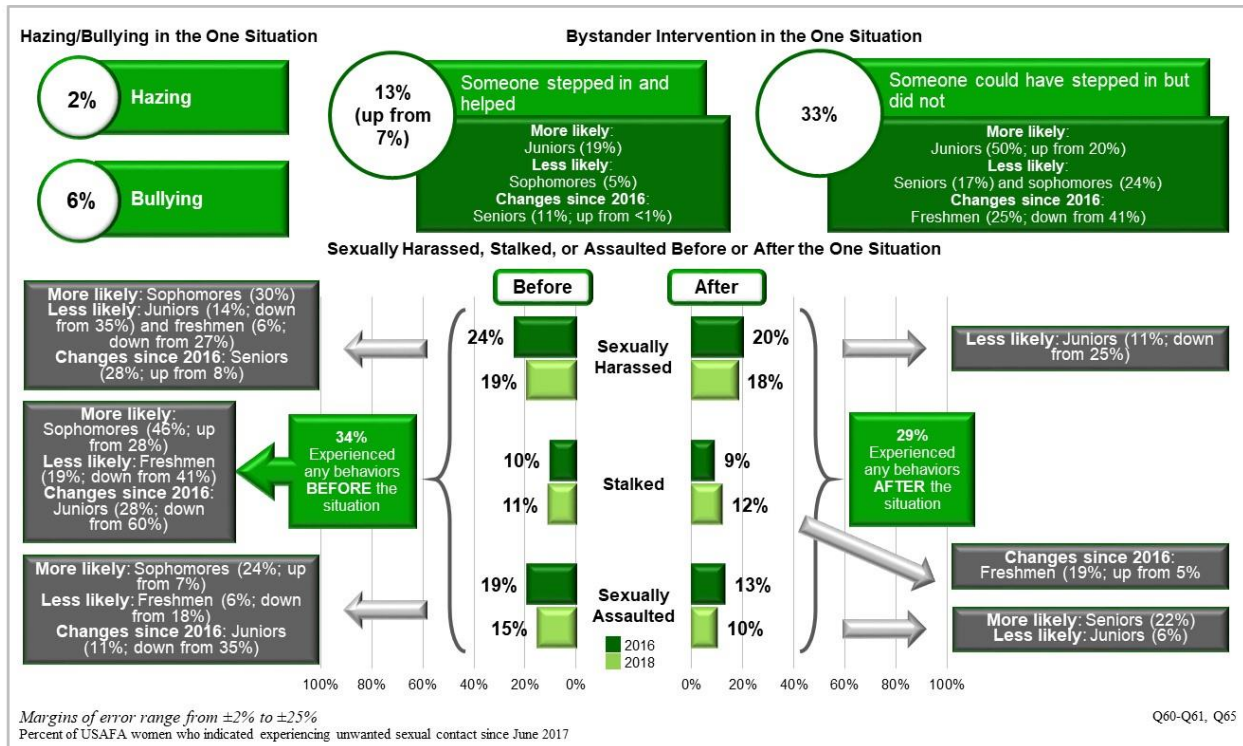
Alcohol use by the alleged offender and victim during the one situation increased since 2016 for USAFA women overall, which were led by increases among juniors. Comparisons of class year found differences between upper- and underclassmen. Upperclassmen were more likely than underclassmen to indicate the alleged offender had been drinking. With regard to the victim drinking during the situation, junior women were more likely to indicate they had been drinking at the time of the incident, whereas underclassmen were less likely. Of those who indicated they were drinking at the time of the situation, more than half indicated the alleged offender had bought or given them alcohol, which decreased since 2016 for USAFA women overall and for all class years, except for sophomore women who were more likely to indicate the alleged offender bought or gave them alcohol compared to women in the other class years.

Figure 82.***Location, Timing, and Alcohol Use Regarding the USC One Situation for USAFA Women***

To add additional context to the one situation, students were asked if they thought their situation involved hazing or bullying, if someone else was present that could have helped, and whether the offender sexually harassed, stalked, or assaulted them before or after this event. As seen in Figure 83, of women who experienced USC, hazing and bullying was rarely involved in the one situation. During the one situation, a little more than one-tenth of women indicated there was someone else present who stepped in to help, which was up from 2016, specifically for seniors. Junior women were more likely than women in other class years to indicate someone else was present who stepped in, whereas sophomore women were less likely. About one-third of women indicated there was someone else present, but that person did not step in to help, with juniors more likely to endorse this option (an increase from 2016) and seniors and sophomores less likely.

About one-third of women were sexually harassed, stalked, or sexually assaulted by the same alleged offender **before** the one situation, which increased for sophomores and decreased for juniors and freshmen since 2016. Compared to other class years, sophomore women were more likely to indicate these behaviors happened before the one situation, specifically experiencing sexual harassment or sexual assault (which increased from 2016), whereas freshmen were less likely (which decreased for both behaviors from 2016). More than one-quarter of women indicated they were sexually harassed, stalked, or sexually assaulted by the same alleged offender **after** the one situation.

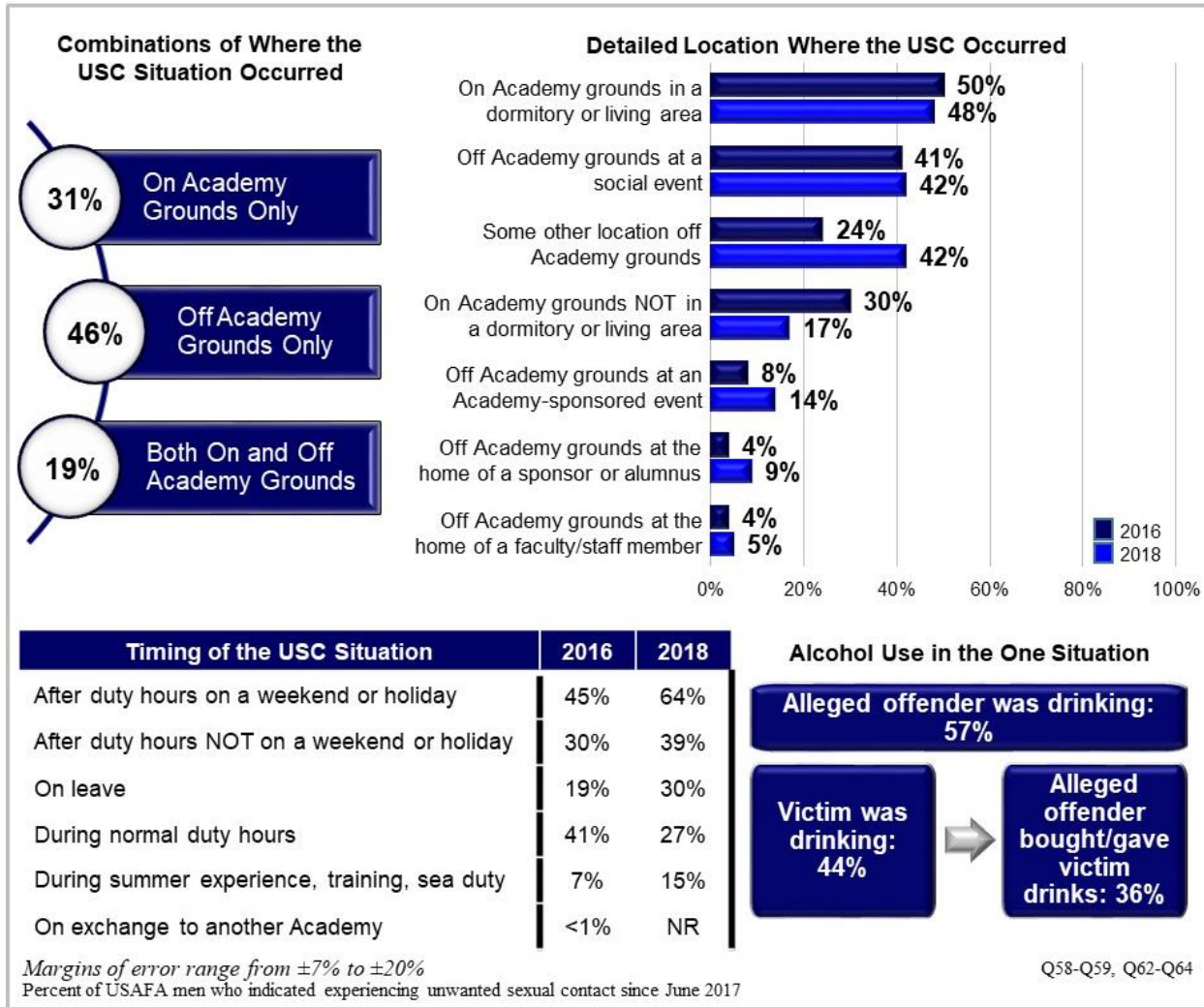
Figure 83.
Context of the USC One Situation for USAFA Women



USAFA Men

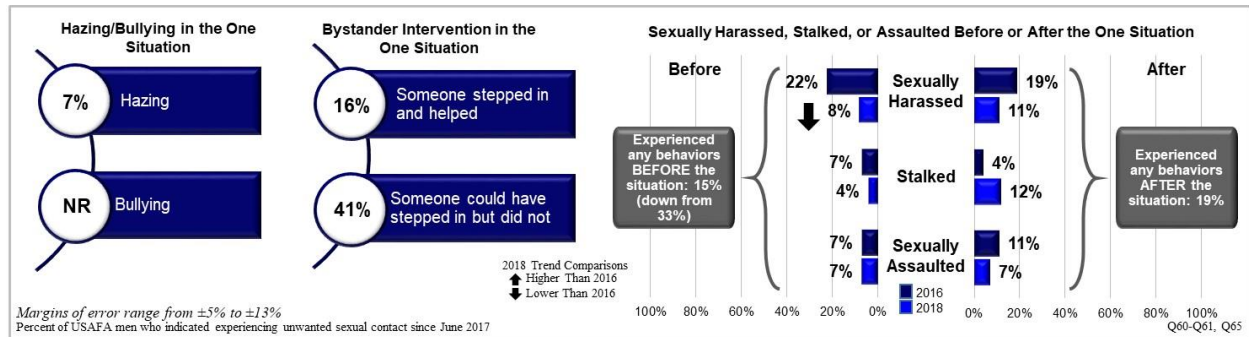
Of the men who experienced USC, a little less than one-third indicated the situation occurred on Academy grounds only, whereas a little less than half indicated it occurred off Academy grounds only, and about one-fifth indicated it occurred both on and off Academy grounds (Figure 84).⁴⁴ With regard to specific locations on and off Academy grounds, the most endorsed location for men was on Academy grounds in a dormitory or living area, followed by off Academy grounds at a social event. About two-thirds of USAFA men indicated the USC occurred after duty hours on a weekend or a holiday, whereas more than one-third indicated it occurred after duty hours not on a weekend or holiday. For men, alcohol use in the one situation (either by the victim or alleged offender) remained unchanged since 2016, with more than half indicating the alleged offender had been drinking during the one situation and a little less than half indicating they had been drinking at the time of the incident. Of men who had been drinking, more than one-third indicated the alleged offender bought or gave them alcohol to drink.

⁴⁴ Breakouts by class year were not reportable for USAFA men.

Figure 84.***Location, Timing, and Alcohol Use Regarding the USC One Situation for USAFA Men***

Contextually, few men indicated they would describe the USC one situation as involving hazing (Figure 85). Similarly, less than one-fifth indicated they were sexually harassed, stalked, or sexually assaulted by the same alleged offender **before** the one situation (a decrease since 2016). However, less than one-fifth of men indicated they were sexually harassed, stalked, or sexually assaulted by the same alleged offender **after** the assault. Less than one-fifth of men indicated that there was someone else present who stepped in to help during the one situation, whereas a little more than two-fifths indicated there was someone else present during the one situation who did not step in to help.

Figure 85.
Context of the USC One Situation for USAFA Men

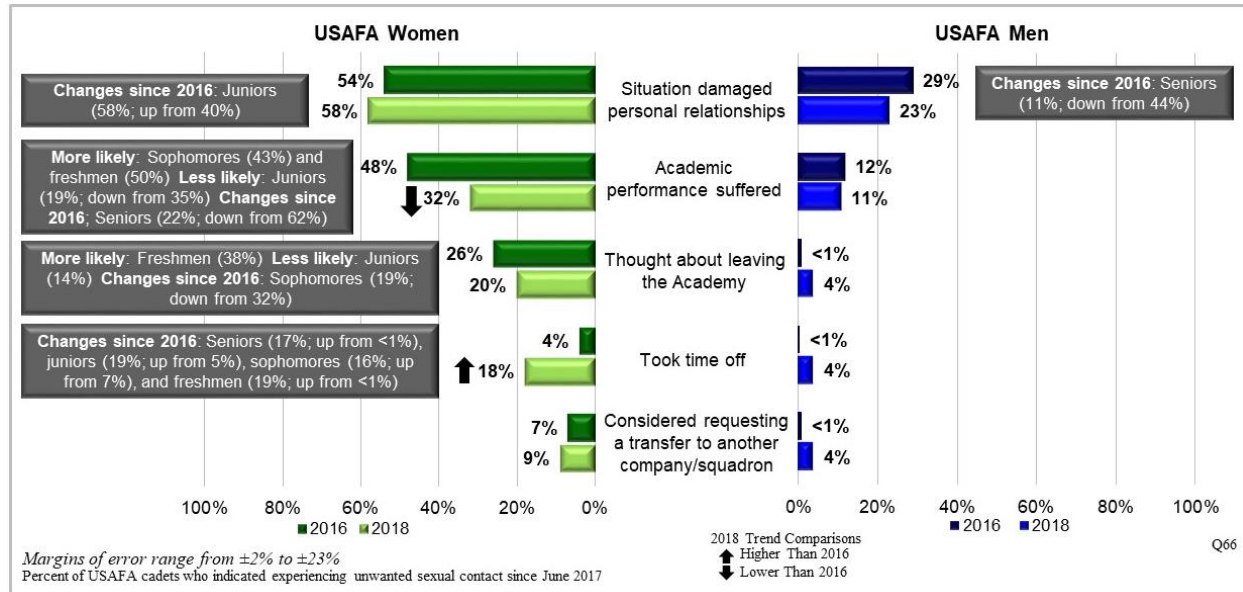


Actions Following the USC One Situation

Cadets who experience USC may be impacted in various ways, including deciding to take time off, thinking about transferring or leaving, experiencing damage to personal relationships, or having their academic performance suffer. They also have the option to report their experience officially. This section examines what happened after the one situation occurred, including whether they reported the incident, why they did or did not choose to report the incident, and negative reactions from peers and/or leadership.

As seen in Figure 86, the most frequent consequence of USC for USAFA women was experiencing damage to their personal relationships (which increased for juniors from 2016). Compared to 2016, more women indicated they took time off (which increased for all class years), but fewer women indicated their academic performance suffered as a result of the USC event (led by a decrease for juniors and seniors). Compared to the other class years, freshman women were more likely to indicate that they thought about leaving the Academy or to indicate that their academic performance suffered, whereas junior women were less likely. Like women at USAFA, the most frequent consequence of USC for USAFA men was experiencing damage to their personal relationships.

Figure 86.
Actions Following the USC One Situation for USAFA

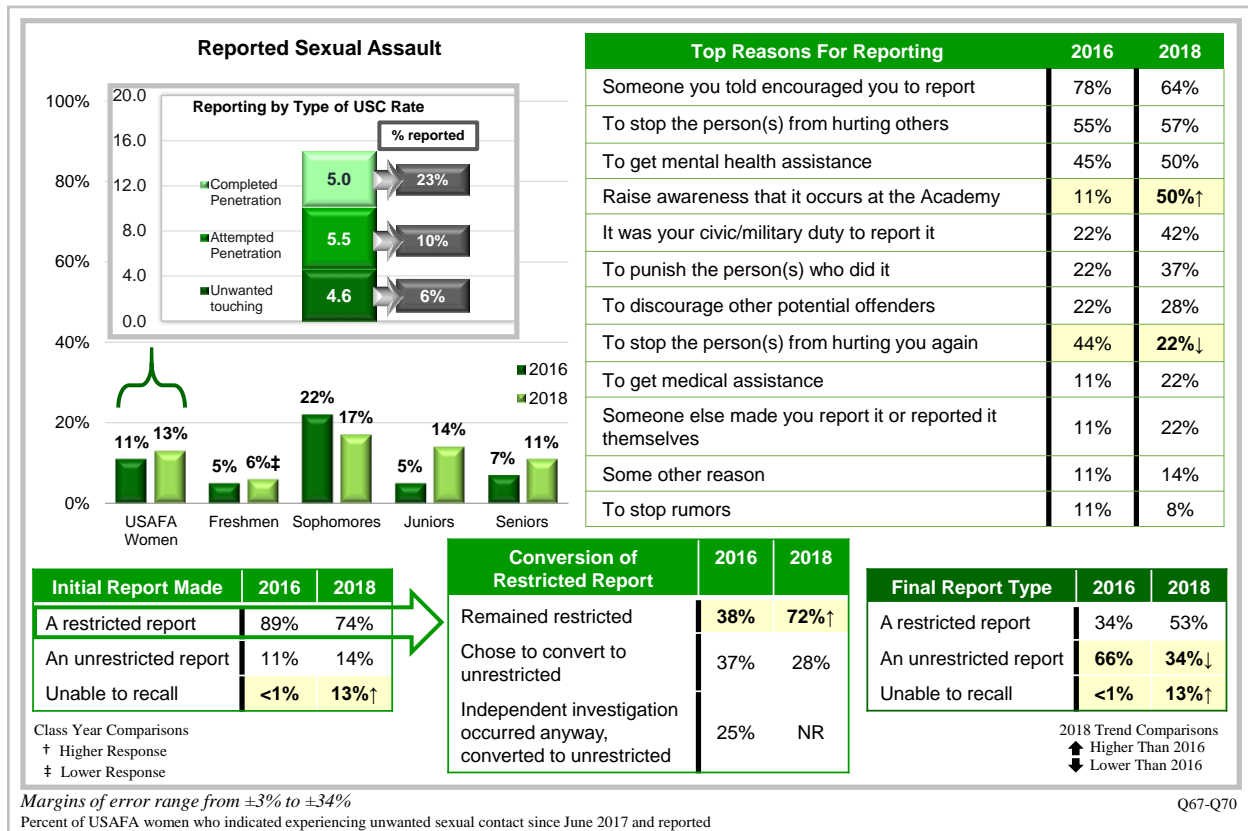


Reporting of Unwanted Sexual Contact⁴⁵

13% of the 15.1% of USAFA women who experienced USC indicated they reported that they were a victim of sexual assault (Figure 87), with freshmen less likely than women in other class years to report. Initially, about three-fourths of women who reported the incident made a restricted report, and a little more than one-tenth made an unrestricted report or were unsure about what type of report they made (an increase from 2016). Of the three-fourths of USAFA women who initially made a restricted report, a little more than one-quarter of women indicated their restricted report was converted to unrestricted. Therefore, approximately half indicated their final report type was restricted, and approximately one-third indicated their final report type was unrestricted, which was down from 2016. The top four reasons for reporting included someone encouraged them to report, to stop the person(s) from hurting others, to get mental health assistance, and to raise awareness that it occurs at the Academy (an increase from 2016).

⁴⁵ Results for USAFA men are not reportable.

