



Appendix F: Sexual Harassment Assessment



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Sexual harassment has no place in the Department of Defense (DoD). In policy and in practice, DoD strives to provide an atmosphere of dignity and respect for all Service members and an environment free from sexually harassing behaviors. DoD's goal is to provide the highest quality response and to hold offenders appropriately accountable. All Service members who experience sexual harassment should feel free to report the behavior without fear of reprisal or retaliation.

This appendix reports on complaints of sexual harassment received by the Military Services in Fiscal Year 2022 (FY22), from October 1, 2021 to September 30, 2022.

Definition of Sexual Harassment

For purposes of identifying the types of allegations which must be investigated as sexual harassment complaints, section 1561 of Title 10,¹ United States Code (U.S.C.), defines "sexual harassment" as conduct that:

- Involves unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments or gestures 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;
 - 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; and
- Is so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the environment as hostile or offensive.

In addition, section 1561 of Title 10, (U.S.C), defines "sexual harassment" to include:

- Any use or condonation, by any person in a supervisory or command position, of any form of sexual behavior to control, influence, or affect the career, pay, or job of a Service member or DoD civilian employee.
- Any deliberate or repeated unwelcome verbal comment² or gesture of a sexual nature by a Service member or DoD civilian employee.

Top Line Results of FY22 Substantiated Complaints

Subsequent to the conclusion of a commander-directed investigation, complaints of sexual harassment are found to be substantiated or unsubstantiated based on the evidence obtained. In FY22, there were 3,201 complaints of sexual harassment reported by the Military Services. Of those complaints, 1,053 were substantiated. Of the total substantiated complaints, 66 percent were reported as formal complaints, 29 percent were reported as informal complaints, and 5 percent were reported anonymously.

¹ When the amendments to section 1561 of Title 10, U.S.C., become effective on December 27, 2023, this statutory definition of "sexual harassment" will change to conduct that constitutes the offense of sexual harassment as punishable under section 934 of title 10, U.S.C.

² Includes behavior conducted through electronic means, or social media.

Oversight Responsibilities

The DoD Office for Diversity, Equity, and Inclusion (ODEI), under the purview of the Under Secretary of Defense for Personnel and Readiness (USD(P&R)) and the Executive Director, Force Resiliency (EDFR), is responsible for DoD's Military Equal Opportunity (MEO) Program, which prohibits discrimination against Service members on the basis of sex. In addition, ODEI is responsible for Department-wide anti-harassment policy. The EDFR, through the Prevention Collaboration Forum (PCF), oversees the development and implementation of policies for the primary prevention of harmful behaviors.

DoD Harassment Prevention and Response Policy

The Department has multiple policies that seek to prevent and appropriately respond to sexual harassment of Service members.

Department of Defense Instruction (DoDI) 1350.02, "DoD Military Equal Opportunity Program," September 4, 2020, incorporating Change 1, December 20, 2022:

- Establishes policy, assigns responsibilities, and provides procedures for the DoD MEO Program.
- Prohibits discrimination against Service members on the basis of race, color, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation.

DoDI 1020.03, "Harassment Prevention and Response in the Armed Forces," February 8, 2018, incorporating Change 2, December 20, 2022:

- Provides requirements for Military Department harassment prevention and response policies and programs for Service members.
- Provides harassment prevention and response procedures for Service member complaints and standards for training and education requirements.
- Supplements the DoD Retaliation Prevention and Response Strategy (RPRS) Implementation Plan for sexual harassment complaints involving retaliation.

DoDI 6400.11, "DoD Integrated Primary Prevention Policy for Prevention Workforce and Leaders," December 20, 2022:

- Establishes and implements policy, assigns responsibilities, prescribes procedures, and identifies requirements for addressing primary prevention of harmful behaviors, as defined in the glossary, in military communities.
- Establishes roles, requirements, and training and education standards for full-time and part-time Integrated Primary Prevention personnel.
- Establishes learning objectives for leaders to oversee and support prevention activities.
- Provides assessment and evaluation requirements for Integrated Primary Prevention oversight.

