



**OFFICE OF THE SECRETARY OF DEFENSE  
SEXUAL ASSAULT PREVENTION  
AND RESPONSE OFFICE**

**TAB C**

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## DEPARTMENT OF THE AIR FORCE

WASHINGTON, DC 20330-1000

NOV 3 2010

OFFICE OF THE ASSISTANT SECRETARY

### MEMORANDUM FOR UNDER SECRETARY OF DEFENSE (PERSONNEL & READINESS)

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

SUBJECT: U.S. Air Force Academy (USAFA) Sexual Harassment and Violence (SH&V)  
Report, APY 2009-2010

The subject report for USAFA is attached for incorporation into OSD's annual report to Congress. USAFA continues to provide a very robust education and training program, to include seminars, guest speakers and targeted year-group focused training.

Please note, while few of the unrestricted reports are related to cadet-on-cadet sexual assaults, there is a very high correlation between restricted reports and cadet-on-cadet sexual assaults. This correlation suggests that fear of ostracism might be a motivating factor in cadets' unwillingness to make unrestricted reports. We are currently working with USAFA leadership to obtain greater insight into this possible linkage.

My point of contact is Mr. David A. French, and he can be reached (703) 693-9333, [dave.french@pentagon.af.mil](mailto:dave.french@pentagon.af.mil).

A handwritten signature in black ink, appearing to read "Daniel B. Ginsberg".

DANIEL B. GINSBERG  
Assistant Secretary of the Air Force  
(Manpower and Reserve Affairs)

Attachment:  
2009-2010 USAFA SH&V Report

# Academic Program Year 2009-2010 Annual Report on Sexual Harassment and Violence at the Military Service Academies

## United States Air Force Academy Programmatic Data

### Executive Summary

USAFA reported 20 sexual assault cases involving cadets in the 2009-2010 Academy Program Year (APY). Sixteen of those reports were initially “restricted” reports; three of those later converted to “unrestricted” reports. Four reports were “unrestricted” from the time of initial report.

USAFA remains committed to maintaining an outstanding victim-focused Sexual Assault Prevention and Response (SAPR) program. USAFA’s SAPR program, sexual harassment prevention programs, Peak Performance Center, and other helping agencies are focused on these and related issues. Education, culture change, and victim care are the primary focuses of USAFA’s SAPR program. Since the program’s inception, USAFA continues to benchmark national civilian and military best practices in order to realize improvements in sexual assault prevention, reporting and victim care.

### 1. POLICIES, TRAINING AND PROCEDURES

**1.1 Prevent Sexual Harassment and Violence** — *Please describe the policies, training, procedures, and initiatives implemented or advanced during APY 09-10 to prevent sexual harassment and sexual assault, including but not limited to:*

- *efforts by your Academy to promote a culture of prevention*
- *education and training initiatives*
- *communications, social marketing, and media initiatives*
- *work done to implement or support the Department’s Sexual Assault Prevention strategy*
- *subject matter experts consulted and involved*

#### **Efforts to Promote a Culture of Prevention**

To be most effective, Sexual Assault Prevention and Response (SAPR) efforts to instill the messages of prevention, respect, and wingman behavior are integrated throughout all Academy stakeholders. To promote this integrated culture, USAFA SAPR works to instill these values globally throughout USAFA program elements. SAPR-themed programs are developed and promoted in partnership with the sponsoring agency for which the training is targeted. For example, in addition to normal cadet training initiatives, SAPR worked with USAFA’s Athletic Department, co-producing sexual assault prevention self-defense courses. Similarly, we partnered with the Department of Faculty to provide facilitated discussion points for instructors to use as cadets come back to class with conversation about what they just heard following sexual assault prevention program guest speaker presentations. SAPR also worked with the

Commissioning Education program to develop a “Moral Courage” lesson which uses a two-part video scenario promoting bystander intervention during a drug-facilitated sexual assault. The Moral Courage lesson is taught by senior officers from varied career fields. Additionally, SAPR messages were presented to cadets via Spring Break and Sexual Assault Awareness month campaigns.

### **Education and Training Initiatives**

USAFA SAPR works in tandem with the Cadet Wing (CW) Peak Performance Center, the Human Relations office, and the 10 ABW Equal Opportunity Office, focusing on overarching themes that are integrated and reinforced by each program. This year, the theme of establishing mutually respectful gender relations was cultivated through (1) definitions of both sexual harassment and sexual assault across a ‘continuum of harmful behavior’ which illustrates how sexual harassment can escalate into sexual assault. This is done to illustrate the importance of identifying and stopping sexual harassment BEFORE it can develop into assault (2) scenario-based discussion, (3) role plays (including some that are cadet-developed), and related methodology. These methods and teaching points are incorporated across these related mission elements to reinforce key messages and identify the importance of early intervention.