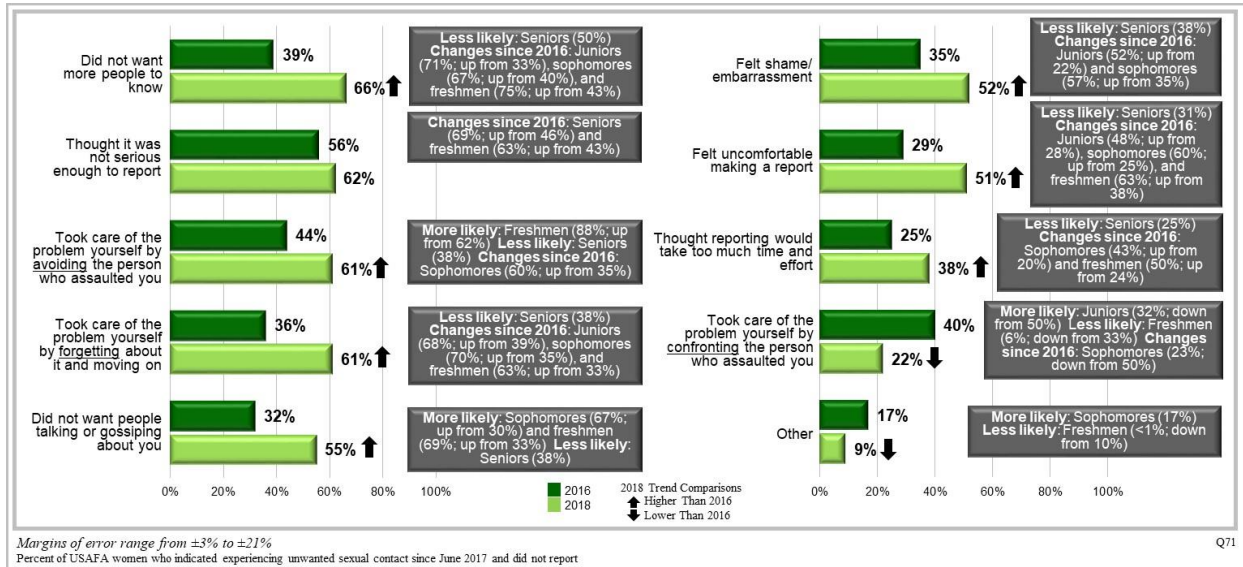
Figure 87.
Reporting the One Situation for USAFA Women



Reasons for Not Reporting Unwanted Sexual Contact

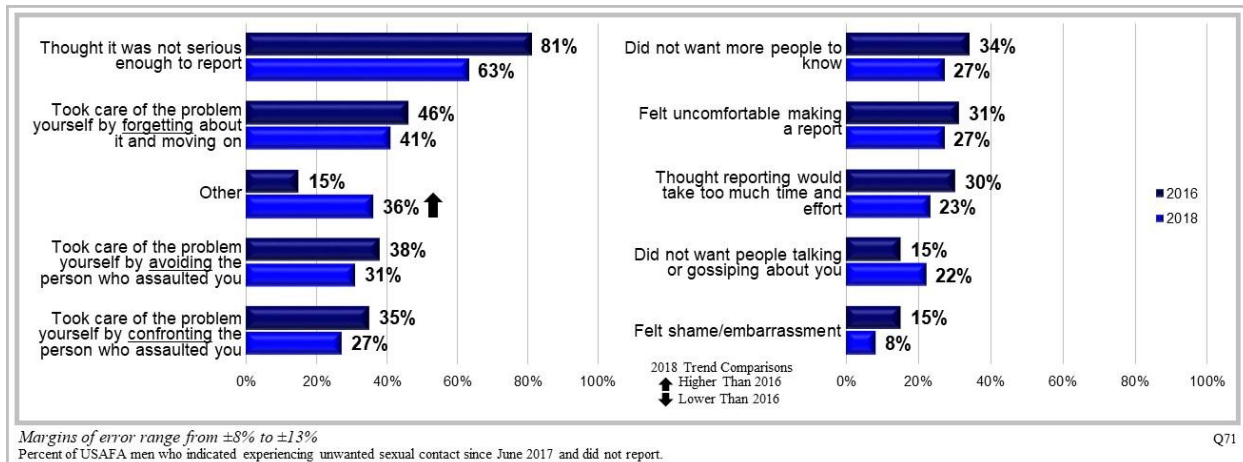
Of the 15.1% of USAFA women who experienced USC, 87% chose not to report their experience of USC. When asked why they chose to not report, the top four reasons included that they did not want more people to know, they thought it was not serious enough to report, they took care of the problem themselves by avoiding the person who assaulted them, or they took care of the problem themselves by forgetting about it and moving on. There were large increases in reasons for not reporting for women overall in 2018 compared to 2016. Differences for women across class years are shown in Figure 88.

Figure 88.
Reasons for Not Reporting USC for USAFA Women



For USAFA men, the top four reasons for not reporting the USC one situation differed from the reasons for women (Figure 89). Of USAFA men who experienced USC and chose not to report the situation, the top endorsed reasons were that they thought it was not serious enough to report the situation, they took care of the problem themselves by forgetting about it and moving on, avoided the person who assaulted them, or some other reason (which increased since 2016).

Figure 89.
Reasons for Not Reporting USC for USAFA Men



Negative Outcomes of Experiencing Unwanted Sexual Contact⁴⁶

Experiencing USC is often damaging in and of itself, but those that experience it may also experience secondary effects through others' actions; classmates, faculty, and friends may act differently towards someone who has experienced USC, intentionally or unintentionally. Three major categories of these secondary experiences are professional reprisal, ostracism, and other negative outcomes.

Measures of ***professional reprisal, ostracism, and other negative outcomes⁴⁷*** are used to capture outcomes experienced as a result of reporting USC (see Chapter 1 for details on rate construction). Recall data presented in this section are out of USAFA women who experienced USC in the past year and reported it (13% of the 15.1% of USAFA women who experienced USC). Due to small percentages, many findings in this section are not reportable, including all data for USAFA men.

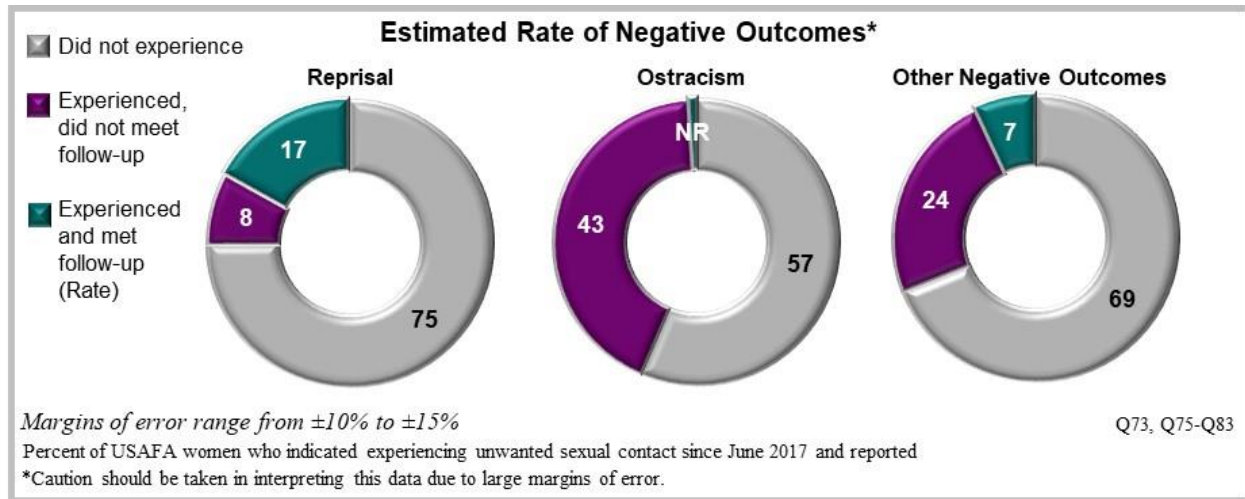
The ***estimated rate of professional reprisal*** is a summary measure reflecting whether students indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting USC (not based on conduct or performance) and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 90, one-tenth of USAFA women who experienced and reported USC experienced behaviors consistent with professional reprisal, but did not meet the follow-up criteria, and less than one-fifth experienced behavior(s) meeting the follow-up criteria (the estimated rate of professional reprisal).

The ***estimated rate of ostracism*** is a summary measure reflecting whether, as a result of reporting USC, students experienced negative behaviors from cadet peers or leadership that made them feel excluded or ignored and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 90, about two-fifths of women who experienced and reported USC experienced behaviors consistent with ostracism, but rates were not reportable for women who met the follow-up criteria for the estimated rate of ostracism.

The ***estimated rate of other negative outcomes*** is a summary measure reflecting whether, as a result of reporting USC, students experienced negative behaviors from cadet peers or leadership that occurred without a valid military purpose, and may include physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm. As shown in Figure 90, about one-quarter of USAFA women who experienced and reported USC experienced behaviors consistent with other negative outcomes, but did not meet the follow-up criteria, and less than one-tenth experienced behaviors meeting the follow-up criteria (the estimated rate of other negative outcomes).

⁴⁶ Results were not reportable for USAFA men.

⁴⁷ Because the *SAGR* assessment does not assess the relationship between the alleged perpetrator and the respondent to determine whether the behavior constitutes maltreatment, no definitive conclusions can be made regarding whether these alleged other negative behaviors are retaliatory or constitute maltreatment.

Figure 90.***Estimated Rates of Negative Outcomes as a Result of Reporting USC for USAFA Females⁴⁸***

Estimated Sex-Based Military Equal Opportunity Violation Rates

This section examines students' experiences of sex-based military equal opportunity (MEO) violations. As described in Chapter 1, sex-based MEO violations are defined as behaviors prohibited by MEO policy that are committed by someone from the Academy. In the survey, students were asked about behaviors they may have experienced since June 2017 that may have been upsetting or offensive. To be included in the estimated rate for sex-based MEO violations, two requirements must have been met:

1. The student must have indicated that he or she experienced a behavior consistent with sexual harassment (which includes sexually hostile work environment or sexual *quid pro quo*) and/or gender discrimination behavior(s) since June 2017, and
2. The student must have indicated that he or she met at least one of the follow-up legal criteria for a sex-based MEO violation.

This section provides the estimated rates for sexual harassment, gender discrimination, and the overall sex-based MEO violations (a combination of sexual harassment and/or gender discrimination). The estimated rates are presented by gender and by class year, with significant differences from 2016 noted where applicable.⁴⁹

Sexual Harassment

Sexual harassment includes two types of unwanted behaviors: sexually hostile work environment and sexual *quid pro quo*. Sexually hostile work environment is defined as

⁴⁸ Throughout this report, the term "experienced" is based on cadet's perceptions of experiencing certain behaviors. It is not intended to convey an investigative or legal conclusion regarding the behaviors reported in the survey.

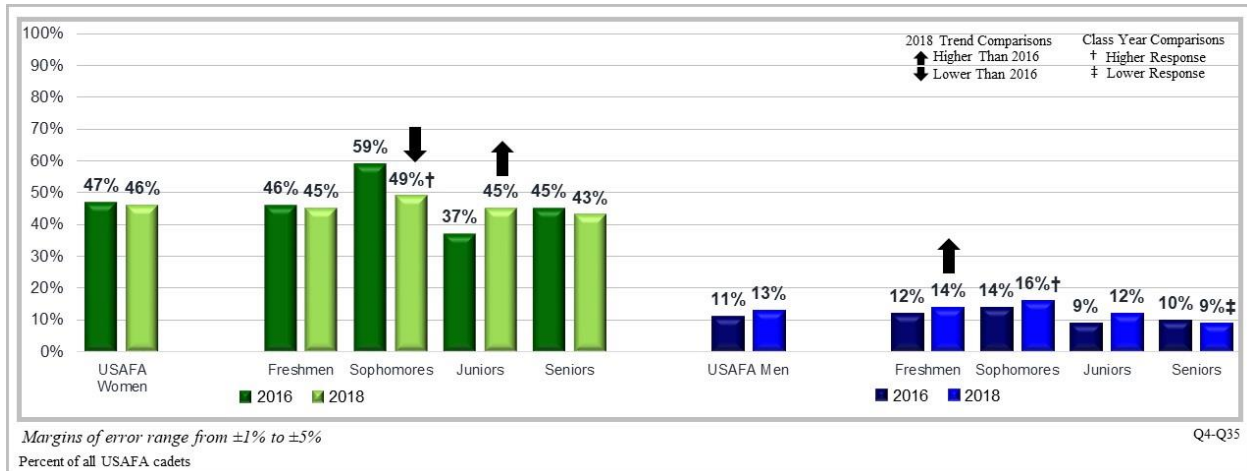
⁴⁹ Measures of sexual harassment and gender discrimination were new in 2016; therefore, trends can only be made between 2018 and 2016.

unwelcome sexual experiences that are pervasive or severe so as to interfere with a person's work performance or creates a work environment that is intimidating, hostile, or offensive. Sexual *quid pro quo* behaviors are used to control, influence, or affect one's job, career, or pay. Instances of sexual *quid pro quo* include situations in which job benefits or losses are conditioned on sexual cooperation. The estimated rate for sexual harassment includes those students who met criteria for sexually hostile work environment and/or sexual *quid pro quo*.

46% of USAFA women met criteria for sexual harassment (Figure 91), which was statistically unchanged from 2016. Sophomores were more likely to experience sexual harassment compared to women in other class years, but showed a decrease from 2016, whereas the rate for junior women increased from 2016.

13% of USAFA men met criteria for sexual harassment, which was statistically unchanged from 2016. Similar to USAFA women, sophomore men were also more likely to experience sexual harassment compared to men in other class years, whereas seniors were less likely. Compared to 2016, the rate for freshman men increased.

Figure 91.
Estimated Sexual Harassment Rates for USAFA



Gender Discrimination

Gender discrimination is defined as behaviors or comments directed at someone because of his or her gender that harmed or limited his or her career. To be included in the estimated rate for gender discrimination, students must have indicated experiencing at least one of the behaviors below and endorsed a corresponding follow-up item:

- Heard someone say that someone of their gender is not as good as someone of the opposite gender as a future officer, or that someone of their gender should be prevented from becoming a future officer, and

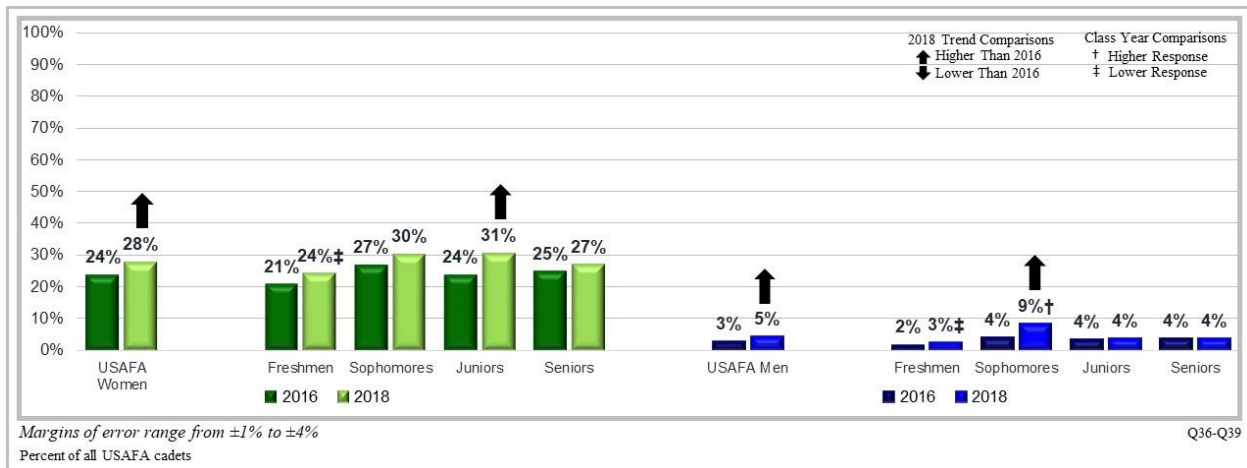
- The student thought the person’s beliefs about someone of his or her gender harmed or limited his or her cadet career.
- Was mistreated, ignored, excluded, or insulted the respondent because of his or her gender, and
 - The respondent thought this treatment ever harmed or limited his or her cadet career.

Of note, gender discrimination was less prevalent than sexual harassment. However, the proportional difference between men and women was similar to that of sexual harassment. For both men and women, freshmen were less likely to experience gender discrimination compared to other class years, whereas sophomore men were more likely. Compared to 2016, rates of gender discrimination were up for junior women and sophomore men.

28% of USAFA women experienced gender discrimination (Figure 92), an increase from 2016 overall, as well as for junior women. Freshmen were less likely to experience gender discrimination compared to women in other class years.

5% of USAFA men experienced gender discrimination, an increase from 2016 overall and for sophomore men. Sophomore men were more likely to experience gender discrimination compared to men in other class years, whereas freshmen were less likely.

Figure 92.
Estimated Gender Discrimination Rates for USAFA



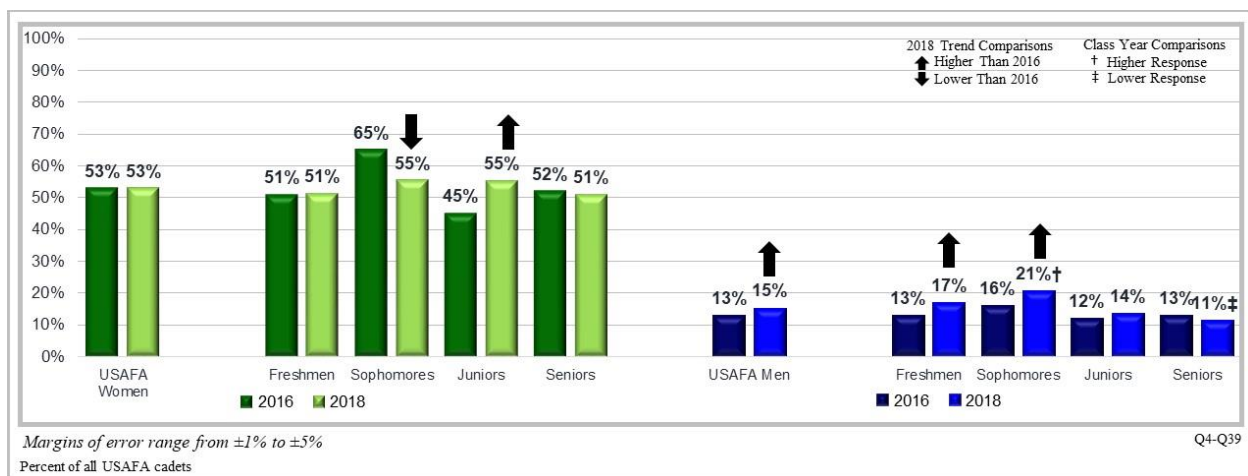
Sex-Based Military Equal Opportunity Violations

Sex-based MEO violations are defined as having experienced at least one of the behaviors in line with sexual harassment (sexually hostile work environment and sexual *quid pro quo*) and/or gender discrimination and meeting the legal requirements. Thus, the estimated sex-based MEO violation rate includes those who met the requirements for inclusion into sexual harassment and/or gender discrimination.

53% of USAFA women experienced sex-based MEO violations, which is statistically unchanged from 2016 (Figure 93). There were no differences between class years in 2018, although estimates for junior women increased while estimates for sophomore women decreased from 2016.

15% of USAFA men experienced sex-based MEO violations, which is an increase from 2016 (Figure 93). Sophomores were more likely to experience sex-based MEO violations compared to men in other class years, whereas seniors were less likely. Estimates for sophomore and freshman men were up from 2016.

Figure 93.
Estimated Sex-Based MEO Violation Rates for USAFA



MEO Violations and the Continuum of Harm

Although undesirable on its own, sexual harassment is also related to sexual assault. Research has shown organizational tolerance of sexual harassment and related behavior is likely to create a permissive climate for USC to occur (Begany & Milburn, 2002; Turchik & Wilson, 2010). In addition, would-be offenders often work along a spectrum of behaviors, increasing in severity. This construct is known as the **continuum of harm**. Indeed, many types of violence (e.g., bullying, stalking, sexual harassment and sexual assault) are interconnected and often share causes, risks, and protective factors (e.g., Espelage, Low, Polanin, & Brown, 2013; Tjaden & Thoennes, 1998; Wilkins, Tsao, Hertz, Davis, & Klevens, 2014). Military-specific research also supports this connection between unwanted experiences, such as sexual harassment (both sexual *quid pro quo* and sexually hostile work environment) and a significant increase in the likelihood of rape or sexual assault (Sadler et al., 2003; Cook et al., 2014; Severance, Klahr, & Coffey, 2016; Barry et al., 2017).

Results from the 2018 SAGR are at least partially consistent with the continuum of harm model. As described above, about one-third of USAFA women who experienced USC said they experienced an unwanted behavior from the same alleged offender **before** the USC (i.e., the alleged offender sexually harassed them before the situation, stalked them before the situation, or

sexually assaulted them before the situation). This was less often the case for USAFA men who experienced USC, among whom 15% said they experienced an unwanted behavior from the same alleged offender **before** the USC.

In order to further examine the covariation of sexual harassment and USC, past-year rates of USC were compared between those who also experienced sexual harassment in the past year and those who did not. Note that in these analyses, unlike the one situation results described above, the unwanted behaviors may or may not have been committed by the same alleged offender.

Figure 94.

Estimated Prevalence Rates of Unwanted Sexual Contact by Experience of Sexual Harassment for USAFA



As seen in Figure 94, of the USAFA women who experienced sexual harassment, one in four (26.9%) also experienced USC. This is compared to less than one in 19 (5.4%) for USAFA women who did not experience sexual harassment. Of USAFA men who experienced sexual harassment, the USC estimated prevalence rate was around one in 12 (8.2%). This is compared to the estimated prevalence rate of one in 125 (0.8%) for USAFA men who did not experience sexual harassment. These findings support the aforementioned continuum in that incidents of USC do not always occur in isolation of other unwanted behaviors.

One Situation of Potential Sex-Based MEO Violations With the Biggest Effect

To better understand the circumstances involved in their experience, the 53% of USAFA women and 15% of USAFA men who experienced sex-based MEO violations since June 2017 were asked to provide additional information in regards to what they considered to be the worst or most serious experience (hereafter referred to as “the one situation”). With this one situation in mind, students were asked to provide details regarding who was the alleged offender, where and in what context it occurred, and whether they discussed or reported this violation.

Context: Reported Demographics of the Alleged Offender(s) and Context of the Sex-Based MEO Violation

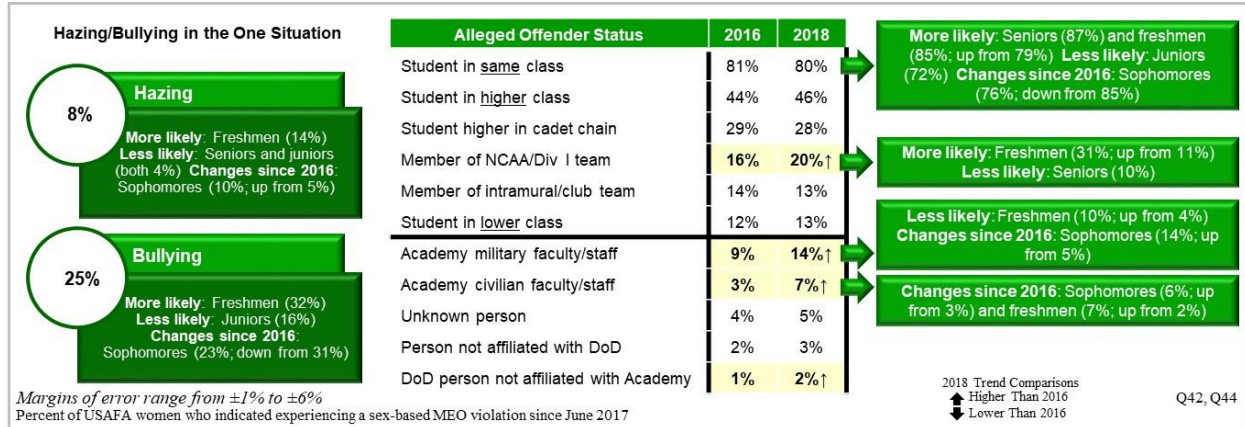
As seen in Figure 95, the majority of women who experienced a sex-based MEO violation in the past 12 months indicated the alleged offender was an Academy student in the same class year. Of note, estimates for women were up from 2016 for those who indicated the alleged offender

was a member of a NCAA/Division I team and/or Academy military faculty (although this proportion was still relatively small at 14%).