Department Initiatives

Diversity and Inclusion

Through the Diversity, Equity, Inclusion, and Accessibility (DEIA) Strategic Plan for Fiscal Years 2022-2023, DoD is advancing initiatives to create and maintain a safe, respectful, and inclusive work environment where all personnel can thrive and successfully contribute to DoD's mission of deterring war and keeping the Nation secure. Fostering a dignified and healthy work

environment by minimizing risks to the physical, mental, and emotional well-being of the workforce is a critical element of realizing DoD's vision to continuously serve as a model employer. To create a safe work environment and culture that does not tolerate harassment, DoD leaders must consistently demonstrate their commitment to preventing and addressing the continuum of harms the workforce may face. Furthermore, the Department must provide its global workforce with ready access to support in the form of tools, policies, and other resources. In recent years, the Department has implemented efforts and programs to prevent and respond to all forms of harassment, including sexual harassment. These efforts, with key policies, procedures, and practices outlined below, form the foundation for DoD to craft a comprehensive and synchronized framework to prevent and address all forms of workforce harassment, discrimination, or retaliation.

The Department commissioned a study by the RAND Corporation: Optimization of Harassment Response for Service Members IRC C1. The study was executed August 10, 2022. To date, the policy and program review, sample approach, protocol development have been completed. Interviews and focus groups with MEO experts, and designated personnel within chosen career fields are in progress. Upon completion of the interviews and focus groups, RAND will analyze the data and document findings.

Harassment Prevention

On September 11, 2020, DoD published DoDI 6400.09, "DoD Policy on Integrated Primary Prevention of Self-Directed Harm and Prohibited Abuse or Harm." This policy requires establishment of a prevention system and use of integrated, data-informed actions to identify risk of harm, protective factors, and prevent self-directed harm and prohibited abusive or harmful acts, such as harassment, sexual assault, and domestic abuse. As these integrated prevention policies and programs are developed and fully implemented, they will work to reduce harm by addressing the needs of high-risk groups; implementing safety measures for high-risk on-base locations and on social media; encouraging personnel to seek help early and without stigma; providing tools to leaders to address destructive behaviors early before they escalate; providing advocacy in a victim-centered, trauma-informed, and culturally competent manner; and providing communication strategy training and education.

In addition, DoD is working to prevent harassment in the work environment through the Prevention Plan of Action (PPoA) 2.0 (2022–2024), currently under development.

Harassment Response

Along with comprehensive and integrated prevention approaches, DoD has undertaken recent initiatives to respond to the harms employees may face both in and out of the work environment, to include sexual harassment.

DoDI 1020.03, "Harassment Prevention and Response in the Armed Forces," is being updated to include new language and definition of independent investigator. Section 546 of the FY23 National Defense Authorization Act (NDAA) updates the amendments to 10 U.S.C. §1561 originally made by Sec. 543 of the FY22 NDAA. The update includes a definition for "independent investigator," which was left undefined in the previous legislation

Per Secretary of Defense Lloyd Austin's guidance to accept the recommendations from the Independent Review Commission on Sexual Assault in the Military (IRC) where possible, the

Department developed a tiered implementation roadmap to implement the recommendations, with appropriate modifications, as approved by the Secretary. The four tiers are:

- Building Foundation and Infrastructure;
- Incorporating Best-in-practices Strategy;
- Expanding Effective Practices; and
- Expanding External Programs.

This iterative tiered implementation approach allowed for the initial effort to build out the base and foundational infrastructure to ensure a concrete sexual assault prevention program, and for modifications and Service-and other Component-specific adaptation implementation plan, the Services and other relevant Components developed full Implementation Plans covering all four tiers.

As part of Secretary of Defense Austin's Immediate Actions on Sexual Assault and Harassment, DoD conducted a pilot On-Site Installation Evaluation (OSIE) effort at select military sites. The OSIE's objective is to develop insights on risk and identify protective factors regarding how the Department can effectively address risk for sexual assault, harassment, and suicide. This effort is ongoing.