### **Basic Cadet Training**

Sexual assault-related prevention and training for cadets at USAFA begins immediately upon their arrival in Basic Cadet Training (BCT). During day two of BCT, all Basic Cadets receive a “Helping Agencies Brief” (on the first full day of Basic Cadet Training) with a focus on sexual assault reporting options, support resources, and contact information. The Helping Agencies Brief also includes a discussion of basic Human Relations and Equal Opportunity (EO) policy. Later in BCT, Basic Cadets view and discuss “Frank: the Undetected Rapist,” a video by Dr. David Lisak, in gender-separate groups). Basic Cadets also receive additional Human Relations training in BCT, briefed and facilitated by Defense Equal Opportunity Management Institute (DEOMI)-trained personnel from across the Air Force. Sessions include Military Equal Opportunity and Human Relations awareness training (Parts I & II) providing substantial discussion on sexual harassment.

### **Other 4<sup>th</sup> Class year Training**

The 4<sup>th</sup> class year cadet’s role is that of “follower”; all training is conducted to be consistent with that role.

- Within the first month of the academic program year, all 4<sup>th</sup> class cadets attend presentations of “Sex Signals”, focusing on male/female communication, dating, intimacy as well as sexual assault prevention and bystander intervention.
- 4<sup>th</sup> Class Cadets receive Air Force (AF) Accessions Briefings (I & II) during the beginning of their academic year. AF Air Education and Training Command developed this program. The video/scenario-based training addresses USAF policy, consent, and bystander intervention and is mandated by the AF.

- Women's and men's Health Briefings are conducted during Basic Cadet Training by Cadet Medical Clinic staff and include discussion of Sexually Transmitted Diseases (STDs), and contraceptives.
- Sexual Risk Management, taught by the Peak Performance Center staff, is designed to address personal decisions about sex healthy relationships, consent (deliberate and clear communication), and consequences and risks of sexual activity (within the context of AF core values and professional image).
- "You Deserve to Be Here!" is presented by guest speaker Veraunda Jackson, Esq. Ms. Jackson speaks to both men and women (in gender separate groups) sharing her motivational story of being a rape survivor. She talks specifically to female cadets about self-esteem, bystander intervention, supporting one another, and how to navigate the unique challenges of being a woman at USAFA. Ms. Jackson addresses men about victim empathy, appropriate behaviors toward female teammates, and bystander intervention.
- Sex and substance abuse punishments under the Uniform Code of Military Justice (UCMJ) is briefed by the USAFA Department of the Faculty Law Dept.
- "Promoting Diversity" Human Relations Lesson is taught by Cadet Wing (CW) Human Relations staff and includes interpersonal relations between genders, societal perceptions, and sexual harassment.

### **3<sup>rd</sup> Class Year**

The 3<sup>rd</sup> class year builds on and expands previous sexual assault and sexual harassment lessons, consistent with the USAFA officer development system, and with the 3<sup>rd</sup> year cadet's role of deliberately focusing on the development of "interpersonal" behavior.

- "AF SAPR Policy and Services" (Cadet Annual SAPR Training) provides reinforcement of prior training and focuses on cadets' roles as wingmen and emerging supervisors. This course incorporates case studies geared toward helping cadets develop appropriate interpersonal relationship skills.
- "May I Kiss You?" is presented by guest speaker Mike Domitrz who educates cadets on consent and communication within sexual relationships and intimacy.
- "Sex Signals" presentation focuses on male/female communication, dating, intimacy as well as sexual assault, resources, prevention and bystander intervention. Data collection devices were utilized for this presentation to capture pre- and post-test measures regarding cadet knowledge and behavior of bystander intervention. Data collected to be used for both program evaluation and for a social norming/marketing campaign for bystander intervention.
- "Respect and Responsibility" workshop/seminar is an experientially-based interactive 7-hour program designed around the concept of dignity and respect. This workshop is conducted in concert with the Center for Character and Leadership Development and includes specific discussions of negative and positive interactions between male and female cadets.

## **2<sup>nd</sup> Class Year**

The 2<sup>nd</sup> class year also builds on and expands previous sexual assault and sexual harassment lessons, consistent with the USAFA officer development system and their role as team leaders.