Approximately one-quarter of women considered the behavior(s) to be bullying, whereas less than one-tenth indicated the behavior was hazing, with freshmen more likely than women in the other class years to indicate the behavior was hazing.

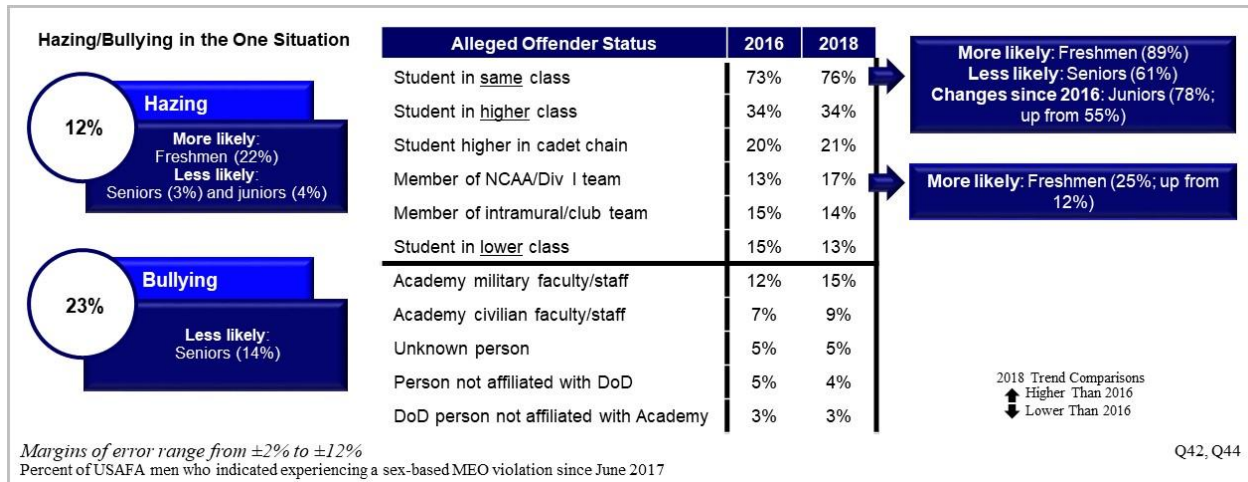
Figure 95.

Details of the One Situation of Sex-Based MEO Violation for USAFA Women



As seen in Figure 96, estimates for men in the one situation mirrored the experiences of women. The majority of men who indicated experiencing sex-based MEO violations in the past 12 months indicated the alleged offender was an Academy student in the same class year. Of note, freshmen were more likely than men in the other class years to indicate the alleged offender was a member of a NCAA/Division I sports team, which increased from 2016. With regard to describing the situation as involving hazing or bullying, a little less than one-quarter of men indicated the behavior was bullying, whereas a little more than one-tenth indicated the behavior was hazing.

Figure 96.
Details of the One Situation of Sex-Based MEO Violation for USAFA Men



Discussing/Reporting the Sex-Based MEO Violation

Students who experience sex-based MEO violations have resources available to them should they want to discuss this situation with someone or officially report it. As seen in Figure 97 and Figure 98, one-tenth of USAFA women and one-twentieth of USAFA men who experienced sex-based MEO violations since June 2017 indicated they discussed or reported their experiences to an authority or organization. Although women indicated they discussed or reported twice as often, men indicated a much higher degree of positive results from reporting: about three-fourths of men indicated that the situation was corrected and/or was being investigated, whereas only about one-third of women indicated experiencing these positive outcomes, as the estimate for the situation was corrected was down from 2016. Conversely, estimates for men who indicated experiencing negative outcomes as a result of discussing and/or reported were higher than estimates for women. Estimates for the response they were encouraged to let it go or they were ridiculed for their report were almost twenty percentage points higher for men than estimates for women. However, for both men and women, endorsement for their situation was discounted or not taken seriously was comparable (over one-third of respondents). Sophomore women were more likely to indicate that they discussed or reported their experience compared to other class years, but compared to 2016, sophomores who indicated that the situation was corrected decreased. Sophomore women were also more likely to indicate the situation was being investigated or they were ridiculed or scorned as a result of reporting compared to women in other class years.

Figure 97.
Discussing/Reporting the Sex-Based MEO Violation for USAFA Women

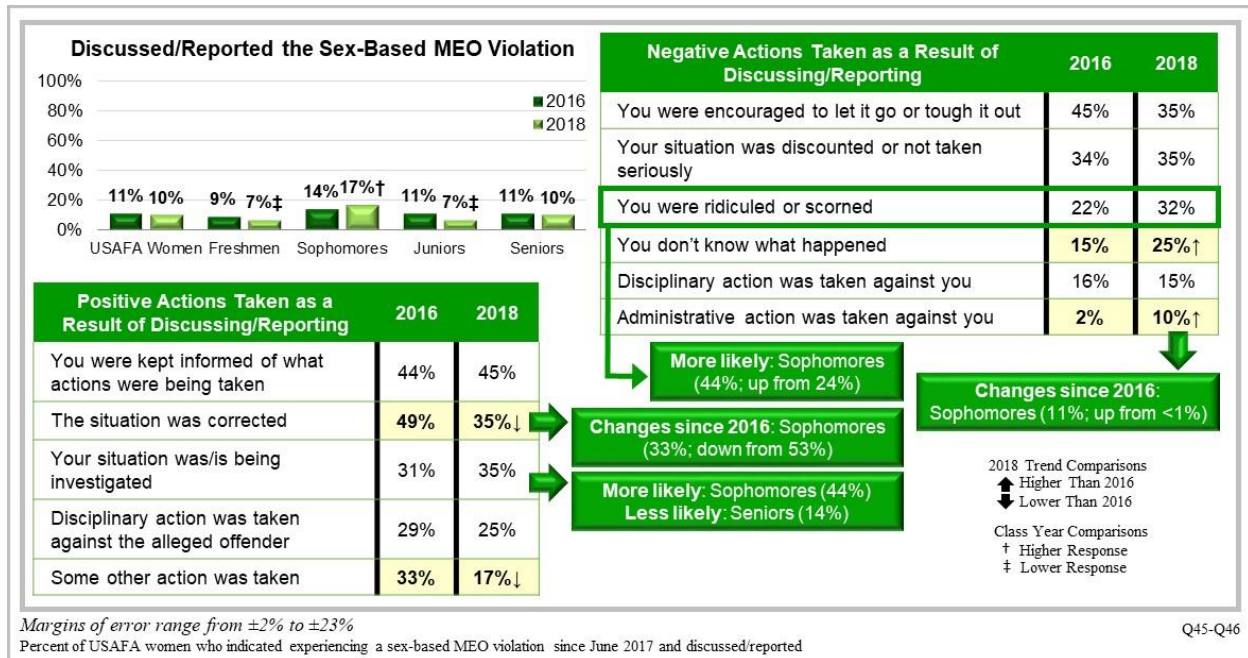
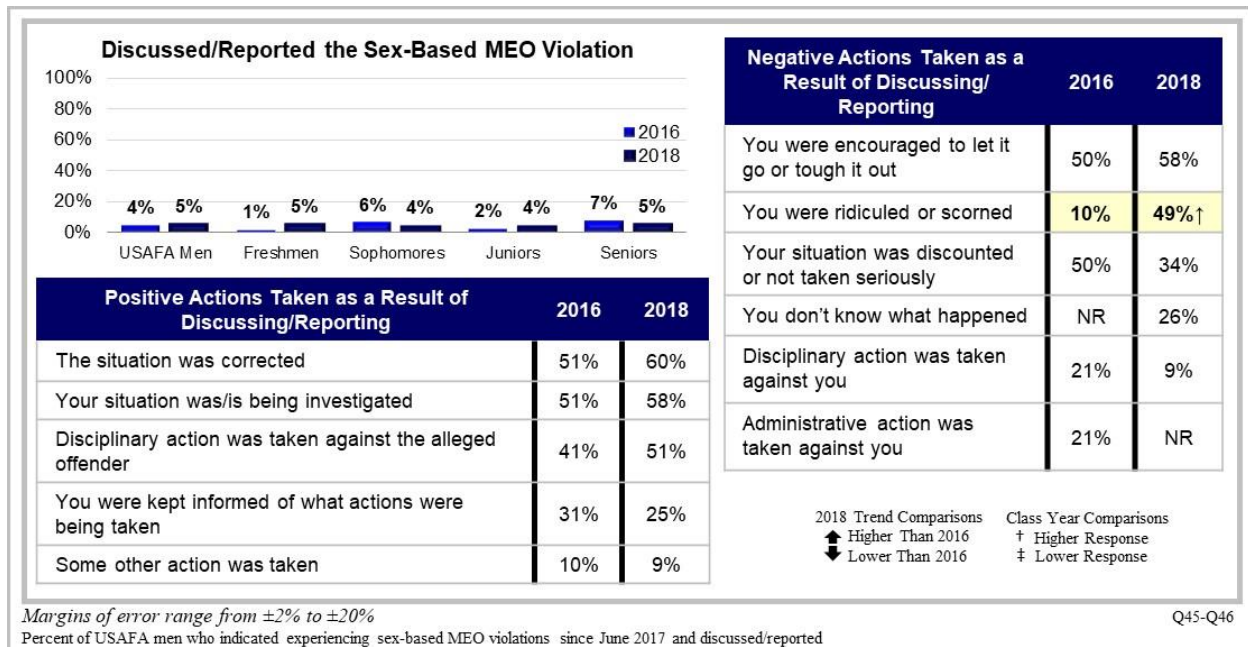


Figure 98.
Discussing/Reporting the Sex-Based MEO Violation for USAFA Men

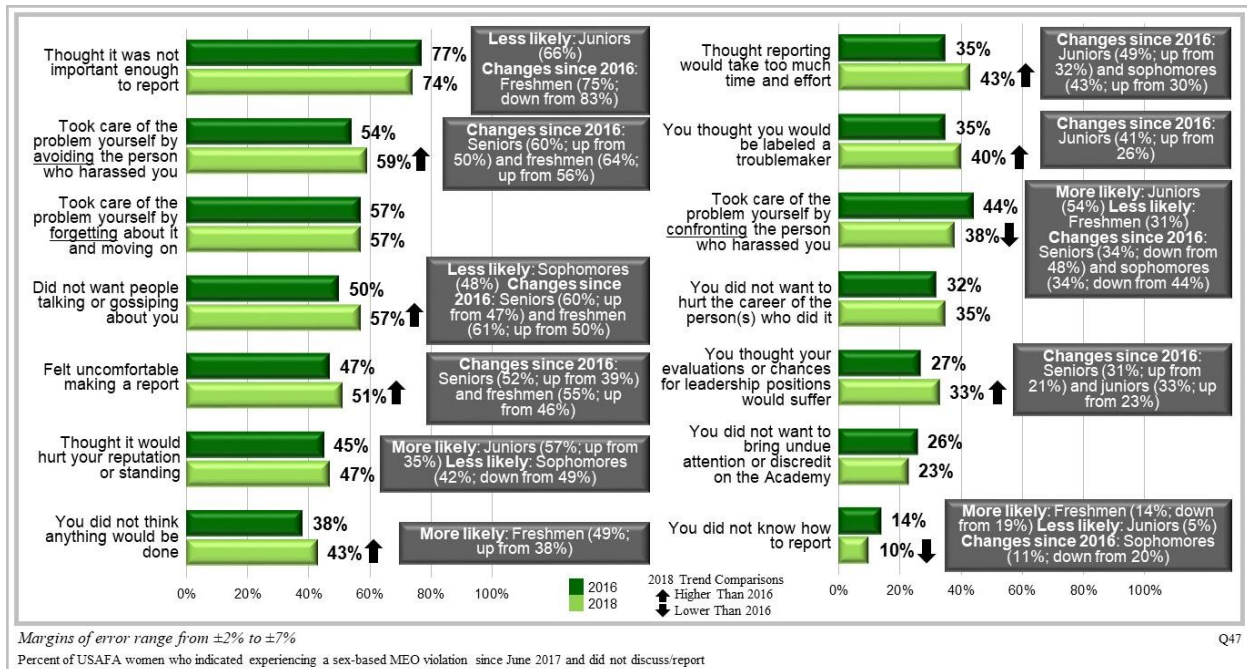


Reasons for Not Discussing/Reporting the Sex-Based MEO Violation

Sex-based MEO violations often go unreported or are handled by the victim at the lowest interpersonal level, consistent with their training (Barry et al., 2017). Of the 53% of USAFA women who experienced a sex-based MEO violation, the vast majority (90%) chose not to discuss or report their experience. These students were asked why they chose not to discuss or report the situation and the top reason was that they thought it was not important enough to report (Figure 99). The next most frequently endorsed reason for not reporting was handling the situation personally, for which more than half of women indicated avoiding their alleged offender and/or forgetting about it and moving on. For women, many reasons for not reporting were more frequently endorsed in 2018 than in 2016. Of note, less than one-tenth of women indicated that their choice to not discuss or report the situation was due to not knowing how to report, which was down from 2016, specifically for freshman and sophomore women. This potentially highlights the effectiveness of education efforts made by the Academy to ensure students know the appropriate methods for reporting sex-based MEO violations.

Figure 99.

Reasons For Not Discussing/Reporting the Sex-Based MEO Violation for USAFA Women

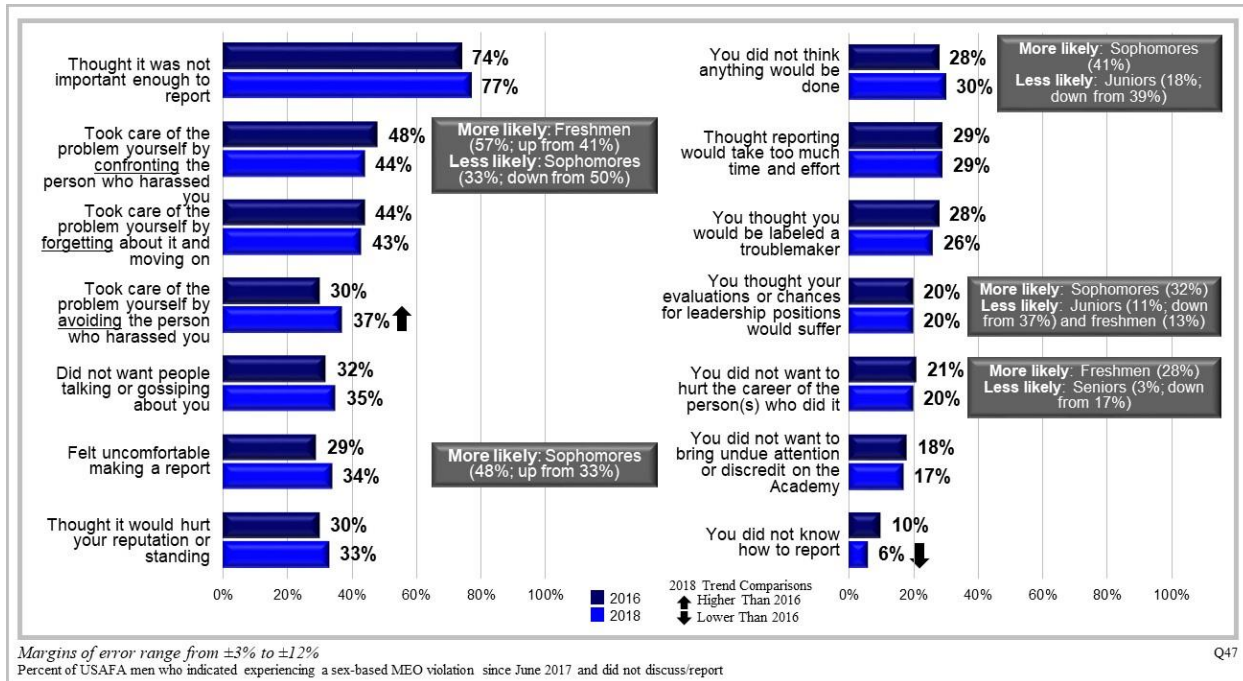


Of the 15% of USAFA men who experienced a sex-based MEO violation, the vast majority (95%) chose not to discuss or report their experience. These students were asked why they chose not to discuss or report the situation and the top reason was that they thought it was not important enough to report (Figure 100). The next most frequently endorsed reasons for not reporting was handling the situation personally, for which over 40% of men indicated confronting the alleged offender or avoiding their alleged offender, and over one-third forgot about it and moved on.

Similar to women, less than one-tenth of men indicated that their choice to not discuss or report the situation was due to not knowing how to report, which was down from 2016.

Figure 100.

Reasons For Not Discussing/Reporting the Sex-Based MEO Violation for USAFA Men



Academy Culture and Climate

Organizational culture is a set of shared cognitions, including values, behavioral norms and expectations, fundamental assumptions, and larger patterns of behavior (O'Reilly, Chatman, & Caldwell, 1991). Broadly, culture is the “way of doing business” that an institution follows on a regular basis, which may differ from officially stated policies and standards. Organizational culture involves the attitudes and actions of all members of each Academy’s community: leaders, faculty, staff, and fellow cadets. As such, it sets the environment or context for the implementation of policies and programs.

Research supports an association between an organization’s environmental characteristics and incidents of sexual harassment and sexual assault. For example, Sadler et al. (2003) found strong evidence of environmental characteristics’ impact on sexual assault, including observing sexual acts in sleeping quarters, and unwanted sexual advances, remarks, or pressure for dates in sleeping quarters,. Relatedly, there is evidence for an association between cultural elements such as leadership tolerance for harassing behaviors and equal employment opportunity climate and frequency of sexual harassment (Fitzgerald, Drasgow, & Magley, 1999; Newell, Rosenfeld, & Culbertson, 1995; Williams, Fitzgerald, & Drasgow, 1999). The cross-sectional nature of the data in these studies does not permit conclusions about causation, yet the studies provide

preliminary evidence that cultural elements significantly relate to sexual harassment in the military, evidence that is supported by findings in the civilian literature.

This section covers topics related to culture, specifically alcohol use among cadets, witnessing potential risky situations and whether cadets were active bystanders, education at the Academy on gender-relations, willingness to stop sexual harassment, and individuals' personal efforts to stop sexual assault and sexual harassment. Also discussed are perceptions of the gender-related culture at the Academy, including perceptions of officers and cadets setting good examples with their own behaviors, deterrents to reporting sexual assault that exist at the Academy, perceptions of victim blaming or false accusations, and trust in the Academy to handle sexual assault reports appropriately.

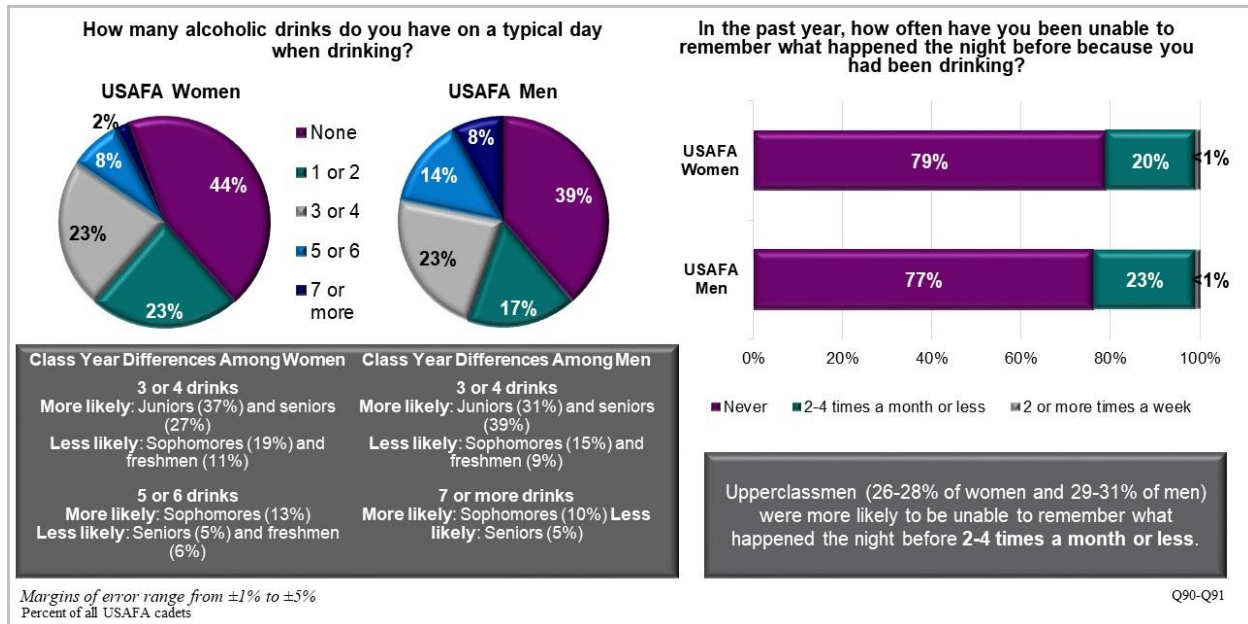
Cadet Alcohol Use

In addition to its relationship with sexual assault and sexual harassment, alcohol use by cadets in general is of interest in order to provide a snapshot of cadet health regarding alcohol use. Cadets were asked about their drinking frequency as well as memory impairment due to alcohol. Trending data are not available as these items were introduced in 2018.