The Department's framework for establishing a safe work environment that prevents and responds to harassment, sexual assault, and other types of behaviors already includes several statutory and policy-based data collection, analysis, and reporting requirements. In addition, the efforts informed by the IRC, PPoA and OSIEs above have their own respective timelines for implementation. Consequently, the Department will continue to engage with relevant DoD stakeholders to identify ways to overcome barriers to a safe work environment, free from harassment, sexual assault, and other types of behaviors.

The Department stood up a new integrated primary prevention workforce to implement initiatives to reduce experiences of sexual assault, domestic violence, self-harm, and sexual harassment.

Finally, the Department continues to expand its data collection and gathering tools. Using surveys, DoD can augment its knowledge of the prevalence of sexual harassment, sexual assault, gender discrimination, and other workplace climate indicators. Moreover, the results of command climate surveys provide key insights into Service member and civilian employee perceptions of the work environment. These data points combined with official reports of crimes/violations and key demographic data are critical in analyzing trends in work environment climates and evaluating the effectiveness of mitigation efforts aimed at reducing these problematic behaviors.

Overall FY22 Complaint Totals

Service members may make a sexual harassment complaint using formal, informal, or anonymous procedures. A formal complaint is a complaint submitted in writing to the staff designated to receive such complaints in Military Department operating instructions and regulations, or an informal complaint which the commanding officer or other person in charge of the organization determines warrants an investigation. For this report, sexual harassment complaint data was gathered from MEO offices of the Military Services in the Departments of

the Navy and Air Force, and for the Department of the Army, its Sexual Harassment/Assault Response and Prevention Programs.

An informal complaint is an allegation, made either orally or in writing, that is not submitted as a formal complaint through the office designated to receive harassment complaints. The allegation may be submitted to a person in a position of authority within or outside of the Service member's organization. Such complaints may be resolved at the lowest level through intervention by the first-line supervisor and/or using alternative dispute resolution techniques such as informal mediation.

An anonymous complaint is considered neither formal nor informal, and is an allegation received by a commanding officer or supervisor, regardless of the means of transmission, from an unknown or unidentified source, alleging sexual harassment. The complainant is not required to divulge any personally identifiable information. If an anonymous complaint contains sufficient information to permit the initiation of an investigation, the commanding officer or supervisor will initiate the investigation in accordance with DoDI 1020.03, "Harassment Prevention and Response in the Armed Forces," and any Service-specific guidance. If an anonymous complaint does not contain sufficient information to permit the initiation of an investigation, the information should be documented in a Memorandum for the Record and maintained on file in accordance with disposition instructions and the central point of contact responsible for processing harassment complaints.

Sexual harassment incidents that involve nonconsensual distribution of private sexual images (NDPSI) are included within the total sexual harassment allegation numbers, and some are provided in a category of its own. Based on the way the data is collected from the Military Departments, some of the allegations of NDPSI are counted as their own problematic behavior type.³

Formal Complaints

During FY22, the Military Services and the National Guard Bureau (NGB) received, processed, and investigated a total of 1,872 formal sexual harassment complaints. The data indicate a 7 percent increase in FY22 from the 1,732 formal complaints that were received, processed, and investigated in FY21.

Of the total formal sexual harassment complaints, 60 percent of formal complaints were resolved,⁴ 21 percent of formal complaints remained pending at the close of the FY, and the statuses of 19 percent of formal complaints were unknown.⁵

Subsequent to the conclusion of a commander-directed investigation, complaints of sexual harassment are found to be substantiated or unsubstantiated based on the evidence obtained. Of the resolved complaints filed in FY22, 60 percent were substantiated, 36 percent were unsubstantiated, 1 percent were dismissed, 2 percent were referred to other agencies, and 1 percent were withdrawn.

³ The Marine Corps interprets NDPSI as an offense completely separate from sexual harassment.

⁴ A complaint is resolved when it is substantiated, unsubstantiated, dismissed, referred, or withdrawn.

⁵ "Unknown" includes standalone cases of NDPSI, or the status was not reported by the Military Services.

Informal Complaints

In FY22, the Military Services and NGB received, processed, and addressed a total of 1,147 informal sexual harassment complaints. At the close of the FY, 44 percent of complaints were resolved, 7 percent were pending, and the statuses of 49 percent of formal complaints were unknown. Of the resolved complaints, 59 percent were substantiated, 34 percent were unsubstantiated, 2 percent were dismissed, 3 percent were referred to other agencies, and 2 percent were withdrawn.