- "SAPR AF Policy and Services" (Cadet Annual SAPR Training) reinforces prior training and provides a developmental focus on cadets' role as team leaders. This training incorporates case studies geared toward "team leader" developmental level.
- "Drunk Sex or Date Rape: Can You Tell the Difference?" is presented by guest speaker Brett Sokolow, JD. Mr. Sokolow. Cadets are presented with a real sexual assault case. The cadets then act as the 'jury' in order to decide the outcome. This dilemma-based presentation causes cadets to examine acquaintance rape, their own dating behaviors, and vulnerabilities as well as possible legal/life consequences for both the victim and the perpetrator. Data collection devices were utilized for this presentation to capture pre- and post-test data/measures regarding cadet knowledge and behavior regarding bystander intervention. Data collected will be used for both program evaluation and for a social-norming/ marketing campaign to promote bystander intervention.
- "Managing Diversity" Human Relations lesson provides supervisory-level discussions of leadership across the diversity spectrum including gender-related issues.
- "Moral Courage" Commissioning Education (CE) lesson provides 2 video-based scenarios based on bystander intervention themes from the "What Would You Do?" television series. Cadets discuss the actual behaviors of bystanders in simulated situations. Lessons are focus is on the barriers to intervening in such situations and how to overcome them.

## **1<sup>st</sup> Class Year**

The role of the 1<sup>st</sup> class cadet is that of "organizational leaders", to prepare them for their entry into the operational AF.

- "AF SAPR Policy and Services" (Cadet Annual SAPR Training) reinforces prior training as well as focuses on cadets' developmental role as organizational leaders and incorporates case studies geared toward their developmental level.
- "Sex Offenders, Service Members, and You: Leadership beyond the Obvious" – presented by former Army Criminal Investigations Division agent, Mr. Russell Strand. This briefing highlights profiles of sex offenders and introduces the concept of the "third persona". The presentation highlights difficulties in identifying sex offenders who have established themselves as "the nice guy/gal" or the "outstanding airman", whom they may one day supervise. This briefing also underscores the importance of believing victims when they come forward and dispels many false reporting myths.
- "Addressing Human Relations Issues" is a human relations lesson taught by permanent party leaders that presents an in-depth discussion of actual case studies and how leaders of character should respond. This class also informs cadets about available support resources and helping agencies.

## **Additional Cadet Training Programs/Initiatives**

1<sup>st</sup> and 2<sup>nd</sup> class cadets receive specialized SAPR job training

- BCT Cadre Training – All BCT cadre receive training to address appropriate and inappropriate interactions with Basic Cadets. The focus of the training is on respectful leadership.
- Cadet Military Guidance Officers (MGO) Training – This training focuses on recognizing Basic Cadet needs and connecting them to appropriate helping agencies. A specific training block addresses the USAFA Sexual Assault Response Program and BCT response procedures.
- Summer Youth Programs Cadre (Science/Sport camps) Training – This training is for cadet cadre includes and includes a review of USAFA SAPR programs, policies, and procedures and for referring civilian and underage sexual assaults.

Additional SAPR-related training for cadets

- Violence Awareness Program – This USAFA-wide program is customized for cadets and expands the discussion of violence to include the contrast between sexual assault violence versus non-sexual assault violence.
- Alcohol Awareness Program– This progressive, developmental program, organized by class year, promotes responsible behavior with an emphasis on the link between alcohol misuse and sexual assault.
- Integration of SAPR concepts in character development and cadet CE lessons.
- Human Relations (dignity and respect) lessons for all cadets.
- Women’s Forums – The APY 09/10 theme was “The Keys to Success”. The Women’s Forums offered an opportunity for round table discussions with every Female cadet, grouped together by class year. These forums provided feedback on various challenges experienced by USAFA women. APY 09/10 forums included discussion of scenarios that targeted SARC processes and accessibility.

## **Permanent Party Training**

USAFA SAPR training continues to be a proactive and comprehensive endeavor that seeks to maintain positive shifts in culture that are rooted in respect for all and that nurture healthy gender relations. To that end, the training listed below develops awareness that sexual assault does occur and the policies and procedures surrounding prevention of and response to it. USAFA has a wide range of training programs, consultations, and outreach to both cadets and permanent party/staff. USAFA trained over 14,000 permanent party personnel across all mission elements and cadets during APY 09/10. The following list is illustrative of the programs in place this year:

- Academy Response Team Case Management Team training
- “Understanding Sex Offenders” by Russell Strand
- “Victimology” by Veraunda Jackson, Esq
- “Biochemical and Psychological Victimology” by Dr. Janine D’Anniballe
- “Understanding the Effects of Alcohol” by Karen Teel, MAAD University Outreach
- AFOSI and JA Training (included all Front Range OSI and JA personnel)
- “How to Conduct a Better Victim Interview” by Russell Strand