The majority of male and female cadets indicated at least minor alcohol consumption, and of those who do drink, most have small amounts of alcohol (one to two drinks) on a typical day when drinking (Figure 101). About one-third of women and nearly half of men indicated drinking three or more drinks on a typical day when drinking. Junior women and senior and junior men were more likely than other class years to indicate drinking three or more drinks on a typical day when drinking. One-tenth of women and a little less than one-quarter of men reported that they generally have five or more drinks when drinking. With regard to drinking among the classes, although upperclassmen more likely to drink three or four drinks on a typical day when drinking than underclassmen, sophomores were more likely to be heavy drinkers compared to other class years. Specifically, sophomore women were more likely than women in other class years to drink five or six drinks on a typical day when drinking and sophomore men were more likely than men in other class years to have seven or more drinks on a typical day when drinking.

When asked about how often cadets were unable to remember what happened the night before because they had been drinking, less than 1% of both men and women indicated two or more times a week. Approximately one in five cadets reported being unable to remember what happened the night before due to drinking at least once during the past year.

Figure 101.
Alcohol Use Among USAFA Cadets



Bystander Intervention

One aspect of sexual assault prevention is to encourage students to be active observers and intervene if they see a risky situation or unwanted behaviors occurring to someone else. To measure to what degree opportunities to intervene arise, students were asked if they had observed situations in which potential unwanted behaviors were occurring or could occur. If they indicated that they had observed any of the situations, they were asked how they responded to the situation(s) they observed. The items were new in 2018, and therefore, no trends are reportable.

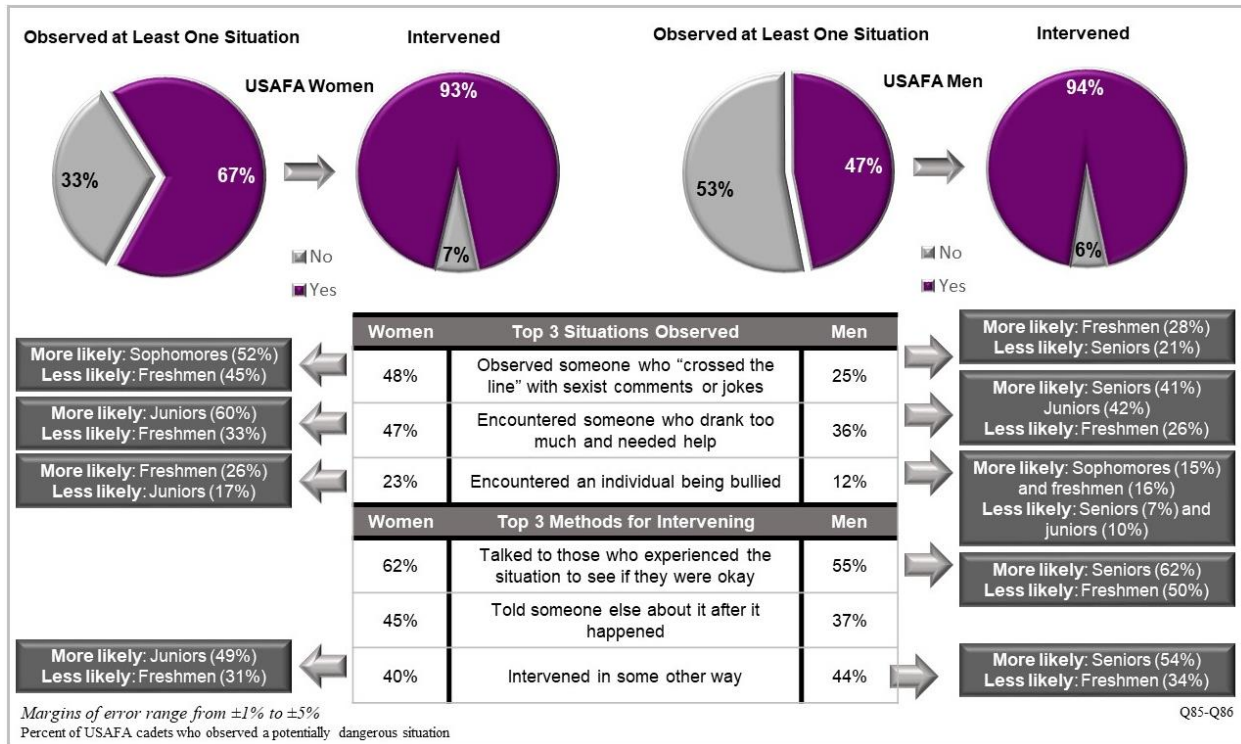
As seen in Figure 102, overall, two-thirds of women and nearly half of men observed at least one potentially risky situation in the past 12 months, and of these cadets, the vast majority intervened in some way. USAFA cadets indicated that the top three risky situations were encountering someone who drank too much and needed help, observing someone telling sexist comments or jokes that crossed the line, and/or encountering a group or individual who was being bullied. The top ways in which cadets intervened in these situations included speaking up to address the situation, talking to those who experienced the situation to see if they were okay, and/or intervened in some other way.

Class differences emerged both in situations witnessed and in mode of intervention.

Upperclassmen were more likely indicate that they encountered someone who drank too much and needed help. Specifically, junior women were more likely to indicate that they witnessed this type of situation than women in other class years, whereas freshman women were less likely. Similarly, senior and junior men were more likely to indicate that they encountered someone who drank too much and needed help than men in other class years, whereas freshman men were

less likely. When it came to intervening, upperclassmen were also more likely to indicate that they intervened in situations than freshmen.

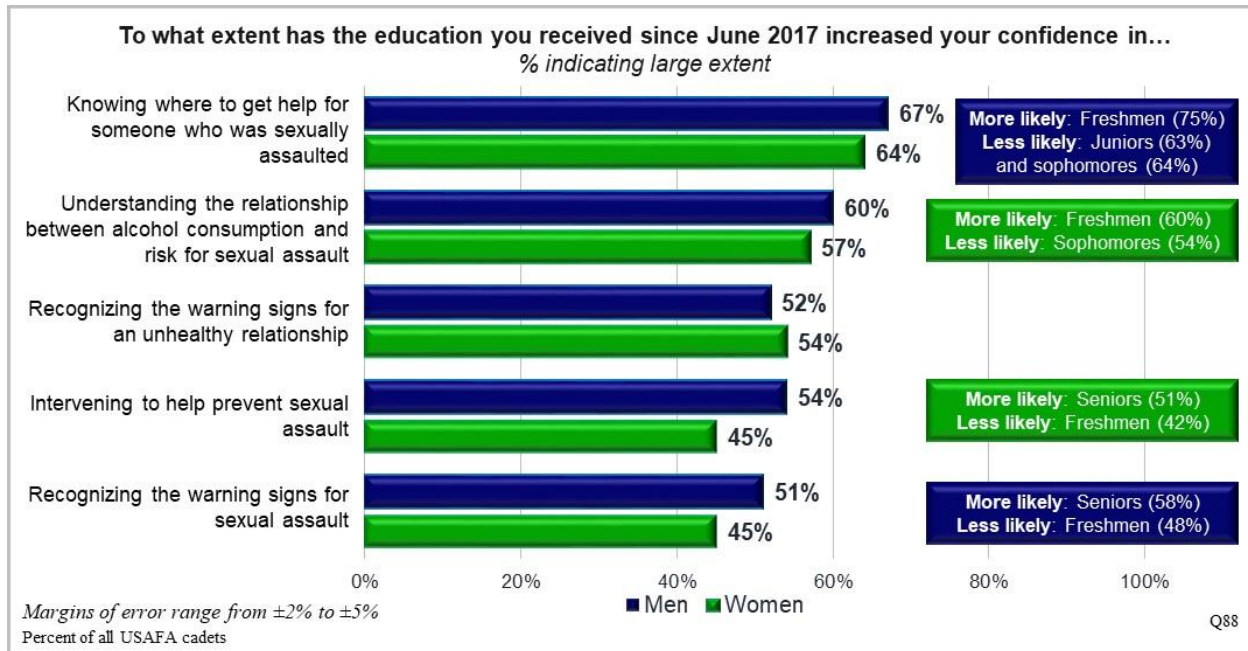
Figure 102.
Bystander Intervention for USAFA Cadets



Gender Relations Education

USAFA men and women were asked to what extent the education they received since June 2017 increased their confidence in a variety of gender-related topic areas (Figure 103). These items were new in 2018, and therefore trends to 2016 are not available. The gender-related education at USAFA appears to be largely effective in teaching cadets about topics surrounding USC, although there is room for improvement. Half or more of men and about half of women indicated the training increased their confidence in most topic areas, except for women in regards to confidence in recognizing warning signs for USC and/or intervening to help prevent USC, for which less than half of women were confident. Freshman men benefited the most from education about where to get help for someone who experienced USC, whereas freshman women indicated that education on the relationship between alcohol and USC was most beneficial compared to other class years. Senior men indicated the education they received about recognizing warning signs for USC increased their confidence to a large extent compared to other class years, and senior women indicated that education emboldened them to a large extent regarding intervening to prevent USC compared to other class years.

Figure 103.
Gender Relations Education for USAFA Cadets

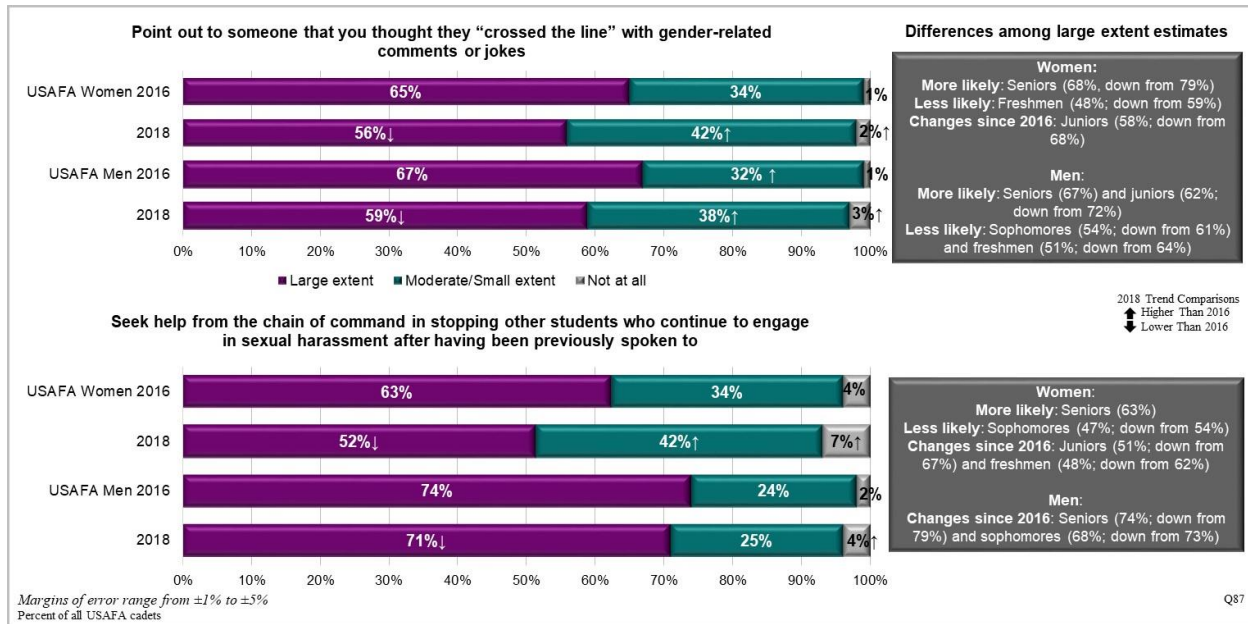


Willingness to Stop Sexual Harassment

As discussed with regard to bystander intervention, the Academy encourages students to be active observers and step in if they see any unwanted behaviors occurring to someone else; however, behaviors in line with potential sexual harassment may be difficult for students to identify, or students may not feel confident in stepping in to stop the behavior (Barry et al., 2017). As seen in Figure 104, compared to 2016, men and women across most class years indicate that they were less willing to a large extent to point out to someone that they thought they “crossed the line” with gender-related comments or jokes and also less likely to seek help from the chain of command to stop other students engaging in sexual harassment (in which men were more likely to do so than women). Given that, only a very small group of men and women indicated that they were not at all willing to stop sexual harassment.

Senior women were more likely compared to other class years to indicate that they were willing to point out to someone that they thought they “crossed the line” with gender-related comments or jokes to a large extent (with freshmen being less likely) and also to seek help from the chain of command to stop other students from engaging in sexual harassment to a large extent (with sophomores being less likely). Similarly, upperclassmen men were more likely than underclassmen to indicate they were willing to point out to someone that they thought they “crossed the line” with gender-related comments or jokes to a large extent.

Figure 104.
Willingness to Stop Sexual Harassment for USAFA Cadets



Individuals' Efforts to Stop Sexual Assault and Sexual Harassment

USAFA men and women were asked about their perceptions of individuals' efforts at the Academy regarding the prevention and response to sexual harassment and sexual assault. Active duty military personnel were generally identified as the most trusted to make honest and reasonable efforts to stop sexual assault and sexual harassment, specifically Academy senior leadership, commissioned officers, non-commissioned officers (NCO) directly in charge of units, and military/uniformed academic faculty (Table 4). This pattern was true for men and women; however, men were more likely to indicate these individuals made prevention efforts to a large extent than women, who also perceived Academy senior leadership and active duty unit leaders as making less of an honest and reasonable effort in prevention than in 2016.

Conversely, students indicated fellow cadets were the least likely to make honest and reasonable prevention efforts. This perception was true for both men and women, but as with active duty military personnel, men answered more positively than women, and women's perceptions of these individuals in 2018 decreased from 2016. However, women's perceptions for all other individuals connected to the Academy, including faculty and staff, increased from 2016, and similarly, men also rated most of these other Academy personnel higher than 2016.

Examining data by class year, senior men and women were more likely to indicate that cadets not in leadership positions made efforts to a larger extent than underclassmen, especially sophomores. Regarding sophomores, sophomore men were less likely to perceive the majority of individuals at the Academy as making prevention efforts to a large extent.

Table 4.
Individuals' Efforts to Stop Sexual Assault and Sexual Harassment for USAFA

KEY:			USAFA Women	Freshman	Sophomore	Junior	Senior	USAFA Men	Freshman	Sophomore	Junior	Senior
Higher Response												
Lower Response												
↑ Higher Than 2016												
↓ Lower Than 2016												
Academy senior leadership (for example, Superintendent, Commandant, Vice/Deputy Commandant, Dean)	2018	69↓	70↓	67↓	67↓	74↓		84	85↓	79↓	86	86
	2016	79	78	77	81	81		86	88	84	85	85
Commissioned officers directly in charge of unit	2018	67↓	69	65↓	66↓	66↓		84	84	81	89↑	84
	2016	73	72	72	73	76		84	86	81	82	85
Non-commissioned officers or senior/chief petty officers directly in charge of unit	2018	67↓	67↓	65↓	69	68↓		84	84	81	85	86
	2016	73	74	72	70	78		82	84	81	82	84
Military/uniformed academic faculty	2018	65↑	67↑	66	60	64		77↑	78↑	73↑	77↑	80↑
	2016	59	60	62	56	59		68	68	67	68	69
Civilian academic faculty	2018	62↑	67↑	61	61↑	59		71↑	71↑	66↑	72↑	74↑
	2016	55	52	57	53	58		60	60	57	62	63
Club team officer representatives/advisors	2018	48↑	49↑	49	49↑	45		65↑	63↑	59↑	65	72↑
	2016	44	43	48	40	47		59	58	53	63	65
Intercollegiate (NCAA/Division I) officer representatives/advisors	2018	48↑	51↑	47	45	49		64	61	60	66	68
	2016	44	43	46	41	47		62	61	60	65	64
Club team coaches and trainers	2018	47↑	48↑	44	44	48		63↑	60↑	59↑	62	71↑
	2016	43	42	47	39	43		57	54	53	64	60
Intercollegiate (NCAA/Division I) coaches and trainers	2018	47↑	48↑	46	43	51↑		60	56	57	62	66↑
	2016	40	41	44	39	35		59	56	56	63	58
Physical education instructors	2018	46↑	46	46	46	46		64↑	65↑	56↑	66↑	66↑
	2016	42	44	42	40	41		51	49	50	54	52
Intramural officer representatives/advisors	2018	43↑	45↑	47↑	39	37		60↑	62↑	55↑	60↑	64↑
	2016	36	34	36	37	36		52	51	49	53	56
Intramural coaches and trainers	2018	41↑	45↑	41↑	35	39		58↑	57↑	52	58↑	65↑
	2016	34	34	34	35	34		50	48	49	51	56
Cadet/midshipman leaders	2018	38↓	40↓	34↓	34↓	43↓		62	56	56↓	64	71
	2016	49	49	41	52	56		64	60	60	68	69
Cadets/midshipmen not in appointed leadership positions	2018	32↓	31↓	26↓	31↓	40		50	45	46	49↓	61
	2016	37	36	32	40	41		52	45	47	58	61

Note. Q92. Margins of error range from ±1% to ±16%.
 Percentage of all USAFA cadets.

Perceptions of Culture at USAFA

The following section will address cadets' perceptions of culture at the Academy, namely perceptions of leadership, perceived deterrents of reporting sexual assault, and prevalence of rape myths. Generally, women indicated they believe leadership set good examples less often, perceiving greater barriers to reporting sexual assault, and believing rape myths more than in

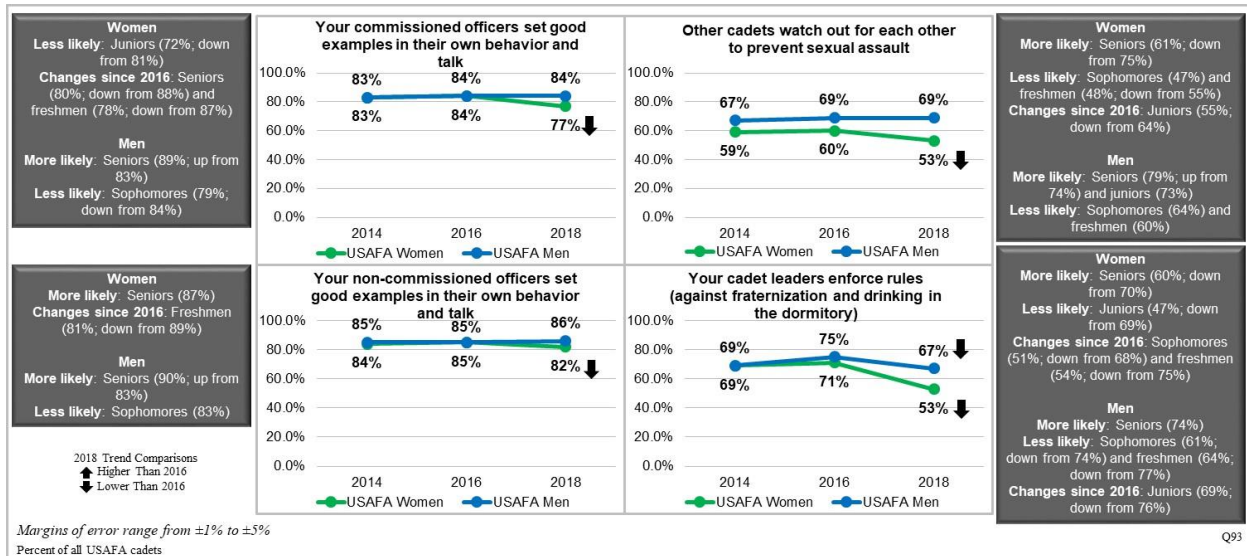
2016. However, both men and women indicated perceiving more deterrents to reporting over time, with increases from 2016 for men in every class year and women in most.

Perceptions of USAFA Leadership and Cadets Setting Good Examples

The majority of cadets indicated that there is a generally healthy culture at USAFA, specifically the vast majority indicated commissioned officers and NCOs set good examples in their own behaviors, and more than half indicated that cadets watch out for each other to prevent sexual assault and that rules are enforced by cadet leaders (Figure 105). Although the majority of men and women indicated positive perceptions about individuals at the Academy, positive responses by women were significantly lower than 2016 for all items, and this was true of all class years when describing cadet leadership. Responses were also significantly lower from 2016 for men regarding whether cadet leadership enforces rules.

Figure 105.