Anonymous Complaints

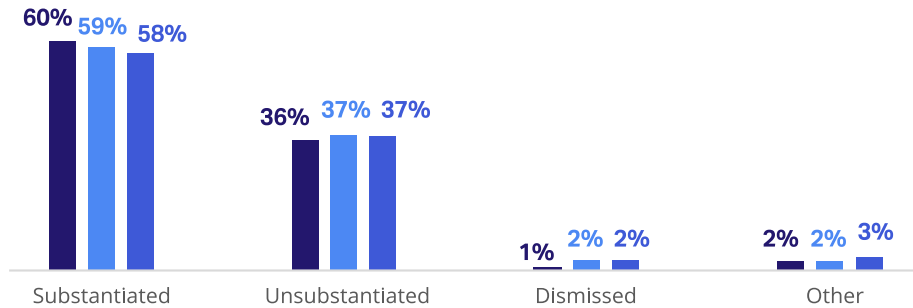
During FY22, 185 sexual harassment complaints were filed anonymously. Of those, 53 percent of the complaints were resolved, 15 percent of complaints remained open pending resolution, and the status of 32 percent of the remaining complaints were unknown. Of the resolved anonymous complaints, 58 percent were substantiated, and 37 percent were unsubstantiated. The remaining resolved anonymous complaints were either dismissed 2 percent or withdrawn 3 percent, and none were referred.

In Exhibit E1, the case statuses of the FY22 formal, informal, and anonymous complaints are cross-referenced with complaint type: substantiated, unsubstantiated, dismissed, or other. "Other" includes complaints that have a "Referred," "Withdrawn," "Inconclusive," "Pending," or "Unknown" case status.

Exhibit E1

Sexual Harassment Case Status by Complaint Type

● Formal = (N = 1,872) ● Informal = (N = 1,147) ● Anonymous = (N = 185)



NDPSI

Section 537 of the NDAA for FY18 requires collection of information about sexual harassment incidents that involve NDPSI. Allegations of NDPSI are counted within the total sexual harassment allegation numbers and as standalone incidents.

Formal Complaints – NDPSI

In FY22, the Military Services and NGB received, processed, and investigated 38 total formal complaints of sexual harassment involving an allegation of NDPSI. Of the total formal complaints, 84 percent were related to an associated incident of sexual harassment and 16 percent were standalone allegations. Across the total formal complaints involving an allegation of NDPSI, 74 percent of allegations of NDPSI were substantiated, 2 percent were unsubstantiated, 24 percent were pending resolution, and none were dismissed, referred to other agencies, or withdrawn.

There were 39 offenders associated with the 28 substantiated formal allegations of NDPSI. Of those, 51 disciplinary actions were administered. Of the 51 disciplinary actions, 23 were administrative actions, 15 were non-judicial punishment, 4 were unknown, 7 received some other form of corrective action, and 2 corrective actions were pending.

Informal Complaints – NDPSI

In FY22, there were 33 total informal complaints of sexual harassment involving an allegation of NDPSI. Of the total informal complaints, 94 percent were related to an associated incident of sexual harassment and six percent of complaints involved only NDPSI. Across the informal complaints, 91 percent of NDPSI allegations were substantiated, 3 percent were unsubstantiated, 6 percent were pending resolution, and none were dismissed, referred, or withdrawn.

There were 6 offenders associated with the 30 substantiated informal allegations of NDPSI. Of these, no disciplinary actions were administered.

Anonymous Complaints – NDPSI

In FY22, the Military Services and NGB received, processed, and investigated 3 total anonymous complaints of sexual harassment involving an allegation of NDPSI. Of the total anonymous complaints, all were related to an associated incident of sexual harassment. Across the total anonymous complaints involving an allegation of NDPSI, 100 percent were substantiated; none were unsubstantiated, pending resolution, dismissed, referred to other agencies, or withdrawn.