- Newcomers Orientation – risk reduction through adherence to core SAPR policy, reporting procedures, and local area information and services
- Pre-Deployment Briefing – core SAPR policy, reporting in AOR, risk-reduction
- New Faculty Orientation – SAPR policy and reporting process, mandatory vs. non-mandatory reporters; focus on how to deal with cadets who present as possible sexual assault victims
- Athletic Department Orientation – SAPR policy and reporting process, mandatory vs. non-mandatory reporters; focus on how to deal with cadets who present as possible sexual assault victims
- Air Officer Commanding (AOC) Master’s Program students – SAPR definition, policy, reporting refresher; role of AOC, mandatory reporting, ‘what to do if’ scenarios, how to handle cadets who may start to disclose a sexual assault, resources, Personal Ethics and Education Representative (PEER) program, Q/A
- Academy Military Trainer (AMT) School – SAPR definition, policy, reporting refresher; role of AMT, mandatory reporting, ‘what to do if’ scenarios, how to handle cadets who may start to disclose a sexual assault, resources, PEER program, “Frank” video plus discussion, Q/A
- New AOC Orientation – SAPR policy and reporting process from the commander’s perspective, Q/A
- Deployment and Reintegration Briefings for cadets and permanent party – provide SAPR contact information for deployed location, risk reduction, ‘buddy’ system, and upon return from deployment/summer operations (for cadets), facilitates group discussions and provides local helping agency information.
- AOC/AMT special training – Victim Behavior by Dr. Janine D’Anniballe and Perpetrators/3<sup>rd</sup> Persona by Russ Strand
- SPIRE Chapel Volunteers/Outreach Program – basic SAPR information, reporting procedures, how to help a cadet who may have been sexually assaulted
- Cadet Sponsor Program – provided basic SAPR program information, definitions, what to do if a cadet they sponsor discloses, demonstrates behavioral changes that they should be alert to, how to report to the SARC, resources, how a sponsor can help facilitate a healthy environment, and Q/A.
- Spring Break Campaign – “Have a Sweet and Safe Spring Break” – SAPR in conjunction with the Peak Performance Center (cadet counseling), USAFA Safety, ADAPT, cadet PEER program, and the Cadet Alcohol Working Group presented a Spring Break outreach program at Fairchild Hall (where cadets attend class) with informational tables manned by staff from these agencies and cadet PEERs, and presented Target Hardening self-defense program demonstrations and fliers to market and sign up participants
- Preparatory School – (1) in-processing day information table, (2) SAPR policy and (3) reporting process for cadet candidates, and focused training for faculty/ staff
- SAPR policy and reporting procedures are trained annually for all permanent party and cadets



## **Newly Implemented Training APY 2009/10**

- “Sex Signals” initiated during 3<sup>rd</sup> and 4<sup>th</sup> class cadet years
- AF “Bystander Intervention” and sexual harassment/sexual assault continuum focus during annual training for 3<sup>rd</sup>, 2<sup>nd</sup>, and 1<sup>st</sup> class
- “Target Hardening” self-defense program includes bystander intervention presents distinct strategies to males and females separately and uses mixed martial arts and verbal intervention strategies designed to train participants how to safely avoid assault, and to safely intervene on the behalf of others
- Spring Break table used as an early ‘kick off’ of sexual assault awareness (risk reduction and program visibility)
- CW Human Relations initiated during Character and Leadership Development course “Respect and Responsibility” sexual harassment scenarios/training for all 4<sup>th</sup> class cadets

## **Communications, Social Marketing, and Media Initiatives**

SAPR and the Academy Response Team (ART) recognize the importance of marketing and strategic communication to ‘get the word out’ about the services provided to victims of sexual assault as well as the resources available to their co-workers, squad mates, commanders, instructors, coaches, and others.

- BCT In-Processing Day – An information table is set up in Doolittle Hall (site of cadet in-processing) and staffed by SARC and Victim Advocates.
- BCT In-Processing includes the Equal Opportunity Brief.
- Preparatory School In-Processing Day – An Information table is set up in the Community Center (site of prep School in-processing) and staffed by SARC and Victim Advocates.
- Faculty Handbook includes basic SAPR policy, definitions, and reporting information.
- Cadet Handbook includes basic SAPR policy, definitions, contact information, how to report, and resources.
- Crisis Cards/Policy Cards/Promotional Items – Crisis Cards/Policy Cards are pocket-sized cards with SARC contact information, tips on helping someone in need, important helping agency information. Promotional items include useful/functional (i.e. items the cadets will use and keep) items such as combination highlighter/ink pens, flashlights, lip balm, water bottles, id card holders, magnets, clip magnets, sunscreen, credit card sized ice scrapers, and related, all imprinted with the SARC contact number.
- Parents Weekend – An information table for all cadets and visiting parents is manned by SARC and victim advocates.
- Spring Break Table – Table is located in Fairchild Hall, includes information table with a chocolate fountain, promotional items, self-defense demonstration and sign ups, manned by SARC, victim advocates, cadet PEERs, and ADAPT staff. This table is strategically set up three days prior to the cadet’s release for spring break.
- Sexual Assault Awareness Month (SAAM) – During April 2010 particular attention was given to the topic of sexual assault. This year’s SAAM campaign was kicked off just prior to Spring Break, as we have identified spring break as a high risk time for

sexual assault. The tenants of the USAFA SAAM 2010 campaign included 1) prevention/ education/awareness; 2) Protection; and 3) Empowerment. Highlights of the USAFA SAAM 2010 include:

- *“Have a Sweet and Safe Spring Break” campaign* – Included Target Hardening demo and sign ups as well as prevention, education, awareness and protection promotions.
  - *“Target Hardening” self-defense classes* – focuses on prevention and risk reduction using a ‘predator-prey’ paradigm (protection). Classes are taught gender-separate, and focus on prevention, risk reduction, how/when to safely engage, safe bystander intervention, identifying vulnerabilities (including alcohol use/misuse)(protection).
  - *“DoD SAPRline of Courage” clothesline project*: cadets and prep students designed and decorated t-shirts with messages, designs, and sayings in support of victims of sexual assault (prevention/education/awareness). Ten shirts were selected to be sent to DoD SAPRO for inclusion in a permanent display in the Pentagon.
  - *Featured guest speakers*: “Sex Signals” (prep school), “May I Kiss You?” by Mike Domitrz (3<sup>rd</sup> class cadets), “You Belong Here!” by Veraunda Jackson, Esq (4<sup>th</sup> class cadets).
  - *Poster Campaign*, for both SAAM and the Social Norming/Marketing campaigns. SAAM posters feature the DoD and AF “Hurts One, Affects All” slogans with cadets and permanent party leadership. Social Norming features cadet data regarding bystander intervention.
  - Creative and effective assessment and program measurement method using electronic ‘clickers’ for pre and post program presentations. Some results will also be utilized in an upcoming sexual assault social marketing campaign.
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- Equal Opportunity regular Out-and-About Visits include handout promotional items with contact information and proactive prevention of sexual harassment information.

### **Work Done to Implement or Support the Department’s Sexual Assault Prevention Strategy**

USAFA SAPR continually strives to improve implementation and support of DoD SAPR program requirements and procedures (per DoDI 6495.02, 23 Jun, 2006).

- Commanders, AOC, AMT, supervisors, and managers at all levels receive specialized training in areas of sexual assault prevention to include victimology, offender behavior, DoD ‘lighter and later’ policy for victim collateral misconduct, and response to reports of sexual assault. (E3.1 and E3.2.1.2.)
- Cadet training is developmental and incorporates adult learning theory, and is based upon the USAFA Officer Development System, and “PITO” models. (E3.2.2.2.)
- The USAFA multi-disciplinary case management group, the Academy Response Team (ART) meets twice monthly, exceeding DoD requirements. (E3.2.4.3.)
- As stated above, USAFA SAPR implemented assessment and program measurement method using electronic ‘clickers’ for pre- and post-program presentations. (E3.2.5.2.12.)

## **Subject Matter Experts Consulted and Involved**

- **Dr. Janine D'Anniballe, PhD**, Clinical Psychologist, specialist in victimology
- **Veraunda Jackson, Esq, Attorney**, specializing in child abuse litigation and sexual assault victimology
- **Mike Domitrz**, founder of the 'Date Safe Project', specializing in consent issues
- **Russell Strand**, USA Family Advocacy Programs Criminal Division Training Director, specializes in offender behavior
- **Brett Sokolow, JD**, AF founder and president of The National Center for Higher Education Risk Management and is a specialist in campus safety, security and high risk student health and safety issues
- **Jim Russell, JD**, JA legal specialist and consultant to AF SAPR programs
- **Gail Stern/"Sex Signals" program** – issues of consent, dating, male/female relationships/communication, respect, personal boundaries, seeking help
- **Defense Equal Opportunity Management Institute (DEOMI)** trained instructors provide initial sexual harassment and equal opportunity training to 4<sup>th</sup> class cadets (Fall semester)

**1.2. Increase Reporting** Please describe the policies, training, procedures, and initiatives implemented or advanced during APY 09-10 to increase reporting of sexual harassment and sexual assault:

### **USAFA SAPR Reporting Procedures**

All reports of sexual assault are made directly to the USAFA SARC, who is available twenty-four hours a day, seven days a week via Blackberry at DSN 333-7272, commercial 719-333-7272 or in person, 0730 – 1730 Monday – Friday at Arnold Hall, Room 180. After hours, the victim may meet with the SARC in person, but must first contact the SARC by phone to set up a time and safe meeting place. At the initial meeting, all reporting options are explained in detail to the victim; who then selects his or her reporting option. If the victim chooses the "restricted" option, she or he receives information regarding support services available to them. If the "unrestricted" option is chosen, the victim receives information on all support services and, as well, legal, investigative, and command intervention is initiated. For both reporting options, if the assault was within the window for collection of forensic evidence, (approximately 72 hours) the victim is given the option to have a SAFE Exam performed at Memorial Hospital in Colorado Springs (USAFA has no personnel credentialed to perform SAFE exams, and has a Memorandum of Understanding with Memorial Hospital). For both "restricted" and "unrestricted" options, a victim advocate is assigned if the victim so chooses. The SARC also discusses the "Independent report" to the victim, in relation to who the victim has disclosed the sexual assault to, in the event that one of the individuals the victim disclosed to decides to report to a mandatory reporter (i.e. AOC, or AMT). The SARC and victim both sign the Victim Reporting Preference Statement (DD Form 2910). USAFA Senior staff is notified within 24 hours of a sexual assault report.

## **USAFA SAPR Policies**

The USAFA SAPR program policy is set by DoDI 6495.02, Jun 2006 and AFI 36-6001, Sept 2007. Due to the unique service academy environment and unique educational requirements, USAFA SAPR operates under the Officer Development System, or ODS and utilizes a 4-year cadet developmental model. To formally address these differences, the USAFA SAPR program has drafted a local instruction. This draft USAFA instruction is currently in the final stages of coordination and should be published within the next few months.

## **USAFA EO Procedures and Policies**

USAFA policy on Equal Opportunity Treatment and Employment is “Zero Tolerance.” Equality and human dignity are essential to maintain a quality force and integral parts of readiness Installation’s success depends on its ability to promote and encourage positive human relations at every opportunity and in every workplace.

Policy and procedures are posted throughout the installation in high traffic areas and all cadet squadrons. Contact information to report sexual harassment is included in all posted documents and in Commander’s policy letters. Cadets who believe they have been sexually harassed may report to their chain-of-command or to the USAFA Equal Opportunity Office nearest the cadet area or to the 10 ABW/EO Office without reprisal.

**1.3. Improve Response** – Please describe the policies, training, procedures, and initiatives implemented or advanced during APY 09-10 to respond to or improve the response to allegations of sexual harassment and sexual assault including but not limited to:

- steps taken to publicize reporting options
- steps taken to encourage the reporting of sexual harassment and sexual assault by Academy personnel
- The number of personnel trained to be “first responders” to incidents (including criminal investigators, law enforcement, medical personnel, judge advocates, VAs, SARCs, and chaplains)

## **Steps Taken to Publicize Reporting Options**

- Social Norming/Marketing campaign using cadet-generated data (which research shows is one of the most effective means of reaching college-aged and young adults) was conducted. Cadet social norms data is used in poster campaigns around the cadet area to increase awareness and educate them that bystander intervention is indeed a ‘normal’ and expected cadet behavior.
- A USAFA Kafa radio interview with the SARC was conducted one week prior to Spring Break as a joint venture with the Center for Character and Leadership Development (CCLD). A CCLD staff member interviewed the SARC with specific questions regarding the role of the SARC, reporting options, definitions, responsible decision making, and situations that could be considered risky.

- SAAM campaign posters were developed using cadets, and cadet wing leadership, and showed their support and advocacy of the sexual assault program, of reporting, and of being a proactive bystander.
- Increased training of permanent party, targeting Department of Faculty, Athletic Department, AOC/AMTs.
- SAPR purchased new Blackberries for VAs and SARC which enhanced connectivity and communications capabilities.
- Information tables were set up at Doolittle hall for BCT and Preparatory School in-processing.
- Faculty Handbook, Cadet Handbook, Cadet Sight Picture include basic SAPR Policy and reporting process.
- Crisis Cards/Policy Cards are pocket-sized hard plastic cards with a cutout that will fit with the proxy cards (that cadets are required to carry at all times) that contain basic APR information, tips on helping someone in need, and important helping agency and emergency contact information.
- SAPR posters that include basic Restricted Reporting policy and contact information are posted in high traffic cadet areas and in bathroom stalls in the Cadet Wing and Fairchild Hall.
- An information table was set up in Arnold Hall for all cadets and visiting parents during Parent Weekend.
- Cadet Helping Agencies Briefing provides incoming students on reporting options on the first full day of Basic Cadet Training.
- All cadets receive annual training in their Commissioning Education curriculum that discusses reporting options and requirements.
- EO Human Relations Education, Commander's Briefs, and base media include policy, procedures, and contact information to report sexual harassment violations.