Perceptions of USAFA Leadership and Cadets Setting Good Examples to a Large Extent



Deterrents to Reporting Sexual Assault

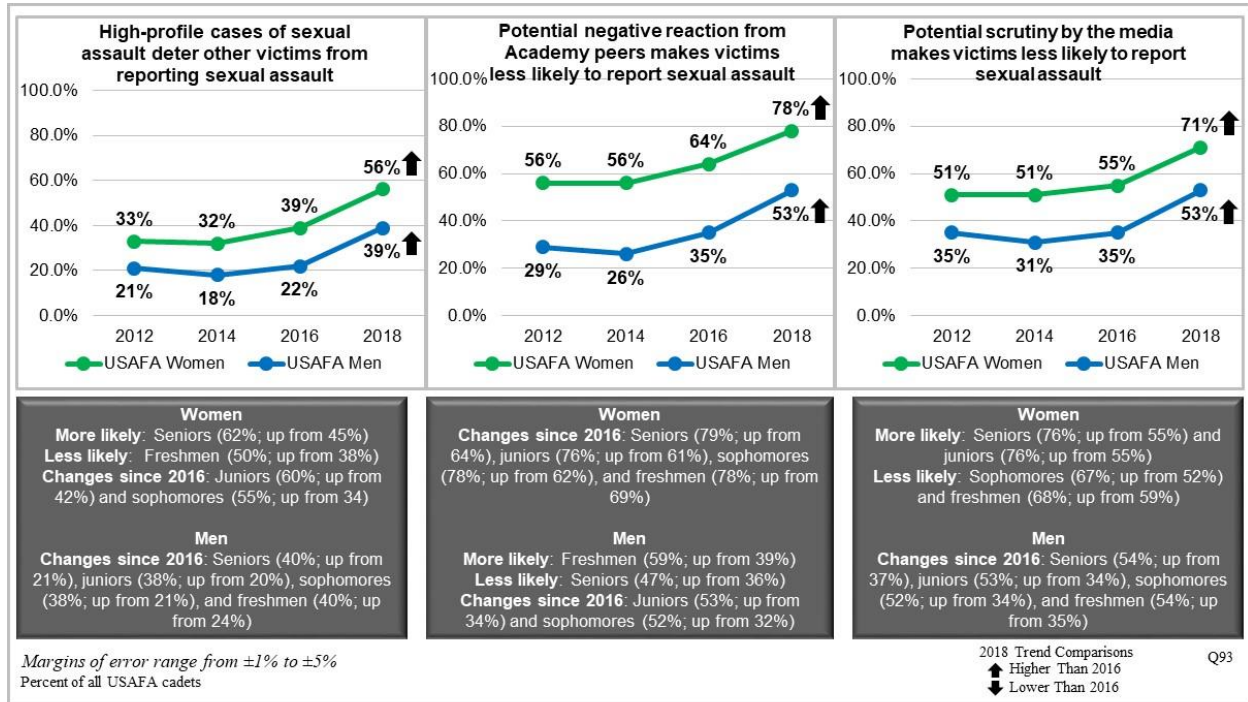
As discussed in the USC section of this chapter, the majority of cadets who experienced USC did not report the incident; specifically 87% of women (results for men were not reportable). The large proportions of those who did not report suggest the presence of substantial barriers to reporting. It is imperative to understand the reasons why individuals choose not to report these incidents in order to minimize and remove these barriers.

Men and women were asked about three factors that potentially dissuade reporting of USC: negative reaction from peers, media scrutiny, and high-profile cases of sexual assault (Figure 106). About three-quarters of women and about half of men indicated that negative reactions from Academy peers and/or media scrutiny potentially make victims less likely to report. Additionally, more than half of women and over one-third of men indicated they believe that

high-profile cases of USC potentially deter victims from reporting. For women, upperclassmen were more likely to indicate media scrutiny impacted reporting than underclassmen, and a similar pattern was found for believing that high-profile sexual assault cases deter others from reporting, specifically seniors were more likely and freshmen were less likely. Indication that each of these factors deterred reporting to a large extent was significantly higher from 2016 for men and women in all class years and has been increasing since 2014.

Figure 106.

Deterrents to Reporting Sexual Assault for USAFA Cadets



Rape Myths and Victim Blaming Occurring at the Academy

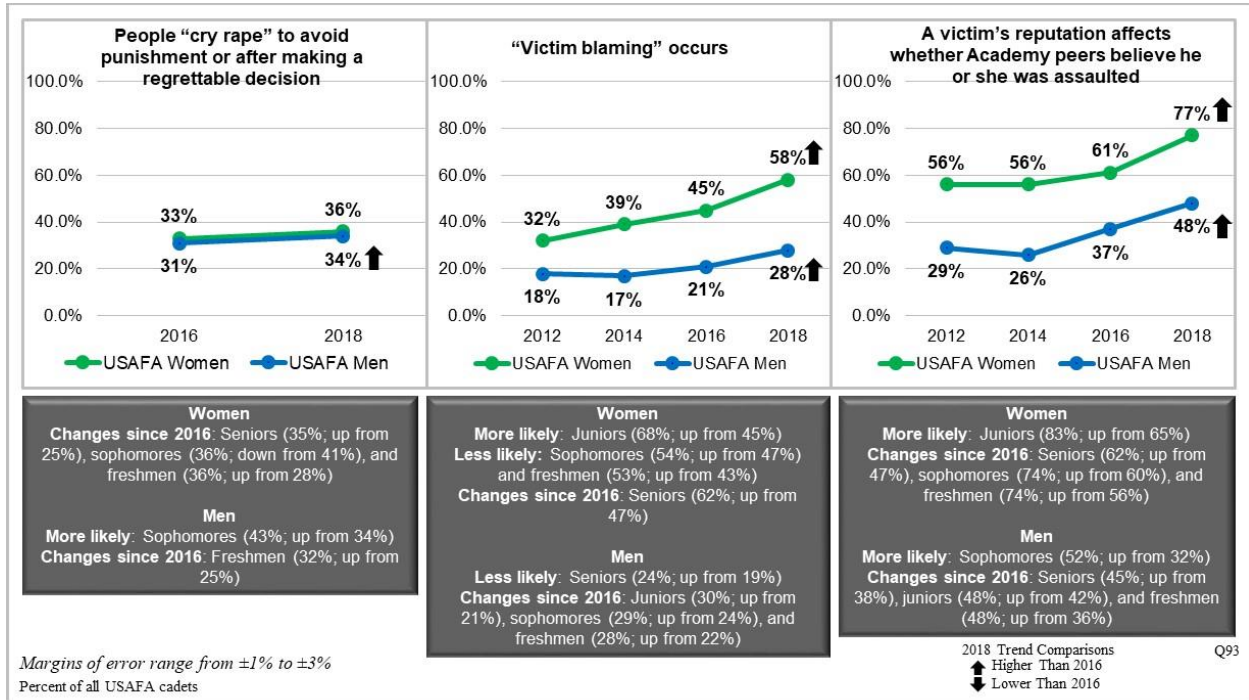
Rape myths are negative beliefs held by individuals surrounding many aspects of sexual assault and how victims' experiences are perceived. Cadets were asked about three major concepts of rape myths: victim blaming, "crying rape" to avoid punishment for another incidental behavior, and the reputation of the victim impacting how they are believed. Many of these factors contribute to a victim's reluctance to report and create a hostile environment for sexual assault prevention efforts.

Overall, cadets' beliefs regarding whether rape myths and victim blaming occur at the Academy to a large extent appear to be increasing; more than half of women indicated that victim blaming occurs to a large extent, and more three-fourths of women indicated that a victim's reputation affects whether the victim is believed (Figure 107). There was also an increase in the proportion of men who indicated these issues occurred to a large extent compared to 2016, but to a lesser degree than women; less than half and just over one-quarter of men, respectively, indicated these

issues happened to a large extent. Of note, a comparable proportion of men and women, approximately one-third, claimed that people “cry rape” after making a regrettable decision to a large extent, with an increase for men since 2016.

Figure 107.

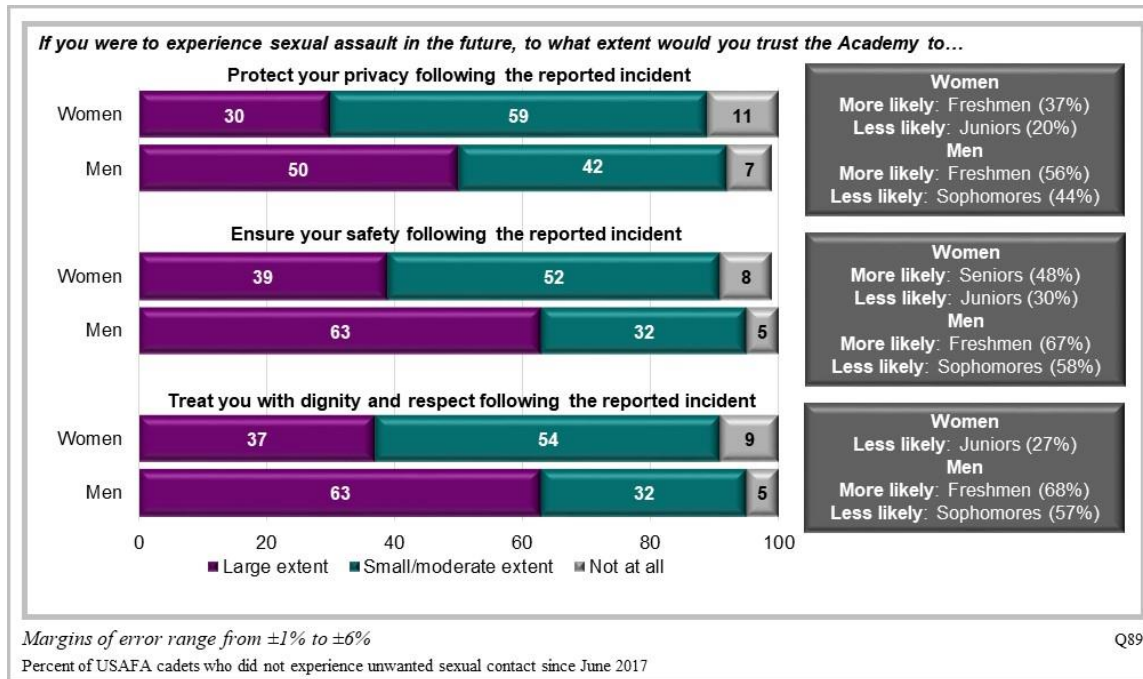
Perceptions of Rape Myths and Victim Blaming Occur at USAFA to a Large Extent



Trust in the Academy

The vast majority of USAFA men and women who did not experience USC in the past year indicated having some level of trust, either a moderate/small or large amount, that the Academy would protect their privacy, ensure their safety, and treat them with dignity and respect following a reported sexual assault incident (Figure 108). However, this trust varied by gender. The majority of men trusted the Academy to a large extent across all three categories. However, women had lower levels of trust to a large extent than men, although over half of women indicated they trusted the Academy to a moderate or small extent. Women also tended to indicate that they did not trust the Academy at all more often than men across all three categories. These items were new in 2018.

Figure 108.
Trust in the Academy for USAFA Cadets



Chapter 5: General Conclusions

The *Service Academy Gender Relations Survey (SAGR)* provides the Department of Defense (DoD) with insight into private behaviors, experiences, and opinions on sexual harassment and sexual assault that are difficult to gauge through measurement methods that involve indirect observation or program data. The *2018 SAGR* is a key source of information for evaluating ongoing prevention and response programs, for assessing the gender relations environment at the Academies, and for identifying specific areas to address in the future.

In response to the *2016 SAGR* results, DoD issued a memorandum on June 20, 2017, directing the Academies to increase attention in four areas: (1) promote responsible alcohol choices; (2) reinvigorate prevention through integrating sexual harassment, hazing, and bullying prevention efforts with efforts to prevent sexual assault; (3) enhance culture of respect; and (4) improve sexual assault and harassment reporting. The Academies were directed to submit plans of action in the fall of 2017 for implementation before students entered the Academies in the summer of 2018. As such, because the data were collected before the implementation of these plans, the *2018 SAGR* serves as a baseline for evaluating these most recent efforts. This chapter begins with an overall look at unwanted sexual contact (USC) and sex-based Military Equal Opportunity (MEO) violations, then describes how the survey results inform the current status and trends in the four areas of attention, and ends with an overall picture of gender relations at each Academy.

Unwanted Sexual Contact, Sexual Harassment, and Gender Discrimination

The *2018 SAGR* results show increases in the estimated prevalence of unwanted sexual contact, sexual harassment, and gender discrimination. The estimated prevalence of unwanted sexual contact increased for United States Military Academy (USMA) women and men and for United States Air Force Academy (USAFA) women in 2018 compared to 2016. Although the increases at USMA were seen across multiple class years, at USAFA the increase for women occurred primarily among juniors. Although the United States Naval Academy (USNA) did not have increases for women and men overall, there were increases for sophomore women and men. Across the Academies, sophomore women and men continue to be at highest risk for USC. Increases for all types of unwanted sexual contact (i.e., unwanted sexual touching, attempted penetration, and completed penetration) are evident in the overall increases in the estimated prevalence of USC in 2018. Across all of the Academies, a substantially higher proportion of women and men experienced unwanted sexual contact before coming to the Academy.

Students who experience unwanted sexual contact continue to most often identify fellow Academy students as the alleged offender: most often a student in the same class year. More than half of unwanted sexual contact incidents happen on-campus, although a sizeable minority of incidents occur off-campus. In approximately half or more of incidents, either the victim or the alleged offender or both had been drinking.

Sexual harassment and gender discrimination also showed increases in estimated prevalence. There were increases in the estimated prevalence of sexual harassment between 2016 and 2018 for USMA women and men and USNA women and men. There were increases in the estimated prevalence of gender discrimination for USNA women and USAFA women and men (with a decrease for USNA men).

Promote Responsible Alcohol Choices

The first area of increased attention listed in the June 20, 2017 memorandum was to promote responsible alcohol choices, with a focus on changing attitudes and behaviors around alcohol use. Alcohol use by both survivors and alleged offenders increases sexual assault risk (Brecklin & Ullman, 2010; Turchik & Wilson, 2010) and serves as a barrier to reporting, particularly when a survivor is underage. Alcohol involvement (use by either victim and/or alleged offender) in the one situation of unwanted sexual contact with the greatest effect ranged from 45% among USNA men to 72% among USNA women. Alcohol involvement increased substantially for USAFA women (from 39% in 2016 to 63% in 2018) but decreased for USMA women (from 60% in 2016 to 52% in 2018).

The 2018 SAGR included new questions about how many drinks students had on a typical day when drinking and how often students were unable to remember what had happened after drinking. USMA and USNA women and men reported higher rates of drinking in excess and being unable to remember what happened the night before, whereas USAFA students reported lower rates.

Another new item assessed the extent to which students felt their sexual assault and sexual harassment education in the past year increased their confidence in understanding the relationship between alcohol consumption and the risk for sexual assault. Students who indicated their education increased their confidence to a large extent ranged from 57% of USAFA women to 71% of USNA women. Although this was one of the more highly endorsed items in the training section, there is additional room to increase these ratings in future years.

Reinvigorate Prevention

The second area of attention seeks to reinvigorate prevention of sexual assault and sexual harassment by integrating sexual harassment, bullying, and hazing prevention efforts into the Academy's sexual assault prevention programs. This area of attention reflects extensive research on the continuum of harm in sexual violence that demonstrates the strong association between experiences of sexual harassment and gender discrimination and unwanted sexual contact. The literature indicates that organizational tolerance of sexual harassment and related behaviors is likely to create a permissive climate for unwanted sexual contact to occur (Begany & Milburn, 2002; Turchik & Wilson, 2010), and as such, many types of violence (e.g., bullying, stalking, sexual harassment and sexual assault) are interconnected and often share causes, risks, and protective factors (e.g., Espelage, Low, Polanin, & Brown, 2013; Tjaden & Thoennes, 1998; Wilkins, Tsao, Hertz, Davis, & Klevens, 2014). Moreover, empirical support is accumulating that victims of one form of violence are at higher risk for other forms of violence, victims are more likely to perpetrate violence, and perpetrators of one form of violence are more likely to commit other forms of violence (Wilkins et al., 2014). Military-specific research also supports

this connection between unwanted experiences such as sexual harassment (both sexual *quid pro quo* and sexually hostile work environment) and a significant increase in the likelihood of rape (Sadler et al., 2003).

Additional 2018 SAGR items related to this area of attention focus on measures of bystander intervention behaviors and willingness, along with perceptions about the extent to which various groups at the Academy make efforts to prevent sexual assault and sexual harassment and serve as good examples.

Bystander Intervention Behaviors

Academy students continue to report high levels of intervention in situations that pose risk for sexual harassment and sexual assault. New items this year expanded the types of situations that students could indicate encountering. Around half of men and more than two-thirds of women across the Academies reported observing at least one potentially risky situation in the past 12 months. Across the board, the most frequently encountered situations included someone drinking too much and needing help and someone crossing the line with sexist comments or jokes. Of those who observed at least one situation, the vast majority of women and men across the Academies intervened in some way, and the most common response was speaking up to address the situation.

Despite these encouraging levels of bystander intervention, few students (around one in eight) who experienced unwanted sexual contact indicated that someone was present who stepped in to help, and, generally around one-third indicated that someone was present who could have stepped in but did not. This pattern holds across the Academies and has generally remained consistent since these items were first asked on the 2016 SAGR. It is unclear whether the individuals present generally recognized the situation as unwanted sexual contact but chose not to take action or whether they did not see or recognize the situation as unwanted sexual contact in need of intervention.

The Academies and the Department as a whole continue to emphasize the importance of bystander intervention as a strategy to help prevent sexual assault. New items on the 2018 SAGR assessed the extent to which students felt their education in the past year increased their confidence for recognizing warning signs for sexual assault and intervening to help prevent sexual assault. On both these items, students who reported that they felt their education increased confidence to a large extent ranged from 45% of USAFA women to 62% of USNA women. These two items were the lowest rated of the five training-related items. As a whole, these results provide some support for the effectiveness of training in helping students recognize and intervene in high-risk situations, but may indicate the need for additional education on what characterizes a high-risk situation for sexual assault and how to reduce risk.

Willingness to Intervene Against Sexual Harassment

Similar to intervening against sexual assault, students can intervene against sexual harassment by speaking to their peers or involving leadership. Gauging this level of intervention can help Academies and the Department assesses changes in the degree of student “ownership” over this issue. The 2018 SAGR asked students to rate the extent to which they would be willing to point

out to someone that they “crossed the line” with gender-related comments or jokes and to seek help from the chain of command against sexual harassment. Results indicate that many students are willing to intervene against sexual harassment in these ways, but results also indicated that reported willingness has generally decreased on both of these items across the Academies and for both women and men, in some cases by 10 percentage points or more. Given that someone crossing the line with gender-related comments or jokes is one of the more frequently observed high-risk situations, and speaking out is the most common response, the reduced willingness of students to do so is a concerning indicator for the effectiveness of bystander intervention.

Perceptions of Leadership and Peer Behavior

As discussed above, the climate around sexual assault and sexual harassment at the Academies can influence rates of these unwanted behaviors. In seeking to understand the increase in estimated prevalence rates of unwanted sexual contact, the Academies and the Department can assess whether there are parallel trends in assessment of leadership and peer behavior in preventing these problems. Research supports the impact of leader behavior, particularly with respect to not engaging in and stopping others from engaging in sexual harassment, on prevalence of sexual assault (Sadler et al., 2003). To better understand the relationship between leader and peer behavior and unwanted sexual contact at the Academies, students were asked a series of questions about a range of groups at the Academies, specifically to what extent these groups made honest and reasonable efforts to stop sexual assault and sexual harassment.

Academy senior leadership and officers were the most highly rated at all of the Academies for making honest and reasonable efforts to stop sexual assault and sexual harassment. Ratings of USAFA faculty and staff and almost all members of the USMA community increased, whereas ratings of almost all members of the USNA community decreased since 2016. A majority of students indicated that commissioned and non-commissioned officers set good examples in their own behavior and talk to a large extent. USMA women showed a slight decline in these ratings (two to three percentage points), whereas USAFA women showed a somewhat larger decline (three to seven percentage points).

With respect to cadets/midshipmen leadership and behavior, women generally gave lower ratings than men across the Academies. Around half of women and just over half to two-thirds of men at each Academy indicated cadets/midshipmen leaders enforce Academy rules to a large extent. This item showed a large decline at USAFA (18 percentage points for women, 8 percentage points for men), with a small decline for USMA men (three percentage points). More than half of women and around two-thirds of men at the Academies indicated other cadets/midshipmen watch out for each other to prevent sexual assault. Ratings on this item decreased for USMA women (three percentage points), USNA women and men (eight percentage points for both), and USAFA women (seven percentage points).

Although there were some increases in ratings of Academy community groups on making honest and reasonable efforts to stop sexual assault and sexual harassment at USMA and USAFA, the other changes on the above items were downward. These results point to the need for the Academies and the Department to continue to engage leadership and cadets/midshipmen in addressing issues of sexual harassment and sexual assault. As noted above, working with

cadet/midshipman leadership to take ownership of this issue may impact rates of unwanted behaviors through shaping Academy culture.

Enhance a Culture of Respect

The third area of attention directs the Academies to review and revise all training and education programs for all groups “to advance a Military Service Academy culture free from sexual violence, sexual harassment, hazing, and bullying, and communicate expectations for conduct related to social media.”

In addition to items described in the previous section about the perceived climate around prevention at the Academies and items in the next section on the climate around reporting, additional items asked about the extent to which students would trust the Academy to treat them with dignity and respect, to protect their privacy, and to ensure their safety if they were to experience sexual assault in the future. Although in previous years these items were asked as yes/no questions (“Would you trust the Academy...”), the 2018 SAGR asked about the extent of trust, as many data users expressed an interest in understanding this construct at a more granular level. As such, responses in 2018 cannot be compared to prior years but will serve as a baseline for a better understanding of trends in trust in future years.