There were two alleged offenders associated with the three substantiated anonymous allegations of NDPSI. Of these, 2 disciplinary actions were administered.⁶ Two of the corrective actions were administrative actions; none were non-judicial punishment or received some other form of corrective action.

Complainant Characteristics

Examining complainant characteristics for formal, informal, and anonymous substantiated sexual harassment complaints helps to identify populations most at risk for sexual harassment.

Formal Complaints – Complainant Characteristics

There were 687 complainants associated with the 695 substantiated formal incidents of sexual harassment. Sexual harassment incidents may involve more than one complainant. In FY22:

- Complainants were predominantly women, 78 percent.
- Men comprised 22 percent of complainants.
- Enlisted members represented 92 percent of complainants.
- Officers represented 8 percent of complainants.
- Of the officer complainants, 73 percent were women.
- Warrant officers comprised fewest complainants at 0.1 percent.
- The paygrade category was unknown for 1 percent of complainants.
- Service members in paygrades E1–E4 account for 73 percent of all complainants.
- The largest single grouping of complainants by gender and paygrade were women in paygrades E1–E4 at 58 percent.
- Enlisted men in the paygrades of E1–E4 account for 15 percent of complainants.

Informal Complaints – Complainant Characteristics

The Military Services reported 267 complainants for the 301 substantiated informal incidents. Sexual harassment incidents may involve more than one complainant. In FY22:

- The gender of 11 percent of informal complainants was unknown.
- Of the complainants where gender was known, women comprised 76 percent of complainants.

⁶ Substantiated offenders can receive more than one form of disciplinary action.

- Male Service members accounted for 13 percent of complainants where gender was known.
- Enlisted members comprised 66 percent of complainants where rank was known.
- Officers represented 4 percent of complainants where rank was known.
- Enlisted females are the largest single grouping of all complainants (57 percent).
- Enlisted men in paygrades E1–E4 comprised 6 percent of complainants.

Anonymous Complaints – Complainant Characteristics

Anonymous complainants are not required to divulge any demographic or personally identifiable information. Therefore, the information about their characteristics is sparse. The Military Services reported a total of 58 complainants associated with 57 substantiated anonymous complaints. Of the complainant characteristics that were reported in FY22:

- Nine percent were female, and 7 percent were male.
- Four percent were enlisted, and 4 percent were an officer.

Offender Characteristics

This section presents offender characteristics for formal and informal substantiated sexual harassment complaints. The demographics of first-time offenders and repeat offenders are also presented in this section.

Formal Complaints – Offender Characteristics

Of the total 606 offenders for the 695 substantiated formal incidents of sexual harassment offenders reported in FY22:

- Enlisted members comprised 86 percent.
- Men comprised 94 percent.
- Women comprised 6 percent.
- Junior enlisted comprised 40 percent.
- Officers comprised 6 percent.
- Warrant officers comprised 0 percent.

First-Time Offenders (Formal Complaints)

Notably, a single offender⁷ can be associated with more than one complaint. There were 606 total offenders reported for substantiated complaints. In FY22:

- Forty-four percent were first-time offenders.
- First-time offenders were predominantly male (93 percent).
- Six percent of first-time offenders were female.

Repeat Offenders (Formal Complaints)

Repeat offenders, defined as having more than one complaint substantiated for sexual harassment, represented 6 percent of all offenders. In FY22:

- Men comprised 89 percent.

⁷ The number of first-time offenders plus the number of repeat offenders may not add up because this status can be unknown.

- Enlisted men comprised 85 percent.
- Women in paygrades E1–E4 comprised 1 percent.
- Male junior officers comprised 2 percent.
- Men of unknown paygrades comprised 2 percent.

Informal Complaints – Offender Characteristics

During FY22, there were a total of 259 offenders associated with 301 substantiated informal complaints. In FY22:

- Enlisted men comprised 53 percent.
- Male officers comprised 6 percent.
- Warrant officers comprised 0 percent.
- Female offenders comprised 4 percent.

First-Time Offender (Informal Complaints)

Of the 259 total offenders for 301 substantiated informal complaints, 70 percent were first-time offenders. These first-time offenders were predominantly male. Female offenders made up 5 percent of all first-time offenders. Enlisted males accounted for the largest demographic grouping of offenders, at 65 percent.