### **Steps Taken to Encourage the Reporting of Sexual Harassment and Sexual Assault by Academy Personnel**

USAFA SAPR, Human Relations Office, Center for Character and Leadership Development, and the 10 ABW EO offices work together to encourage reporting of sexual harassment and sexual assault. This is accomplished through mandatory AF prescribed training, supplemented with Commissioning Education (CE) lessons, the new Character and Leadership Development Respect & Responsibility (R&R) program, special events such as Spring Break Campaign and Sexual Assault Awareness Month (SAAM), and guest subject matter expert presenters and programs. Training is provided with focus on 'first responders', Personal Ethics and Education Representatives (PEERs), and leadership as well as cadets. Examples of these training programs include:

- "Moral Courage" CE Lesson
- AF Bystander Intervention Training (3 separate modules: leadership, male, and female)
- All volunteers and personnel who work directly with cadets in other capacities such as Chapel "SPIRE" volunteers, cadet family sponsors, coaches/athletic staff, faculty, cadet flight line staff

- Special presentations such as “Sex Signals”, or “May I Kiss You?” (Mike Domitrz) reinforce the messages of reporting and work with USAFA SAPR staff to ‘tailor’ their presentations to include cadet specific situations and examples to enable cadets to better relate to each other

**Number of Personnel Trained to be “First Responders” to Incidents (including criminal investigators, law enforcement, medical personnel, judge advocates, VAs, SARCs, and chaplains)**

USAFA SAPR provides ongoing training to all first responders, which includes both cadet and permanent party. Topics are relevant to first responder’s needs and include subjects such as victimology/typical victim behavior, offender behavior, DoD ‘lighter and later’ policy as related to collateral victim misconduct, how to work with victims, reporting strategies, how to deal with a victim who may be disclosing to a mandatory reporter, typical cases/scenarios using role plays and discussion, and related topics (total attendees are in bold):

- New Air Officer Commanding (AOC) training – **21** – Jun 09
- Cadet BCT Cadre Assistant Director of Operations training – **20** – 23 Jun 09
- Cadet BCT Assistant Director of Operations training – **4** – 13 Jul 09
- Cadet PEER initial training – **88** – 3 Aug 09
- Academy Military Trainer (AMT) Schoolhouse training – **10** – 19 Aug 09
- Academy Military Trainer (AMT) Schoolhouse training – **9** – 3 Nov 09
- Academy Response Team (ART) Russ Strand training – **12** – 8 Feb 10
- AOC/AMT/1<sup>st</sup> Sgt Russ Strand training – **56** – 9 Feb 10
- AFOSI/JA/SFS Russ Strand training – **33** – 9 Feb 10
- Peak Performance Center – Dr. D’Anniballe training – **7** – 9 Feb 10
- 10 ABW Commanders/1<sup>st</sup> Sgts/Chiefs Russ Strand/Dr. D’Anniballe training – **43** – 10 Feb 10
- ART Veraunda Jackson training – **19** – 5 Apr 10
- ART Dr. D’Anniballe training – **13** – 12 Apr 10
- AMT Schoolhouse training – **12** – 13 Apr 10
- New AOC Orientation SAPR training – **24** – 5 May 10
- Cadet BCT Cadre Military Guidance Officer (MGO) Training – **25** – 19 May 10
- 10 ABW 1<sup>st</sup> Sergeants SAPR briefing – **9** – 20 May 10

**1.4. Ensure Program Oversight**

**1.4.1** Please provide a description of how your Academy executes its oversight of programs supporting the prevention and response of sexual harassment and sexual assault.

The USAFA SAPR and EO programs execute oversight through many avenues, to include DoD and AF instructions, inspections, surveys, and focus groups:

- USAFA senior leadership is briefed monthly on SAPR cases and trends.
- A multi-disciplinary sexual assault case management team conducts case reviews, meeting twice each month.

- The Cadet Helping Agency Team, “CHAT”, meets monthly or on an emergent basis if needed; this team, chaired by the Vice Commandant of Cadets for Culture and Climate, is comprised of medical, mental health/counseling, SAPR, and cadet leadership with the intent to monitor and have ‘eyes on’ all cadets placed on the Cadets At Risk List “CARL”).
- Program evaluation implemented using pre- and post- test measures for programs/ presentations.
- Several external assessments are conducted e. g. DMDC Gender Relations Survey and Cadet Focus Groups, DoD bi-annual Service Academy Assessment (site visit), Sexual Harassment and Violence (SH&V) report, DoDAAR.
- AF Inspector General conducts bi-annual Unit Compliance Inspections (UCI) of SAPR and EO using. SAPR is inspected using the new SAPR Inspection Checklist developed by AF SAPR.
- National subject matter experts are consulted (e.g. Brett Sokolow, JD).
- USAFA CWP conducts quarterly unit self-inspections; SAPR uses the AF Inspection Checklist.
- The USAFA SAPR program operates under the auspices of DoDI 6495.02, June 23, 2006 and AFI 36-6001, Sept 2007.