Across the board, women indicated lower levels of trust in the Academy to a large extent than men did. The vast majority of students expressed at least some level of trust in their Academy to protect privacy, ensure safety, and treat them with dignity and respect if they were to report a sexual assault. There remains room for improvement in bolstering students’ trust in their Academy, particularly for women, and continuing to enhance the culture of respect should yield increases in these ratings on future surveys.

Improve Sexual Assault and Sexual Harassment Reporting

The fourth area of attention directed the Academies to reduce barriers to reporting sexual assault, sexual harassment, and other misconduct. A key indicator of progress on this domain is the actual number of reports of sexual assault and sexual harassment at the Academies, which can be found in the *Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2017-2018* (DoD, 2019), and the gap between estimated prevalence from the SAGR data and the number of reports.

Reporting Rates

The 2018 SAGR asks those who experienced unwanted sexual contact or sex-based MEO violations whether they reported the situation to someone at the Academy. Reporting rates for unwanted sexual contact and sex-based MEO violations were very similar, in the 10–15% range for women and 4–7% for men. USMA women who indicated experiencing unwanted sexual contact more often indicated that they reported it in 2018 than in 2016 (15% in 2018 vs. 5% in 2016). USMA women experiencing sex-based MEO violations also indicated that they reported it more often in 2018 than in 2016 (15% in 2018 vs. 12% in 2016). Otherwise there were no changes in overall reporting.

Reasons for Reporting

There were some notable changes in the distribution of reasons for reporting and not reporting, in both positive and concerning directions. For unwanted sexual contact, the most frequent reason for reporting for women at each Academy (reasons for reporting were not reportable for men) was because someone encouraged them to do so. Endorsement of this reason increased among USNA women along with a decrease in the reason that someone else made the respondent report or reported it themselves. Along with a substantial increase in the proportion indicating they reported USC to get mental health assistance, it appears that reporting at USNA is increasingly driven by voluntary seeking help and being supported by the social environment, rather than being forced to report. At USAFA, on the other hand, there was an increase in women who indicated that they reported USC to raise awareness that sexual assault occurs at the Academy and out of a civic/military duty to report; at the same time there was a decrease in women indicating they reported USC to stop the person from hurting them again. This pattern potentially indicates an increase in prosocial reasons for reporting at USAFA. These two reasons, along with stopping the person from hurting others, were among the top reasons at each of the Academies. Results on this item were not reportable for USMA women in 2016; therefore, trends in reasons for reporting at USMA are not available.

Reasons for Not Reporting

On the other side, the reasons for not reporting unwanted sexual contact varied across the Academies and included not thinking the situation was important enough to report; taking care of the problem through avoiding the person, confronting the person, or forgetting about it; and social reasons such as not wanting more people to know, feeling shame/embarrassment, and not wanting people to talk or gossip about the victim. USMA women had an increase in not feeling it was serious enough to report and “other” in 2018 compared with 2016, with a decrease in many of the social reasons. USMA men indicated more often in 2018 than 2016 that they took care of the problem by confronting the person. USNA women more often indicated social reasons for not reporting in 2018 compared to 2016. USAFA women indicated most of the reasons for not reporting more often in 2018 than 2016, whereas USAFA men indicated more often in 2018 than in 2016 that they thought reporting would take too much time and effort and did not report for “other” reasons.

For sex-based MEO violations, the top reason for not reporting continues to be not thinking the situation was important enough to report. Few indicated that they did not know how to report, and in many cases this reason was indicated less often in 2018 than in 2016.

Barriers to Reporting

A theme that emerged across all the Academies was an increase in students indicating a negative environment toward students who report experiencing sexual assault. Items included to what extent students thought that high-profile cases deter others from reporting, that potential scrutiny by media makes victims less likely to report, that negative reactions from peers make victims less likely to report, that people “cry rape” to avoid punishment, that “victim blaming” occurs, and that a victim’s reputation affects whether others believe he or she was assaulted. In general, more students felt these statements were true to a large extent in 2018 than in 2016. These items

in particular potentially reflect not solely the culture at the Academies but in the broader U.S. culture.

Overall View of Gender Relations by Academy

The section that follows provides an overview of the gender relations picture within each Academy. Although there are themes across the Academies, as discussed above, the *2018 SAGR* indicates that each Academy faces unique challenges in preventing and responding to sexual harassment and sexual assault.

USMA

Women and men at USMA experienced unwanted sexual contact at higher rates in 2018 than in many years prior, when levels had remained relatively flat. These increases were seen across most classes and types of unwanted sexual contact. In addition, the rate of unwanted sexual contact before entering the Academy was higher for women and men in 2018 compared to 2016.

With respect to the one situation of unwanted sexual contact with greatest effect, there was no change in the proportion of female victims indicating alcohol involvement, but an increase in the proportion of male victims indicating they were drinking in the one situation. For men, this accompanied increases in indicating that the one situation occurred off Academy grounds at a social event and some other location off Academy grounds, and a decrease in indicating the one situation occurred during normal duty hours.

More women and men also experienced sexual harassment in 2018 than in 2016. This increase paralleled several concerning trends in prevention and culture, such as a decrease for both women and men in willingness to speak up against those who “crossed the line” with gender-related comments or jokes and a decrease for men in willingness to seek help from the chain of command to stop other students who engage in sexual harassment. Likewise there was a decrease in women’s ratings of the extent to which commissioned and non-commissioned officers set good examples in their own behavior and talk and the extent to which cadets watch out for each other to prevent sexual assault. On the other hand, there were increases for both women and men in their ratings of the efforts of almost all members of the USMA community to stop sexual harassment and sexual assault. On another positive note, a higher proportion of women who experienced unwanted sexual contact indicated that they reported the incident—this is apparently despite an increasingly negative view of the reporting environment among both women and men at USMA.

In sum, students across the board faced increased risk of unwanted sexual contact and sexual harassment in 2018. Men appeared to face a greater risk of unwanted sexual contact off campus in social situations that involved alcohol, whereas for women the share of experiences involving alcohol decreased. Climate and cultural factors also were more negative in 2018 than 2016, but as a bright spot, students appeared to view groups across the USMA community favorably in terms of making honest and reasonable efforts to prevent sexual harassment and sexual assault.

USNA

There were no overall changes between 2018 and 2016 in the proportion of USNA women or men who indicated experiencing unwanted sexual contact, but there were increases for sophomore women and men and a decrease for senior men. Women and men more often experienced unwanted sexual contact before entering the Academy.

With respect to the one situation of unwanted sexual contact with greatest effect, fewer female victims in 2018 than in 2016 indicated the alleged offender was a fellow Academy student and was someone they knew from class or another activity (although this category was still the most endorsed), with increases in the proportion indicating that the offender was someone the respondent had just met, was unaffiliated with, or was an unknown person. There were no overall changes in alcohol involvement (which was still high at 64% for women), but there was an increase in alcohol involvement for sophomore women. Half of sophomore women in 2018 reported someone was present who could have helped but did not, where 28% said this in 2016.

There was an increase in the proportion of female and male midshipmen who experienced sexual harassment, along with an increase for women who experienced gender discrimination (there was a decrease for men). These increases paralleled several concerning trends in prevention and culture, such as a decrease for both women and men in both willingness to speak up against those who “crossed the line” with gender-related comments or jokes and willingness to seek help from the chain of command to stop other students who engage in sexual harassment. Similarly, there were decreases for both women and men in their ratings of the efforts of almost all members of the USNA community to stop sexual harassment and sexual assault, and decreases in the extent to which students felt midshipmen watched out for each other to prevent sexual assault.

As a whole, sophomores faced the highest risk of unwanted sexual contact at USNA. Sophomore women in particular appear to be at risk in situations involving alcohol in which bystanders may not intervene. Although unwanted sexual contact rates at USNA did not change overall, leading indicators such as sexual harassment, willingness to intervene, and cultural perceptions, all pointed in a more negative direction.

USAFA

Women at USAFA experienced unwanted sexual contact at a higher rate in 2018 than in 2016, driven largely by increases for juniors. There were no changes in unwanted sexual contact overall, by class, for men. The risk factor of unwanted sexual contact before entering the Academy was higher for women and men in 2018 compared to 2016.

With respect to the one situation of unwanted sexual contact with greatest effect, alcohol involvement increased for every class of women, but especially for junior women. This increase reflected increased alcohol use during the incident by both victims and offenders. Junior women more often indicated the alleged offender in the one situation was someone from their class in 2018 than 2016. Juniors also indicated more often that the offender was a stranger or unknown person. Compared to 2016, in 2018, junior women also indicated more often that the incident occurred off Academy grounds and less often indicated that it occurred on Academy grounds in a dormitory, and that the incident occurred after duty hours on a weekend or holiday. Half of junior

women in 2018 reported someone was present who could have helped but did not, which was substantially higher than 20% in 2016.

USAFA also had some concerning climate-related trends. There was a decrease in 2018 compared to 2016 for women and men in both willingness to speak up against those who “crossed the line” with gender-related comments or jokes and willingness to seek help from the chain of command to stop other students who engage in sexual harassment. Fewer women in 2018 indicated that commissioned and noncommissioned officers set good examples in their own behavior and talk to a large extent. Both women and men less often indicated that cadet leaders enforce Academy rules to a large extent. With respect to the extent to which a wide range of groups at the Academy made honest and reasonable efforts to stop sexual assault and sexual harassment, women rated senior leadership and officers less favorably in 2018 than in 2016, but both women and men rated faculty and staff more favorably.

In sum, junior women at USAFA faced the highest risk of unwanted sexual contact and sex-based MEO violations. Similar to USNA sophomores, the risk for USAFA junior women appears to be in alcohol-related situations in which bystanders may not intervene. Indicators, such as willingness to intervene and ratings of officers and cadet leaders, point in a negative direction.

References

- Barry, A., Debus, J., Harper, E., Klauberg, W., Namrow, N., & Peebles, H. (2017). 2017 Service Academy Gender Relations Focus Groups. (Report No. 2017-039). Alexandria, VA: OPA.
- Begany, J. J., & Milburn, M. A. (2002). Psychological predictors of sexual harassment: Authoritarianism, hostile sexism, and rape myths. *Psychology of Men & Masculinity*, 3, 119–126.
- Brecklin, L. R., & Ullman, S. E. (2010). The roles of victim and offender substance use in sexual assault outcomes. *Journal of Interpersonal Violence*, 25, 1503–1522.
- Cook, P., Van Winkle, E., Namrow, N., Hurley, M., Pflieger, J., Davis, E, Rock, L, & Schneider, J. (2014). 2014 Service Academy Gender Relations Survey Overview Report. (Report No. 2014-016). Alexandria, VA: DMDC.
- Department of Defense. (2015a). Sexual assault prevention and response (SAPR) program procedures (DoD Directive 6495.01, Change 2). Washington, DC.
- Department of Defense. (2015b). Initiatives to address sexual assault prevention and response and retaliation associated with reporting crime. Retrieved from http://sapr.mil/public/docs/reports/FY14_Annual/FY14_Annual_Report_SecDef_Memo_Initiatives.pdf.
- Department of Defense. (2015c). Department of Defense Military Equal Opportunity (MEO) Program (DoD Directive 1350.2, Change 2). Washington, DC.
- Department of Defense. (2019). Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2017-2018. Available at sapr.mil
- Espelage, D. L., Low, S., Polanin, J. R., & Brown, E. C. (2013). The impact of a middle school program to reduce aggression, victimization, and sexual violence. *Journal of Adolescent Health*, 53, 180–186.
- Fisher, B. S., & Cullen, F. T. (2000). Measuring the sexual victimization of women: Evolution, current controversies and future research. *Measurement and Analysis of Crime and Justice*, 4, 317–390.
- Fitzgerald, L. F., Drasgow, F., & Magley, V. J. (1999). Sexual harassment in the armed forces: A test of an integrated model. *Military Psychology*, 11, 329–343.
- Gaskell, G. D., Wright, D. B., & O’Muirheartaigh, C. O. (2000). Telescoping of landmark events. *Public Opinion Quarterly*, 64, 77–89.
- Government Accountability Office (2010). Quality of DOD Status of Forces Surveys Could Be Improved by Performing Nonresponse Analysis of the Results. Retrieved from <http://www.gao.gov/products/GAO-10-751R>.

- Morral, A. R., Gore, K. L., & Schell, T. L. (Eds.). (2014). *Sexual assault and sexual harassment in the U.S. military: Volume 1. Design of the 2014 RAND military workplace study*. Santa Monica, CA: RAND Corporation.
- NCVS, 2016. Department of Justice, Office of Justice Programs, Bureau of Justice Statistics, *National Crime Victimization Survey, 2010-2014* (2015).
- Newell, C. E., Rosenfeld, P., & Culbertson, A. L. (1995). Sexual harassment experiences and equal opportunity perceptions of Navy women. *Sex Roles*, 32, 159–168.
- O'Reilly, C.A., Chatman, J., & Caldwell, D.F. (1991). People and organizational culture: A profile comparison approach to person-organization fit. *Academy of Management Journal*, 34, 487–516.
- Office of People Analytics. (2019). *2018 Service Academy Gender Relations Survey: Statistical Methodology Report..* (Report No. 2018-070). Alexandria, VA: OPA.
- Research Triangle Institute, Inc. (2013). *SUDAAN® User's Manual, Release 11.1.0*. Cary, NC: Author.
- Sadler, A. G., Booth, B. M., Cook, B. L., & Doebbeling, B. N. (2003). Factors associated with women's risk of rape in the military environment. *American Journal of Industrial Medicine*, 43, 262–273.
- Severance, L., Klahr, A. M., & Coffey, M. (2016). Analysis on the Continuum of Harm. In E. P. Van Winkle, L. Rock, & M. M. Hurley (Eds.), *2015 Workplace and Gender Relations Survey of Reserve Component Members Overview Report*. (Report No. 2016-006). Alexandria, VA: DMDC.
- Tjaden, P., & Thoennes, P. (1998). *Stalking in America: Findings from the National Violence Against Women Survey, Research in brief*. (National Institutes of Justice Publication No. NCJ 169592). Retrieved from <https://www.ncjrs.gov/pdffiles/169592.pdf>
- Turchik, J. A., & Wilson, S. M. (2010). Sexual assault in the U.S. military: A review of the literature and recommendations for the future. *Aggression and Violent Behavior*, 15, 267–277.
- United States Military Academy. (2012). *2012 USCC Standing Operating Procedure*. Retrieved from <https://www.usma.edu/dfl/SiteAssets/SitePages/Summer%20Faculty%20Workshop/USCC%20SOP%202012.pdf>
- Wilkins, N., Tsao, B., Hertz, M., Davis, R., & Klevens, J. (2014). *Connecting the Dots: An Overview of the Links Among Multiple Forms of Violence*. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention Oakland, CA: Prevention Institute. American Association for Public Opinion Research. (2014). *Best practices for research*. Retrieved from <http://www.aapor.org/AAPORKentico/Standards-Ethics/Best-Practices.aspx>

Wilkins, N., Tsao, B., Hertz, M., Davis, R., & Klevens, J. (2014). *Connecting the Dots: An Overview of the Links Among Multiple Forms of Violence*. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention Oakland, CA: Prevention Institute.

Williams, J. H., Fitzgerald, L. F., & Drasgow, F. (1999). The effects of organizational practices on sexual harassment and individual outcomes in the military. *Military Psychology*, 11, 303-328.

Appendix A. Survey Instrument

**DATA
DRIVEN
SOLUTIONS
FOR
DECISION
MAKERS**



RCS: DD-P&R(AR) 2198
Exp: 3/28/2020

2018 Service Academy Gender Relations Survey

PRIVACY ADVISORY

This survey is anonymous, does not collect or use personally identifiable information, and responses are not retrievable by personal identifier. In order to better protect your privacy, do not include information that may identify you or others when completing write-in responses. The purpose of this survey is to solicit information to identify and assess gender issues and discrimination among cadets/midshipmen at the Service Academies and to evaluate the effectiveness of each Service Academy's sexual assault/harassment policies, training, and procedures. Your responses will be aggregated and will provide senior Department of Defense officials (for the Department of Homeland Security, or Department of Transportation officials, those survey results will be aggregated separately) a benchmark to track reported sexual assault/harassment trends over time. These aggregated results will also be reported to Congress. Completing this survey is voluntary. There will be no attempt to trace responses back to the respondent. There is no penalty for not responding or skipping questions; however, maximum participation is encouraged so that the data will be complete and representative. Because the survey is anonymous, no individual situation can be addressed. Please avoid putting *any* identifying information in your responses. This is not the vehicle to report something that requires further attention or action by Academy officials.

Statement of Risk: The data collection procedures are not expected to involve any risk or discomfort to you. The only risk to you is accidental or unintentional disclosure of any identifying data you provide. However, OPA has a number of policies and procedures to ensure that survey data are kept anonymous and protected, to the extent provided by law. If you have any questions about this survey, please contact SA-Survey@mail.mil.

Authority to Survey: The John Warner National Defense Authorization Act for Fiscal Year 2007, Section 532 requires annual assessments of gender-related issues at the Military Service Academies (10 USC 481). DoD Service Academies are surveyed per DoDI 6495.02, Sexual Assault Prevention and Response (SAPR) Program Procedures. Preparatory Schools are covered under 32 CFR Part 217. USCGA officials requested the Coast Guard be included, beginning in 2008, in order to evaluate and improve their programs addressing sexual assault and sexual harassment. Beginning in 2012, at the request of the U.S. Merchant Marine Academy (USMMA), USMMA officials contracted with OPA to include USMMA in the Service Academy Gender Relations Survey and Focus Group efforts. Results for the USMMA are reported separately from the DoD.

COMPLETION INSTRUCTIONS

- Please take your time and select answers you believe are most appropriate.
- Please PRINT where applicable. Do not make any marks outside of the response and write-in boxes.
- If you need more room for comments, use the back page or ask a survey proctor for a blank piece of paper.
- Place an "X" in the appropriate box or boxes.

RIGHT



WRONG



- To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.

CORRECT ANSWER



INCORRECT ANSWER



BACKGROUND INFORMATION

1. Which Service Academy/Preparatory School do you attend?

- ☒ United States Military Academy
☒ United States Military Academy Preparatory School
☒ United States Naval Academy
☒ United States Naval Academy Preparatory School
☒ United States Air Force Academy
☒ CHIPS Participant
☒ United States Air Force Academy Preparatory School
☒ United States Coast Guard Academy
☒ United States Merchant Marine Academy

2. Are you...?

- ☒ Male ☒ Female

3. What is your Class year (the year you will graduate from the Academy)?

- ☒ 2018 ☒ 2020
☒ 2019 ☒ 2021
☒ 2022 (Preparatory School only)

GENDER-RELATED EXPERIENCES

In this section, you will be asked about several things that someone from your Academy might have done to you that were upsetting or offensive to you and that happened since June 2017.

When the questions say “someone from your Academy,” please include any person you have contact with as part of your **Academy life**.

“Someone from your Academy” could be an officer or non-commissioned officer, fellow cadet or midshipman, civilian employee, or contractor. These persons can be Academy leadership, faculty, athletic department personnel, or support service staff.

These things may have occurred on- or off-duty or on- or off-campus. Please include them as long as the person who did them to you was someone from **your Academy**.

4. Since June 2017, did someone from your Academy repeatedly tell sexual “jokes” that made you uncomfortable, angry, or upset?

☐ Yes ☐ No ⇒ GO TO Q7

5. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☐ Yes
☐ Not applicable, they did not know I or someone else wanted them to stop
☐ No

6. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended by these jokes if they had heard them? If you aren't sure, choose the best answer.

☐ Yes ☐ No

7. Since June 2017, did someone from your Academy embarrass, anger, or upset you by repeatedly suggesting that you do not act like a cadet/midshipman of your gender is supposed to? For example, by calling you a dyke or butch (if you are a woman), or by calling you a woman, a fag, or gay (if you are a man).

☐ Yes ☐ No ⇒ GO TO Q10

8. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☐ Yes
☐ Not applicable, they did not know I or someone else wanted them to stop
☐ No

9. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended if someone had said these things to them? If you aren't sure, choose the best answer.

☐ Yes ☐ No

10. Since June 2017, did someone from your Academy display, show, or send sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset?

☐ Yes ☐ No ⇒ GO TO Q13

11. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☐ Yes
☐ Not applicable, they did not know I or someone else wanted them to stop
☐ No

12. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended by seeing these sexually explicit materials? If you aren't sure, choose the best answer.

☐ Yes ☐ No

13. Since June 2017, did someone from your Academy repeatedly tell you about their sexual activities or make sexual gestures/body movements (for example, thrusting their pelvis or grabbing their crotch) in a way that made you uncomfortable, angry, or upset?

☐ Yes ☐ No ⇒ GO TO Q16

14. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☐ Yes
☐ Not applicable, they did not know I or someone else wanted them to stop
☐ No

15. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended by hearing about these sexual activities or by having someone make sexual gestures/body movements (for example, thrusting their pelvis or grabbing their crotch)? If you aren't sure, choose the best answer.

☐ Yes ☐ No

16. Since June 2017, did someone from your Academy repeatedly ask you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset?

☐ Yes ☐ No ⇒ GO TO Q19

17. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☐ Yes
☐ Not applicable, they did not know I or someone else wanted them to stop
☐ No

18. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended if they had been asked these questions? If you aren't sure, choose the best answer.