Repeat Offender (Informal Complaints)

Repeat offenders of informal substantiated complaints represented 10 percent of all informal substantiated complaints offenders. Eighty-two percent of the repeat offenders were men, 7 percent were women, and eleven percent of repeat offenders' gender was unknown. Seventy-eight percent of the repeat offenders were enlisted, and 5 percent were officers in paygrades O1–O3.

Anonymous Complaints – Offender Characteristics

During FY22, there were a total of 59 offenders associated with 57 substantiated anonymous complaints. In FY22:

- Enlisted men accounted for 65 percent.
- Enlisted women accounted for 5 percent.
- Male Junior officers (O1-O3) accounted for 2 percent.
- Male Senior Officers (O4-O6) accounted for 8 percent.
- Female Junior Officers (O1-O3) accounted for 2 percent.
- Male Warrant Officers (W1-W5) accounted for 2 percent.
- Male Cadets accounted for 2 percent.
- Males in unknown paygrades accounted for 9 percent.
- No women of unknown paygrade were an offender.
- Five percent of offenders were of unknown gender and paygrade.

Repeat Offender (Anonymous Complaints)

In FY22, there were no reports of repeat offender characteristics for anonymous complaints.

Nature of Substantiated Incidents

Substantiated incidents of sexual harassment generally involved a hostile work environment or quid pro quo. Hostile work environment is when a person is subjected to offensive, crude, unwanted, and unsolicited comments and behavior of a sexual nature that interferes with that person's performance or creates an intimidating, hostile, or offensive work environment. Quid pro quo refers to conditions placed on a person's career or terms of employment in return for sexual favors.

For every substantiated sexual harassment complaint, there can be a combination of sexual harassment behaviors. For example, 23 percent of substantiated formal sexual harassment complaints involved both crude behavior and unwanted sexual attention. Therefore, the total allegations in each category type exceeds the overall total of complaints. For FY22, there were 1,225 allegations in the substantiated formal complaints, 356 allegations in the substantiated informal complaints, and unknown allegations in the substantiated anonymous complaints.

Formal Complaints – Nature of Substantiated Incidents

In FY22, the nature of substantiated formal allegations of sexual harassment was:

- Crude/offensive behavior – 83 percent of 659 allegations.
- Unwanted sexual attention – 66 percent of 653 allegations.
- Sexual coercion – 8 percent of 540 allegations.
- NDPSI – 9 percent of 538 allegations.

Informal Complaints – Nature of Substantiated Incidents

The nature of substantiated informal allegations was:

- Crude/offensive behavior – 54 percent of 301 allegations.
- Unwanted sexual attention – 52 percent of 305 allegations.
- Sexual coercion – 4 percent of 274 allegations.
- NDPSI – 3 percent of 274 allegations.

Anonymous Complaints – Nature of Substantiated Incidents

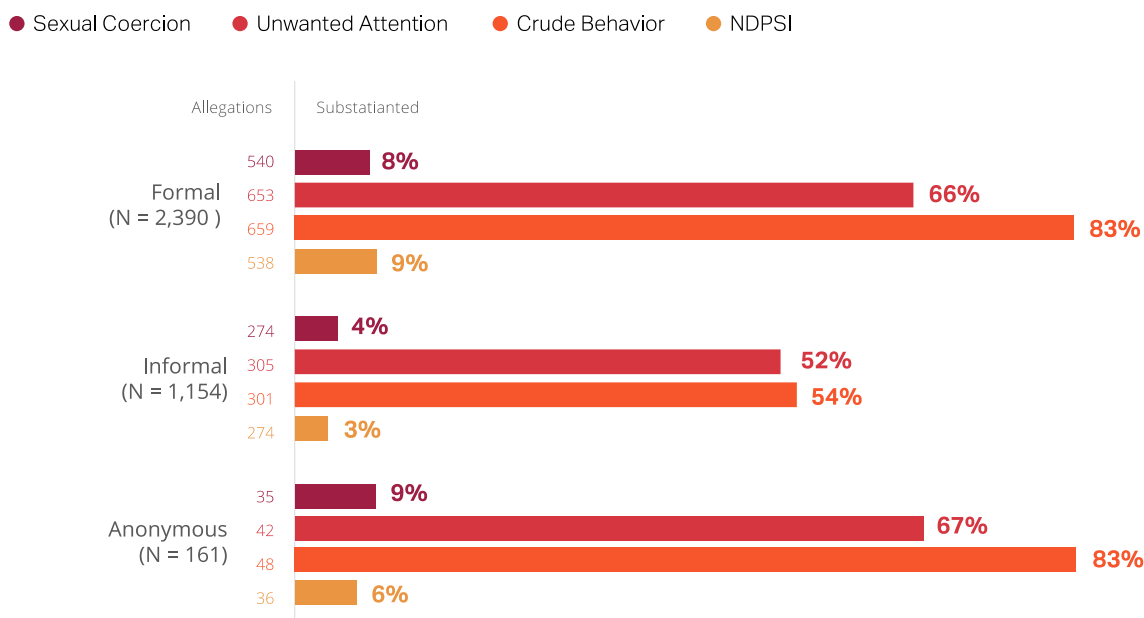
The nature of substantiated anonymous allegations was:

- Crude/offensive behavior – 83 percent of 48 allegations.
- Unwanted attention – 67 percent of 42 allegations.
- Sexual coercion – 9 percent of 35 allegations.
- NDPSI – 6 percent of 36 allegations.

In Exhibit E2, the allegations of the FY22 formal, informal, and anonymous complaints are listed by complaint type: crude/offensive behavior, unwanted sexual attention, sexual coercion, and NDPSI.

Exhibit E2

Substantiated Sexual Harassment Allegations by Complaint Type



Complainant/Alleged Offender Relationships

Relationships are calculated for every complainant to alleged offender pair. For example, in a complaint with one complainant and one alleged offender, one relationship exists. In a complaint with one complainant and two alleged offenders, two relationships exist. In FY22, there were a total of 2,843 complainant/alleged offender relationships.

The most prominent complainant versus alleged offender paygrade relationship was complainants in paygrades E1–E4 versus alleged offenders in paygrades E1–E4 (28 percent of 2,843 relationships). The second most significant paygrade relationship was complainants in paygrades E1–E4 versus alleged offenders in paygrades E5–E6 (20 percent of 2,843 relationships). The largest complainant versus alleged offender gender relationship group was female complainant versus male alleged offender (51 percent of 3,658 relationships). Additionally, 2,976 (75 percent) of complainant/alleged offender relationships were in the same unit.

Timeliness of Reporting

DoD policy requires that, to the extent practicable, commanders will forward sexual harassment complaint information or allegations to a general court-martial convening authority (GCMCA) within 72 hours of receipt. Forty-four percent were forwarded to GCMCA in more than 72 hours of receipt. The timeliness of 56 percent was unknown.

Corrective Actions

Offenders of either formal or informal complaints may receive more than one type of corrective action. For example, an offender may receive a letter of reprimand, administrative actions, and non-judicial punishment.

Corrective Actions for Formal Complaints

In FY22, there was a total of 584 formal substantiated sexual harassment offenders that received a corrective action. Because more than one type of corrective action can be administered to each substantiated offender, there were 826 total corrective actions administered to substantiated offenders in FY22.

Represented in Exhibit E3 are the different types of corrective actions administered for formal, informal, and anonymous complaints.