☐ Yes ☐ No

19. Since June 2017, did someone from your Academy make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?

☐ Yes ☐ No ⇒ GO TO Q22

Continue to next column

20. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☐ Yes
☐ Not applicable, they did not know I or someone else wanted them to stop
☐ No

21. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended if these remarks had been directed to them? If you aren't sure, choose the best answer.

☐ Yes ☐ No

22. Since June 2017, did someone from your Academy either take or share sexually suggestive pictures or videos of you when you did not want them to?

☐ Yes ☐ No ⇒ GO TO Q25

23. Did this make you uncomfortable, angry, or upset?

☐ Yes ☐ No ⇒ GO TO Q25

24. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended if it happened to them? If you aren't sure, choose the best answer.

☐ Yes ☐ No

25. Since June 2017, did someone from your Academy make repeated attempts to establish an unwanted romantic or sexual relationship with you? These could range from repeatedly asking you out to asking you for sex or a "hookup."

☐ Yes ☐ No ⇒ GO TO Q29

26. Did these attempts make you uncomfortable, angry, or upset?

☐ Yes ☐ No ⇒ GO TO Q29

27. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☐ Yes
☐ Not applicable, they did not know I or someone else wanted them to stop
☐ No

28. Do you think this was ever severe enough that **most cadets/midshipmen** at your Academy would have been **offended** by these unwanted attempts (Q25)? If you aren't sure, choose the best answer.

☐ Yes ☐ No

29. Since **June 2017**, did someone from your Academy repeatedly touch you in a way that made you uncomfortable, angry, or upset? This could include almost any unnecessary physical contact including hugs, shoulder rubs, or touching your hair, but would not usually include handshakes or routine uniform adjustments.

☐ Yes ☐ No ⇒ GO TO Q32

30. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☐ Yes
☐ Not applicable, they did not know I or someone else wanted them to stop
☐ No

31. Do you think this was ever severe enough that **most cadets/midshipmen** at your Academy would have been **offended** by this **unnecessary touching**? If you aren't sure, choose the best answer.

☐ Yes ☐ No

32. Since **June 2017**, has someone from your Academy (permanent party, civilian faculty/staff, and/or cadets/midshipmen in leadership positions) made you feel as if you would get some benefit in exchange for doing something sexual? For example, they might hint that they would give you a good evaluation/fitness report, a better cadet/midshipman assignment, or better academic grade in exchange for doing something sexual. Something sexual could include talking about sex, undressing, sharing sexual pictures, or having some type of sexual contact.

☐ Yes ☐ No ⇒ GO TO Q34

Continue to next column

33. What led you to believe that you would get a benefit if you agreed to do something sexual? Mark "Yes" or "No" for each item.

	Yes	No
a. They told you they would give you a reward or benefit for doing something sexual	<input type="checkbox"/>	<input type="checkbox"/>
b. They hinted you would get a reward or benefit for doing something sexual. For example, they reminded you about your evaluation/fitness report about the same time they expressed sexual interest	<input type="checkbox"/>	<input type="checkbox"/>
c. Someone else told you they got benefits from this person by doing sexual things.....	<input type="checkbox"/>	<input type="checkbox"/>

34. Since **June 2017**, has someone from your Academy (permanent party, civilian faculty/staff, and/or cadets/midshipmen in leadership positions) made you feel like you would get **punished or treated unfairly at your Academy** if you did not do something sexual? For example, they hinted that they would give you a bad evaluation/fitness report, a bad grade, or treat you badly if you were not willing to do something sexual. This could include being unwilling to talk about sex, undress, share sexual pictures, or have some type of sexual contact.

☐ Yes ☐ No ⇒ GO TO Q36

35. What led you to believe you would get **punished or treated unfairly at your Academy** if you did not do something sexual? Mark "Yes" or "No" for each item.

	Yes	No
a. They told you you would be punished or treated unfairly if you did not do something sexual.	<input type="checkbox"/>	<input type="checkbox"/>
b. They hinted you would be punished or treated unfairly if you did not do something sexual. For example, they reminded you about your evaluation/fitness report near the same time that they expressed sexual interest.	<input type="checkbox"/>	<input type="checkbox"/>
c. Someone else told you they were punished or treated unfairly by this person for not doing something sexual.	<input type="checkbox"/>	<input type="checkbox"/>

36. Since June 2017, did you hear someone from your Academy say that someone of your gender is **not** as good as someone of the opposite gender as a future officer, or that someone of your gender should be prevented from becoming a future officer?

☐ Yes ☐ No ⇒ GO TO Q38

37. Do you think their beliefs about someone of your gender ever **harmed or limited your cadet/midshipman career**? For example, did they hurt your evaluation/fitness report, or affect your grades or chances for leadership positions?

☐ Yes ☐ No

38. Since June 2017, do you think someone from your Academy (permanent party, civilian faculty/staff, and/or cadets/midshipmen in leadership positions) mistreated, ignored, excluded, or insulted you because of your gender?

☐ Yes ☐ No ⇒ GO TO Q40

39. Do you think this treatment ever **harmed or limited your cadet/midshipman career**? For example, did they hurt your evaluation/fitness report, or affect your grades or chances for leadership positions?

☐ Yes ☐ No

If you answered "Yes" to ANY Q4 - Q39, continue to Q40. Otherwise ⇒ GO TO Q48.

40. Of the behaviors that you selected as happening to you, would you consider them to be... **Mark "Yes" or "No" for each item.**

	Yes	No
a. A hostile work environment? For example, severe and pervasive unwelcome sexual advances, used language/behavior/jokes of a sexual nature, or offensive physical conduct.....	<input type="checkbox"/>	<input type="checkbox"/>
b. Quid pro quo? For example, someone implied preferential treatment in exchange for your sexual cooperation.....	<input type="checkbox"/>	<input type="checkbox"/>
c. Gender discrimination? For example, mistreated you because of your gender or exposed you to language/behaviors that conveyed offensive or condescending gender-based attitudes.....	<input type="checkbox"/>	<input type="checkbox"/>

41. Did the incidents you experienced since June 2017 involve... **Mark one.**

- ☐ The same people in all incidents?
☐ The same people in some incidents, but not all?
☐ Different people in each incident?
☐ Identity was unknown?

GENDER-RELATED SITUATION WITH THE GREATEST EFFECT

The following questions ask about the unwanted situation that had the greatest effect on you. Before you continue, please choose the one unwanted situation since June 2017 that you consider to be the worst or most serious.

42. Who was the person(s) in this situation who did this to you? **Mark one answer for each item.**

	Don't know	No	Yes
a. A fellow Academy student who was in a <u>higher</u> class year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. A fellow Academy student who was in the <u>same</u> class year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. A fellow Academy student who was in a <u>lower</u> class year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. A fellow Academy student who was higher in the cadet/midshipman chain of command	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. A member of an intramural or club sports team at your Academy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. A member of an intercollegiate (NCAA/Division I) sports team at your Academy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Academy military/uniformed faculty or staff.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Academy civilian faculty or staff.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. A DoD/DHS/DOT person not affiliated with the Academy.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. A person not affiliated with DoD/DHS/DOT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Unknown person.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. USMMA ONLY. A person affiliated with the maritime industry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

43. Did the person(s) do similar unwanted actions to others?

- ☐ Yes
☐ No
☐ Don't know

44. Would you describe this situation as... Mark "Yes" or "No" for each item.

	Yes	No
a. Hazing? Hazing refers to so-called initiations or rites of passage in which individuals are subjected to physical or psychological harm to achieve status or be included in an organization.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Bullying? Bullying refers to acts of aggression intended to single out individuals from their fellow cadets/midshipmen or to exclude them from an organization	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

45. Did you discuss/report this situation with/to any authority or organization?

- ☒ Yes (Please specify below)
☒ No ⇒ GO TO Q47

To whom did you discuss/report this situation? Please indicate position or title, not name (e.g., cadet/midshipman commander, AOC/TAC/Company Officer, SARC, MEO Officer, SHARP Officer). DO NOT INCLUDE NAMES.

Please print.

46. What actions were taken in response to your discussing/reporting the incident? Mark "Yes" or "No" for each item.

	Yes	No
a. The situation was corrected	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your situation was/is being investigated.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. You were kept informed of what actions were being taken.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. You were encouraged to let it go or tough it out.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Your situation was discounted or not taken seriously.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Disciplinary action was taken against you.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Disciplinary action was taken against the offender	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Administrative action (e.g., non-judicial punishment) was taken against you.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. You were ridiculed or scorned	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Some other action was taken (Please specify in next column).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. You don't know what happened	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Continue to next column

Please specify the other action that was taken in response to your discussing/reporting the incident. Do not include any information that would identify yourself or others.

Please print.

If you discussed/reporting the situation ⇒ GO TO Q48. Otherwise, continue.

47. What were your reasons for not discussing/reporting this situation? Mark "Yes" or "No" for each item.

	Yes	No
a. You thought it was not important enough to report	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. You did not know how to report	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. You felt uncomfortable making a report.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. You took care of the problem yourself by <u>avoiding</u> the person who harassed you.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. You took care of the problem yourself by <u>confronting</u> the person who harassed you.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. You took care of the problem yourself by <u>forgetting</u> about it and moving on	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. You did not think anything would be done	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. You thought reporting would take too much time and effort	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. You thought you would be labeled a troublemaker.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. You thought your evaluations or chances for leadership positions would suffer	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. You did not want people talking or gossiping about you	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. You thought it would hurt your reputation and standing.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. You did not want to hurt the career of the person(s) who did it.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. You did not want to bring undue attention or discredit on the Academy	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

UNWANTED SEXUAL BEHAVIORS

Please read the following special instructions before continuing the survey.

Questions in this next section ask about unwanted sexual experiences of an abusive, humiliating, or sexual nature. These types of unwanted experiences may vary in severity. Some of them could be viewed as an assault. Others could be viewed as hazing or some other type of unwanted experience.

They can happen to both women and men.

Please include experiences even if you or others had been drinking alcohol, using drugs, or were intoxicated.

The following questions will ask you about situations that happened AFTER June 2017. You will have an opportunity to describe experiences that happened BEFORE June 2017 later in the survey.

- 48. Since June 2017, have you experienced any of the following intentional sexual contacts that were against your will or which occurred when you did not or could not consent in which someone... Mark "Yes" or "No" for each item.**

	Yes	No
a. Sexually touched you (for example, intentional touching of genitalia, buttocks, [breasts if you are a woman]), or made you sexually touch them?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Attempted to make you have sexual intercourse, but was not successful?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Made you have sexual intercourse?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Made you perform or receive oral sex, anal sex, or penetration by a finger or object?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**If you answered "No" to Q48a through Q48e then
⇒ GO TO Q85.**

- 49. Please give your best estimate of how many different times (on how many separate occasions) since June 2017, you had these unwanted experiences?**

<input type="text"/>	<input type="text"/>	<input type="text"/>	Times
----------------------	----------------------	----------------------	-------

- 50. Were all these events done by the same person? Mark one.**

- ☒ Does not apply, I had one event
☒ Yes
☒ No, more than one person
☒ Not sure

- 51. Did the person(s) who did this to you... Mark "Yes" or "No" for each item.**

	Yes	No
a. Use physical force or threats to make you comply (for example, physically injure you)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Threaten to harm you physically (or someone else)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Threaten or coerce you (or someone else) in some other way such as using their position of authority, spreading lies about you, or getting you in trouble with authorities?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

- 52. Did the person(s) do this when... Mark "Yes" or "No" for each item.**

	Not sure		
	No		
	Yes		
a. You were so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. You were passed out, asleep, or unconscious?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. You did not have time to react?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

UNWANTED SEXUAL CONTACT SITUATION WITH THE GREATEST EFFECT

The following questions ask about the unwanted situation that had the greatest effect on you since June 2017. Before you continue, please choose the one unwanted situation since June 2017 that you consider to be the worst or most serious.

53. Which of the following experiences happened during the situation you chose as the worst or most serious? Mark "Yes" or "No" for each item.

	Yes	No
a. Sexually touched you (for example, intentional touching of genitalia, buttocks, [breasts if you are a woman]), or made you sexually touch them?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Attempted to make you have sexual intercourse, but was not successful?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Made you have sexual intercourse?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Made you perform or receive oral sex, anal sex, or penetration by a finger or object?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Please continue to focus on this worst or most serious situation in the questions that follow.

54. How many people did this to you? Mark one.

- ☒ One person
☒ More than one person
☒ Not sure

55. Was/Were this person(s)... Mark one.

- ☒ A man?
☒ A woman?
☒ A mix of men and women?
☒ Not sure?

56. At the time of the situation, was/were the person(s) who did this to you... Mark all that apply.

- ☒ Someone you were currently dating?
☒ Someone you had previously dated?
☒ Someone you had a casual relationship with (for example, hooked up with)?
☒ Someone you knew from class or other activity?
☒ Someone you had just met?
☒ A stranger?

57. At the time of the situation, was/were the person(s) who did this to you... Mark one answer for each item.

	Don't know	No	Yes
a. A fellow Academy student who was in a <u>higher</u> class year?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. A fellow Academy student who was in the <u>same</u> class year?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. A fellow Academy student who was in a <u>lower</u> class year?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. A fellow Academy student who was higher in the cadet/midshipman chain of command?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. A member of an intramural or club sports team at your Academy?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. A member of an intercollegiate (NCAA/Division I) sports team at your Academy?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Academy military/uniformed faculty or staff?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Academy civilian faculty or staff?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. A DoD/DHS/DOT person not affiliated with the Academy?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. A person not affiliated with DoD/DHS/DOT?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Unknown person?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. USMMA ONLY. A person affiliated with the maritime industry?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

58. Did the unwanted situation occur... Mark one answer for each item. If you have not been to these locations since June 2017 please mark "Not applicable."

	Not applicable	No	Yes
a. On Academy grounds in a dormitory/living area?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. On Academy grounds not in a dormitory/living area?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Off Academy grounds at a social event (for example, a party)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Off Academy grounds at an Academy sponsored event (for example, a sports team trip, conference, club event, or training)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Off Academy grounds at the home of a sponsor or alumnus?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Off Academy grounds at the home of a faculty or staff member?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Some other location off Academy grounds?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

59. When did the situation occur? Mark "Yes" or "No" for each item.

	Yes	No
a. During normal duty hours	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. After duty hours not on a weekend or holiday	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. After duty hours on a weekend or holiday.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. On leave.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. During summer experience/training/ sea duty	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. On exchange to another Academy..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. USMMA ONLY. During maritime duty	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

60. Would you describe this situation as... Mark "Yes" or "No" for each item.

	Yes	No
a. Hazing? Hazing refers to so-called initiations or rites of passage in which individuals are subjected to physical or psychological harm to achieve status or be included in an organization.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Bullying? Bullying refers to acts of aggression intended to single out individuals from their fellow cadets/ midshipmen or to exclude them from an organization	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

61. Did the person(s) who did this... Mark "Yes" or "No" for each item.

	Yes	No
a. Sexually harass you <u>before</u> this situation?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Stalk you <u>before</u> this situation?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Sexually assault you (that is, sexually touched you, attempted sex, or completed sex) <u>before</u> this situation?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Sexually harass you <u>after</u> this situation?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Stalk you <u>after</u> this situation?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Sexually assault you (that is, sexually touched you, attempted sex, or completed sex) <u>after</u> this situation? .	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

62. At the time of this unwanted situation had you been drinking alcohol? Even if you had been drinking, it does not mean you are to blame for what happened.

- ☒ Yes
☒ No
☒ Not sure

63. Just prior to this unwanted situation... Mark "Yes" or "No" for each item.

	Yes	No
a. Did the person(s) who did this to you buy or give you alcohol to drink?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Do you think that you might have been given a drug without your knowledge or consent? (Please specify below)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Please indicate why you believe you might have been given a drug without your knowledge or consent. Do not include any information that would identify yourself or others.

Please print.

64. At the time of this unwanted situation, had the person(s) who did it been drinking alcohol?

- ☒ Yes
☒ No
☒ Don't know

65. At the time of this unwanted situation... Mark "Yes" or "No" for each item.

	Yes	No
a. Was there anyone else present who stepped in to help you?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Was there someone else present who could have stepped in to help you, but did not?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

66. After this unwanted situation... Mark "Yes" or "No" for each item.

	Yes	No
a. Did you consider requesting a transfer to another company/ squadron?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Did you think about leaving your Academy?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Did your academic performance suffer?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Did you take time off (for example, sick in quarters, leave of absence) because of the situation?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Did the situation damage your personal relationships, for example with a person you were dating or a friend?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

DoD provides two ways in which to report a sexual assault:

- A **Restricted** report of sexual assault allows the sexual assault victim to make a confidential report, to certain individuals, and to receive medical treatment and counseling without starting an official investigation of the assault and without notifying the command the victim was sexually assaulted.
- An **Unrestricted** report allows the sexual assault victim to receive the same level of support services as a victim who elects the restricted reporting option, but unlike a restricted report, command is notified of the sexual assault of the victim, and an official investigation is undertaken for purposes of holding the alleged offender accountable.

67. Did you officially report that you were a victim of a sexual assault? This could have been either a restricted or unrestricted report.

- ☐ Yes ☐ No ⇒ GO TO Q71

68. Did you initially make a... Mark one.

- ☐ Restricted report? ⇒ GO TO Q69
☐ Unrestricted report? ⇒ GO TO Q70
☐ Unsure what type of report I initially made? ⇒ GO TO Q70

69. Did your restricted report remain restricted?

- ☐ Yes
☐ No, I converted it to unrestricted
☐ No, an independent investigation occurred (for example, someone you talked to about it notified your chain of command and they initiated an investigation)

70. What were your reasons for reporting the situation? Mark all that apply.

- ☐ Someone else made you report it or reported it themselves
☐ To stop the person(s) from hurting you again
☐ To stop the person(s) from hurting others
☐ It was your civic/military duty to report it
☐ To punish the person(s) who did it
☐ To discourage other potential offenders
☐ To get medical assistance
☐ To get mental health assistance
☐ To stop rumors
☐ Someone you told encouraged you to report
☐ Raise awareness that it occurs at the Academy
☐ Other (Please specify in next column)

Continue to next column

Please specify the other reason(s) for reporting the situation. Do not include any information that would identify yourself or others.

Please print.

If you reported the situation ⇒ GO TO Q72. Otherwise, continue.

71. What were your reasons for not reporting the situation to an authority? Mark all that apply.

- ☐ You thought it was not serious enough to report
☐ You took care of the problem yourself by avoiding the person who assaulted you
☐ You took care of the problem yourself by confronting the person who assaulted you
☐ You took care of the problem yourself by forgetting about it and moving on
☐ You did not want more people to know
☐ You felt uncomfortable making a report
☐ You thought reporting would take too much time and effort
☐ You did not want people talking or gossiping about you
☐ You felt shame/embarrassment
☐ Other (Please specify below)

Please specify the other reason(s) for not reporting the situation. Do not include any information that would identify yourself or others.

Please print.

72. In retrospect, would you make the same decision about reporting if you could do it over?

- ☐ Yes ☐ No

OUTCOMES ASSOCIATED WITH EXPERIENCING SEXUAL ASSAULT

73. Thinking about the unwanted event, has anyone in a position of authority/leadership over you (i.e., cadet/midshipman chain of command or permanent party leadership, such as TAC, Company Officer, AOC, Regimental Officer, TAC NCO, SEL, or AMT) either done or threatened to do any of the following after the unwanted event occurred? **USAFA ONLY:** Please do not include cadet leadership when considering who took these actions. **Mark all that apply.**

- ☒ Denied you or removed you from a leadership position
- ☒ Denied you a training opportunity that could have led to a leadership position
- ☒ Rated you lower than you deserved on a performance evaluation
- ☒ Denied you an award or other form of recognition you were previously eligible to receive
- ☒ Assigned you new duties without doing the same to others
- ☒ Assigned you to duties that do not match your current class year or position within the company/squadron
- ☒ Made you perform additional duties that do not match your current class year or position within the company/squadron
- ☒ Transferred you to a different company/squadron without your request or agreement
- ☒ Ordered you to one or more mental health evaluations
- ☒ Disciplined you or ordered other corrective action
- ☒ Does not apply, you have not experienced any of the above ⇒ GO TO Q77

74. Which type of leadership took the actions you marked as happening to you? **Mark all that apply.**

- ☒ Cadet/midshipman leadership
- ☒ Academy permanent party leadership (for example, faculty member, coach, TAC Officer, AOC, Company Officer, Regimental Officer)

If you did not report your sexual assault ⇒ GO TO Q77. Otherwise, continue.

75. Do you have reason to believe that any of the leadership actions you experienced were only based on your report of sexual assault (that is, not based on your conduct or performance)?

- ☒ Yes
- ☒ No
- ☒ Not sure

76. Were any of the individual(s) who took the actions you marked as happening to you... **Mark one answer for each item.**

	Not sure	No	Yes
a. Trying to get back at you for making a report (unrestricted or restricted)?..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Trying to discourage you from moving forward with your report?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Mad at you for causing a problem for them?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

77. Following the unwanted event, have any of your cadet/midshipman peers (including those in your cadet/midshipman chain of command) or your leadership done any of the following? **Mark all that apply.**

- ☒ Made insulting or disrespectful remarks or made jokes at your expense in public
- ☒ Excluded you or threatened to exclude you from social activities or interactions
- ☒ Ignored you or failed to speak to you despite your attempts to communicate (for example, gave you "the silent treatment")
- ☒ You did not experience any of the above ⇒ GO TO Q80

If you did not report your sexual assault ⇒ GO TO Q80. Otherwise, continue.