Corrective Actions for Informal Complaints

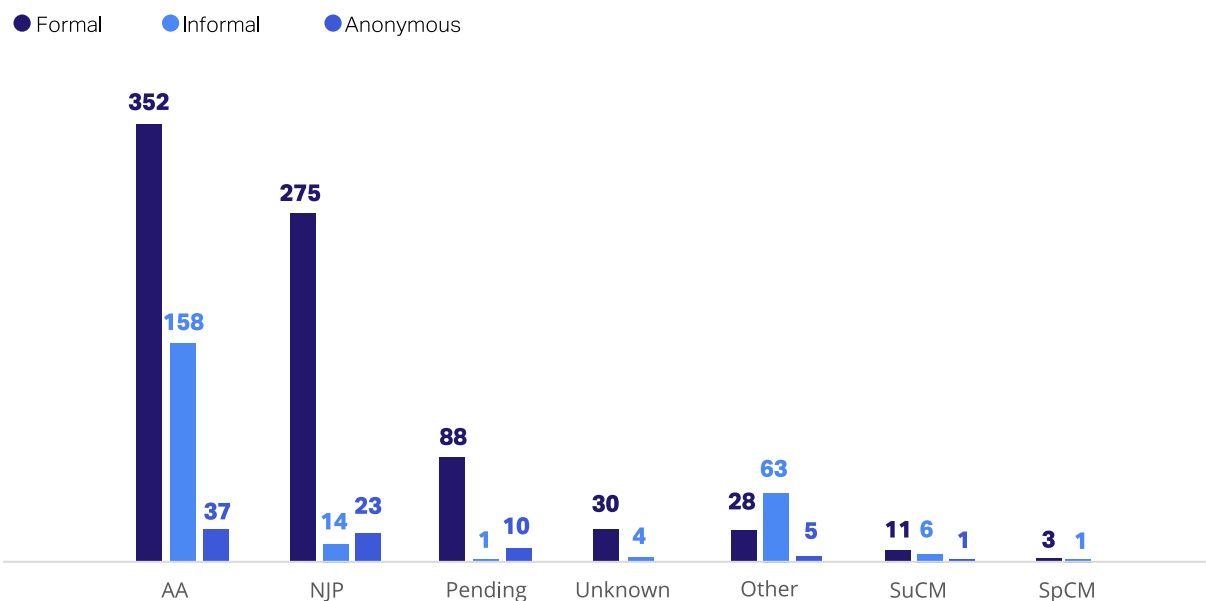
In FY22, there were 207 total offenders of substantiated informal complaints that received a corrective action. There were 257 total corrective actions administered to substantiated offenders of informal sexual harassment complaints in FY22.

Corrective Actions for Anonymous Complaints

In FY22, there were 59 substantiated offenders that received a corrective action associated with substantiated anonymous complaints. Seventy-seven corrective actions were administered to substantiated offenders in anonymous complaints.

Exhibit E3

Corrective Actions Administered to Substantiated Offenders



Retaliation Complaints

There were no retaliation referrals reported for either total formal complaints or total informal complaints.

Way Forward

The Department recognizes the need for a DoD-wide case management system to ensure more accurate and timely data. ODEI is developing an acquisition strategy to obtain more timely, accurate, and complete data concerning Department-wide MEO/EEO discrimination, harassment, sexual harassment, and related problematic behaviors. Such a system would enable ODEI to better measure and statistically assess the progress and effectiveness of Department-wide policies and programs and fulfill DoD's reporting requirements.

The Department continues to revise its policies to provide a confidential reporting option for Service members to confidentially allege a complaint of sexual harassment to an individual outside the immediate chain of command, in accordance with Title 10, U.S.C. §1561b(b)(2).

To better support victims of sexual harassment, on September 14, 2022, USD(P&R) temporarily authorized exceptions to policy to give the Services discretion to extend sexual assault prevention and response services to sexual harassment victims. Additionally, the Department commissioned a study concerning the services that should be provided to sexual harassment victims and victims of other forms of harassment.

The Department continues to examine the outcomes of OSIE visits which provide early detection of risk factors so leaders can take corrective actions and enhance prevention. The site visits provide insights on shared risk and protective factors on the ground, what works, what

does not, how the Department can improve efforts more comprehensively, and support efforts to work the approved IRC recommendations and inform future policy development.

DoD continues to leverage every tool at its disposal to ensure the Military Departments and other DoD Components have the requisite data and tools to hold leaders, both civilian and military, appropriately accountable for promoting good order and discipline. DoD is diligently working toward a culture within every unit and organization which reduces the rates of sexually harassing behaviors, ensures those who experience sexual harassment are comfortable coming forward, and ensures harassers are held appropriately accountable.