78. Did any of the individual(s) who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?

- ☒ Yes
- ☒ No
- ☒ Not sure



79. Were any of the individual(s) who took these actions trying to discourage you from moving forward with your report or discourage others from reporting?

- ☐ Yes
☐ No
☐ Not sure

80. Following the unwanted event, have any of your cadet/midshipman peers (including those in your cadet/midshipman chain of command) done any of the following? **Mark all that apply.**

- ☐ Made insulting or disrespectful remarks or made jokes at your expense to you in private
☐ Showed or threatened to show private images, photos, or videos of you to others
☐ Bullied you or made intimidating remarks about the assault
☐ Was physically violent with you or threatened to be physically violent
☐ Damaged or threatened to damage your property
☐ Does not apply, you did not experience any of the above ⇒ GO TO Q83

If you did not report your sexual assault ⇒ GO TO Q83. Otherwise, continue.

81. Did any of the individual(s) who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?

- ☐ Yes
☐ No
☐ Not sure

82. Were any of the individual(s) who took the actions you marked as happening to you... **Mark one answer for each item.**

	Not sure	No	Yes
a. Trying to discourage you from moving forward with your report or discourage others from reporting?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Trying to abuse or humiliate you?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you did not experience any of the behaviors in Q77 or Q80 ⇒ GO TO Q85. Otherwise, continue.



83. In response to your answers to questions 77 and/or 80, please indicate who you believe took the actions. **Mark one answer for each item.**

	Don't know	No	Yes
a. A fellow Academy student who was in a <u>higher</u> class year?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. A fellow Academy student who was in the <u>same</u> class year?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. A fellow Academy student who was in a <u>lower</u> class year?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. A fellow Academy student who was higher in the cadet/midshipman chain of command?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. A member of an intramural or club sports team at your Academy?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. A member of an intercollegiate (NCAA/Division I) sports team at your Academy?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Academy military/uniformed faculty or staff?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Academy civilian faculty or staff?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. A DoD/DHS/DOT person not affiliated with the Academy?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. A person not affiliated with DoD/DHS/DOT?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Unknown person?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. USMMA ONLY. A person affiliated with the maritime industry?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

84. Did any of the actions you marked involve social media (for example, Facebook, Twitter, Jodel, Snapchat, Kik)?

- ☐ Yes ☐ No

BYSTANDER INTERVENTION

The following questions will ask whether you observed a variety of situations since June 2017. These situations could have taken place at your Academy or outside of your Academy.

85. Since June 2017, did you... Mark "Yes" or "No" for each item.

	Yes	No
a. See a situation you thought was a sexual assault or could have led to a sexual assault?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Observe someone who "crossed the line" by telling sexist comments or jokes?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Encounter a group or individual being hazed?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Encounter an individual being bullied?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. See someone making unwanted sexual advances towards another cadet/midshipman?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. See horseplay or roughhousing that "crossed the line" or appeared unwanted?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Encounter someone who drank too much and needed help (e.g., getting home)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Encounter someone hooking up with someone who was passed out?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

If you indicated "No" to all items in Q85 ⇒ GO TO Q87.

86. How did you respond to the situation(s) you observed? Mark "Yes" or "No" for each item.

	Yes	No
a. I spoke up to address the situation .	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. I told someone else about it <i>while</i> it was happening.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. I told someone else about it <i>after</i> it happened	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. I created a distraction	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. I talked to those who experienced the situation to see if they were okay.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. I intervened in some other way	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. I did not intervene.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Please tell us why you did or didn't do anything in this situation. **Do not include any information that would identify yourself or others.**

Please print.

87. To what extent are you willing to... Mark one answer for each item.

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Point out to someone that you think they "crossed the line" with gender-related comments or jokes?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Seek help from the chain of command in stopping other students who continue to engage in sexual harassment after having been previously spoken to?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

ACADEMY EDUCATION AND CULTURE

88. To what extent has the education you received since June 2017 increased your confidence in... Mark one answer for each item.

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Recognizing warning signs for sexual assault?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Intervening to help prevent sexual assault?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Knowing where to get help for someone who was sexually assaulted?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Understanding the relationship between alcohol consumption and risk for sexual assault?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Recognizing the warning signs for an unhealthy relationship?....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

89. If you were to experience sexual assault in the future, to what extent would you... *Mark one answer for each item.*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Trust the Academy to protect your privacy following the reported incident?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Trust the Academy to ensure your safety following the reported incident?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Trust the Academy to treat you with dignity and respect following the reported incident?..	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

90. How many drinks containing alcohol do you have on a typical day when drinking? *By "drink" we mean a bottle or can of beer, a wine cooler or glass of wine, a shot of liquor, or a mixed drink or cocktail.*

- ☒ None
☒ 1 or 2
☒ 3 or 4
☒ 5 or 6
☒ 7 to 9
☒ 10 or more

91. During the past year, how often have you been unable to remember what happened the night before because you had been drinking?

- ☒ Never
☒ Monthly or less
☒ 2-4 times a month
☒ 2-3 times a week
☒ 4 or more times a week

92. At your Academy, to what extent do you think the persons below make honest and reasonable efforts to stop sexual harassment and sexual assault? For example, do these persons lead by example, stress the importance of sexual harassment and sexual assault prevention, and encourage reporting? *Mark one answer for each item.*

	No basis to judge	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Cadet/midshipman leaders...	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Cadets/midshipmen not in appointed leadership positions.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Commissioned officers directly in charge of your unit.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Non-commissioned officers or senior/chief petty officers directly in charge of your unit.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Academy senior leadership (for example, Superintendent, Commandant, Vice/Deputy Commandant, Dean).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Military/uniformed academic faculty.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Civilian academic faculty	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Intercollegiate (NCAA/ Division I) coaches and trainers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Intercollegiate (NCAA/ Division I) officer representatives/advisors	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Club team coaches and trainers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Club team officer representatives/advisors	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Intramural coaches and trainers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. Intramural officer representatives/advisors	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. Physical education instructors	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

93. At your Academy, to what extent do you think... Mark one answer for each item.

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. High-profile cases of sexual assault deter other victims from reporting sexual assault?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Potential scrutiny by the media makes victims less likely to come forward to report sexual assault?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Potential negative reaction from Academy peers makes victims less likely to report sexual assault?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. People "cry rape" to avoid punishment or after making a regrettable decision?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. "Victim blaming" occurs (i.e., holding a victim partly or entirely responsible for a sexual assault)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. A victim's reputation affects whether Academy peers believe he or she was assaulted?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. The other cadets/midshipmen watch out for each other to prevent sexual assault?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Your cadet/midshipmen leaders enforce rules (such as rules against fraternization and drinking in the dormitory)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Your <u>commissioned officers</u> (AOCs, TACs, Company Officers) set good examples in their own behavior and talk?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Your <u>non-commissioned officers</u> (AMTs, TAC NCOs, SELs) set good examples in their own behavior and talk?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PRIOR EXPERIENCES

The questions so far have been about things that occurred in the past Academic Program Year (since June 2017). For the next question, please think about situations that happened more than one year ago, BEFORE June 2017. These are all experiences that you did not tell us about earlier in the survey.

These questions assess experiences of an abusive, humiliating, or sexual nature, and that occurred even though you did not want them to and did not consent.

Please include an experience regardless of who did it to you or where it happened.

94. Before June 2017, did you ever experience any of the following intentional sexual contacts that were against your will or which occurred when you did not or could not consent in which someone... Mark all that apply.

	Yes, before entering the Academy	Yes, since entering the Academy	No, have not experienced
a. <u>Sexually touched you</u> (for example, intentional touching of genitalia, buttocks, [breasts if you are a woman]), or made you sexually touch them?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. <u>Attempted</u> to make you have sexual intercourse, but was not successful? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. <u>Made you</u> have sexual intercourse? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. <u>Attempted</u> to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. <u>Made you</u> perform or receive oral sex, anal sex, or penetration by a finger or object?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

95. Before June 2017, did a friend or someone close to you experience any of the intentional sexual contacts described above that were against their will or which occurred when they did not or could not consent?

- ☐ Yes
☐ No
☐ Not sure

96. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. Your feedback is useful and appreciated. *Please do not include any personally identifiable information (PII) that would identify yourself or others in your comments (for example, names, addresses, company/squadron number, etc.)*

[illegible]

Please print.

Appendix B. Frequently Asked Questions (FAQ)

**DATA
DRIVEN
SOLUTIONS
FOR
DECISION
MAKERS**



Frequently Asked Questions (FAQ)

The Office of People Analytics (OPA) Health and Resilience (H&R) division has been conducting surveys of gender issues for the Service Academies since 2006. OPA uses scientific state of the art statistical techniques to draw conclusions from the Military Service Academies (MSA) population. To construct estimates for the *2018 Service Academy Gender Relations Survey (2018 SAGR)*. OPA used weighting procedures to ensure accuracy of estimates to the full MSA population. The following details some common questions about our methodology as a whole and the *2018 SAGR* specifically.

1. What was the population of interest for the 2018 Service Academy Gender Relations Survey (2018 SAGR)?

The population of interest for the *2018 SAGR* consisted of cadets and midshipmen at the U.S. Military Academy (USMA), U.S. Naval Academy (USNA), and U.S. Air Force Academy (USAFA) in class years 2018 through 2021.⁵⁰ The entire population of male and female students was selected for the survey, except students who were on exchange from another MSA and foreign exchange students. Students on exchange from another MSA were excluded because, although they could not participate in the survey at their home Academy, the statistical weighting at their home Academy accounted for them in their MSA population estimates. Foreign exchange students were excluded because they are not members of the MSA populations. This census of all students was designed for maximum reliability of results in the sections where the survey questions applied to only a subset of students, such as those questions asking details of an unwanted gender-related behavior. A census of students at the MSA Preparatory Schools was also included in the *2018 SAGR*, and their results will be presented in a separate report.

The target survey frame consisted of 12,894 DoD MSA students drawn from the student rosters provided to OPA by each of the Service Academies. OPA received a final dataset containing 12,779 returned questionnaires, of which, 8,854 were considered complete, yielding an overall weighted response rate for respondents at the DoD MSA's of 73% (81% for DoD Academy women and 65% for DoD Academy men).

2. What was the survey question used to measure Unwanted Sexual Contact?

The measure of unwanted sexual contact for the 2006, 2008, 2010, 2012, 2014, 2016, and 2018 *SAGR* surveys includes the five specific behaviors listed below. In 2018, respondents were asked to indicate "Yes" or "No" to the following question for each behavior:

Since June 2017, have you experienced any of the following intentional sexual contacts that were against your will or occurred when you did not or could not consent in which someone...

- *Sexually touched you (for example, intentional touching of genitalia, buttocks, [breasts if you are a woman]), or made you sexually touch them?*

⁵⁰ OPA also surveyed a census of students at the U.S. Coast Guard Academy (USCGA) and U.S. Merchant Marine Academy (USMMA) and are presented in separate reports.

- *Attempted to make you have sexual intercourse, but was not successful?*
 - *Made you have sexual intercourse?*
 - *Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?*
 - *Made you perform or receive oral sex, anal sex, or penetration by a finger or object?*
3. **The term “Unwanted Sexual Contact” does not accurately represent the categories of crime in the Uniform Code of Military Justice (UCMJ). Why is this? Is unwanted sexual contact different than “sexual assault?”**

The measure of unwanted sexual contact used by the 2018 SAGR is behaviorally based. That is, the measure is based on specific behaviors experienced and does not assume the respondent has expert knowledge of the UCMJ or the UCMJ definition of sexual assault. The estimates created for the unwanted sexual contact estimated prevalence rate reflect the percentage of Academy students who experienced behaviors prohibited by the UCMJ.

The term “unwanted sexual contact” and its definition was created in collaboration with DoD stakeholders to help respondents better relate their experience(s) to the types of sexual assault behaviors addressed by military law and the DoD Sexual Assault Prevention and Response program. The vast majority of respondents would not know the differences among the UCMJ offenses of “sexual assault,” “aggravated sexual contact,” and “forcible sodomy” as described in the UCMJ. As a result, the term “unwanted sexual contact” was created so that respondents could read the definition provided and readily understand the behaviors covered by the survey. There are three broad categories of unwanted sexual contact that result: penetration of any orifice, attempted penetration, and unwanted sexual touching (without penetration). Although these unwanted behaviors are analogous to UCMJ offenses, they are not meant to be exact matches. Many respondents cannot and do not consider the complex legal elements of a crime when being victimized by an alleged offender. Consequently, forcing a respondent to categorize accurately which offense they allegedly experienced would not be productive. The terms and definitions of unwanted sexual contact have been consistent throughout all of the SAGR surveys since 2006 to provide DoD with reliable data points across time.

In 2014, RAND Corp. conducted the *2014 RAND Military Workplace Survey (2014 RMWS)* independently from the DoD. For this effort, researchers fielded two versions of the survey: one using the unwanted sexual contact question and one using a newly constructed measure of sexual assault that incorporates UCMJ-prohibited behaviors and consent factors to derive estimated prevalence rates of crimes committed against military members. Weighted estimated topline prevalence rates from each measure were not significantly different.

In October 2015, based on concerns from Academy leadership about the new measure, OPA conducted pretests at the three DoD Service Academies using the sexual assault measure from the *2014 RMWS*. The pretest included questions after the main survey asking if respondents understood the survey questions, whether they would be comfortable taking the survey, whether they would be comfortable taking the survey in a group setting, whether they would answer

honestly, and whether they would have any negative reactions after taking the survey. Pretest results indicated that the sexual assault measure's added length and graphic language made it inappropriate for administration to students in a group setting. Students who indicated on the pretest that they had experienced sexual assault indicated lower willingness than other students to answer all survey items honestly, particularly during in-person survey administration. For these reasons and to retain the ability to trend unwanted sexual contact results over time, the existing unwanted sexual contact measure was retained.

4. OPA uses “sampling” and “weighting” for their scientific surveys. Why are these methods used and what do they do?

Simply stated, sampling and weighting allow for data, based on a sample, to be generalized accurately up to the total population. In the case of the *2018 SAGR*, this allows OPA to generalize to the full population of Academy students who meet the criteria listed above. This methodology meets industry standards used by government statistical agencies, including the Census Bureau, Bureau of Labor Statistics, National Agricultural Statistical Service, National Center for Health Statistics, and National Center for Education Statistics. OPA subscribes to the survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).

5. Were sampling and weighting used in the *2018 Service Academy Gender Relations Survey (2018 SAGR)*?

The *2018 SAGR* was a census of all women and men at each Academy. That is, the survey was offered to all students, male and female. For that reason, sampling from the population was not necessary. However, even though all were offered a survey, not all students took the survey for a number of reasons (e.g., conflicts in schedules, refusal to participate). To ensure our estimates are generalizable to each Academy, OPA used weighting to represent accurately the full population. Data were weighted, using an industry standard process, to reflect each Academy's population as of March 2018. Differences in the percentages of respondents and population for the reporting categories reflect differences in response rates. Weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics.

6. Does crime data typically fluctuate over time as we see in the *Service Academy Gender Relations Survey* results?

As we continue to survey this population, we will gain a better understanding of the trends that exist within this population and what leads to fluctuations. In general, these types of surveys often see similar fluctuations; however, over time, the visual impact of these fluctuations is less dramatic.

7. Some of the estimates provided in the report show “NR” or “Not Reportable.” What does this mean?

The estimates become “Not Reportable” when they do not meet the criteria for statistically reliable reporting. This can happen for a number of reasons including high variability or too few

respondents. This process ensures that the estimates we provide in our analyses and reports are accurate within the margin of error.

REPORT DOCUMENTATION PAGE				Form Approved OMB No. 0704-0188	
<p>The public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Service Directorate (0704-0188). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.</p> <p>PLEASE DO NOT RETURN YOUR FORM TO THE ABOVE ORGANIZATION.</p>					
1. REPORT DATE (DD-MM-YYYY) 30-01-2019		2. REPORT TYPE Final Report		3. DATES COVERED (From - To) March-April 2018	
4. TITLE AND SUBTITLE 2018 Service Academy Gender Relations Survey: Overview Report				5a. CONTRACT NUMBER	
				5b. GRANT NUMBER	
				5c. PROGRAM ELEMENT NUMBER	
				5d. PROJECT NUMBER	
6. AUTHOR(S) Davis, L., Klauberg, W., Namrow, N., Petusky, M., Claros, Y., Hylton, K., Creel, A., & Klahr, A.				5e. TASK NUMBER	
				5f. WORK UNIT NUMBER	
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) Office of People Analytics 4800 Mark Center Drive, Suite 06E22 Alexandria, VA 22350-4000				8. PERFORMING ORGANIZATION REPORT NUMBER OPA Report No. 2018-075	
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES) Sexual Assault Prevention and Response Office (SAPRO) 4800 Mark Center Drive, Suite 07G21 Alexandria, VA 22311				10. SPONSOR/MONITOR'S ACRONYM(S)	
				11. SPONSOR/MONITOR'S REPORT NUMBER(S)	
12. DISTRIBUTION/AVAILABILITY STATEMENT Approved for public release; distribution unlimited.					
13. SUPPLEMENTARY NOTES					
14. ABSTRACT This report provides results of the 2018 Service Academy Gender Relations Survey (2018 SAGR) conducted by the Health & Resilience Division within the Office of People Analytics (OPA). This survey is the ninth of a series of surveys mandated by U.S. Code 10, as amended by Section 532 of the John Warner National Defense Authorization Act for Fiscal Year 2007. It assesses the incidence of unwanted sexual contact, sexual harassment, and related issues at the U.S. Military Academy (USMA), the U.S. Naval Academy (USNA), and the U.S. Air Force Academy (USFA). The survey results include incidence rates of unwanted sexual contact, sexual harassment, and gender discrimination; a discussion of students' perceptions of Academy culture with respect to unwanted sexual contact and sexual harassment; and the availability and effectiveness of sexual assault and sexual harassment training.					
15. SUBJECT TERMS Unwanted Sexual Contact, Sexual Harassment, Gender Discrimination, Service Academy Culture, Training					
16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT	18. NUMBER OF PAGES	19a. NAME OF RESPONSIBLE PERSON
a. REPORT	b. ABSTRACT	c. THIS PAGE			Elizabeth (Lisa) Davis
UU	UU	UU	SAR	194	19b. TELEPHONE NUMBER (Include area code) 571-372-1105

INSTRUCTIONS FOR COMPLETING SF 298

1. REPORT DATE. Full publication date, including day, month, if available. Must cite at least the year and be Year 2000 compliant, e.g. 30-06-1998; xx-06-1998; xx-xx-1998.

2. REPORT TYPE. State the type of report, such as final, technical, interim, memorandum, master's thesis, progress, quarterly, research, special, group study, etc.

3. DATES COVERED. Indicate the time during which the work was performed and the report was written, e.g., Jun 1997 - Jun 1998; 1-10 Jun 1996; May - Nov 1998; Nov 1998.

4. TITLE. Enter title and subtitle with volume number and part number, if applicable. On classified documents, enter the title classification in parentheses.

5a. CONTRACT NUMBER. Enter all contract numbers as they appear in the report, e.g. F33615-86-C-5169.

5b. GRANT NUMBER. Enter all grant numbers as they appear in the report, e.g. AFOSR-82-1234.

5c. PROGRAM ELEMENT NUMBER. Enter all program element numbers as they appear in the report, e.g. 61101A.

5d. PROJECT NUMBER. Enter all project numbers as they appear in the report, e.g. 1F665702D1257; ILIR.

5e. TASK NUMBER. Enter all task numbers as they appear in the report, e.g. 05; RF0330201; T4112.

5f. WORK UNIT NUMBER. Enter all work unit numbers as they appear in the report, e.g. 001; AFAPL30480105.

6. AUTHOR(S). Enter name(s) of person(s) responsible for writing the report, performing the research, or credited with the content of the report. The form of entry is the last name, first name, middle initial, and additional qualifiers separated by commas, e.g. Smith, Richard, J, Jr.

7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES). Self-explanatory.

8. PERFORMING ORGANIZATION REPORT NUMBER. Enter all unique alphanumeric report numbers assigned by the performing organization, e.g. BRL-1234; AFWL-TR-85-4017-Vol-21-PT-2.

9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES). Enter the name and address of the organization(s) financially responsible for and monitoring the work.

10. SPONSOR/MONITOR'S ACRONYM(S). Enter, if available, e.g. BRL, ARDEC, NADC.

11. SPONSOR/MONITOR'S REPORT NUMBER(S). Enter report number as assigned by the sponsoring/monitoring agency, if available, e.g. BRL-TR-829; -215.

12. DISTRIBUTION/AVAILABILITY STATEMENT. Use agency-mandated availability statements to indicate the public availability or distribution limitations of the report. If additional limitations/ restrictions or special markings are indicated, follow agency authorization procedures, e.g. RD/FRD, PROPIN, ITAR, etc. Include copyright information.

13. SUPPLEMENTARY NOTES. Enter information not included elsewhere such as: prepared in cooperation with; translation of; report supersedes; old edition number, etc.

14. ABSTRACT. A brief (approximately 200 words) factual summary of the most significant information.

15. SUBJECT TERMS. Key words or phrases identifying major concepts in the report.

16. SECURITY CLASSIFICATION. Enter security classification in accordance with security classification regulations, e.g. U, C, S, etc. If this form contains classified information, stamp classification level on the top and bottom of this page.

17. LIMITATION OF ABSTRACT. This block must be completed to assign a distribution limitation to the abstract. Enter UU (Unclassified Unlimited) or SAR (Same as Report). An entry in this block is necessary if the abstract is to be limited.