**1.4.2** Please include a synopsis of the formal processes, participants, and data collection activities that support oversight of the programs including by not limited to:

- program management reviews
- steps taken to address recommendations from past external oversight activities, such as those performed by:
  - Government Accountability Office (GAO)
  - Defense Task Force on Sexual Assault in the Military Services (DTF-SAMS)

Oversight and accountability for the USAFA SAPR and EO programs is both extensive and recurrent throughout each academic program year; and it includes self-inspection, USAFA CW assessment, AF monthly/quarterly/annual reports, DoD and Congressional annual/bi-annual surveys, assessments, site visits, and written reports. Though not a requirement, USAFA SAPR is a ‘high interest’ item and participant in other USAFA institutional accreditations.

- ART case management team meets bi-weekly, exceeding the once a month DoD and AF standard
- Data collection for USAFA SAPR program evaluation and accountability has been implemented by our Social Norming Campaign – pre/post data collection at SAPR trainings and educational programs
- USAFA Feb 2008 awarded an “Outstanding” rating UCI SAPR Assessment
- DoD SAPRO Assessment 2009, met/exceeded all standards
- AFI 36-3502 USAFA Performance Metrics – Air Force (twice per year)
- DoDAAR – Department of Defense Annual Assessment Report
- Sexual Harassment and Violence (SH&V) report - Congress
- DoD Quarterly Reports; tracks restricted/unrestricted reports, victim services, legal and investigative outcomes for unrestricted reports

- USAFA CWP Self-Inspection Checklists (quarterly)
- USAFA Academic Accreditation and National Collegiate Athletic Association (NCAA) certification process requested USAFA SAPR participation-- both credentialing bodies lauded USAFA SAPR staff, victim support and advocacy, and programs

**USAFA SAPR response to recommendations from the APY 2008-2009 DoD SAPRO program evaluation**

**SAPRO recommended that USAFA Command should continue to proactively release messages to the Cadet Wing via training venues that strongly advise all cadets to treat each other with dignity and respect.**

USAFA is using existing cadet training opportunities to reinforce and re-emphasize “dignity and respect” messages. For example, USAFA has bolstered initial sexual assault training for basics and 4<sup>th</sup> degree cadets, as well as annual refresher SAPR training for upper-class cadets by introducing new training and enhancing teaching messages. Subject matter expert speakers are pre-briefed to emphasize dignity/respect messages, to include: ‘Sex Signals’ for 3<sup>rd</sup> and 4<sup>th</sup> year cadets; Mike Domitrz training regarding consent for 3<sup>rd</sup> year cadets; ‘Target Hardening’ self-defense for sexual assault prevention; Russ Strand, a trained criminal investigator training for the 1<sup>st</sup> class; and Brett Sokolow, JD, training for the 2<sup>nd</sup> class regarding alcohol and sexual assault. Additionally, both the Superintendent and the Commandant of Cadets brief all cadets on a recurring basis, and continually re-emphasize the basic core principles of treating others with dignity and respect.

**SAPRO recommended that USAFA personnel should strategize how best to educate the Cadet Wing on the fact that a “not guilty” verdict means that the burden of proof of the accused’s guilt beyond a reasonable doubt was not met, and does not necessarily mean innocent.**

USAFA addresses this subject through its academic curriculum. All cadets are required to take the core course, Law 220, Law for Air Force Officers. During this course, cadets learn about the criminal trial process, the standard of proof required and the meaning of not guilty vs. innocent. “Educating” cadets following the outcome of a trial on the difference between not guilty and innocent would be inappropriate and it is not clear what anyone could say without in some way implicitly or explicitly undermining the judicial process. The inference would be that even though the accused was found not guilty he was to some degree guilty. Further, there is an erroneous assumption in the question. A not guilty verdict may absolutely mean that the accused is innocent. Only the members of the jury, who take an oath not to disclose their deliberations, know why they chose to find a member not guilty – and it could clearly be because they thought the person claiming to be a victim was lying or not credible, and that therefore the accused was unequivocally innocent. We will not, and cannot, know why the jury reached its verdict.



**SAPRO recommended addition of volunteer Victim Advocates (VAs) to work cases for the Air Base Wing and other non-cadet cases.**

This recommendation has merit and is being explored currently by the USAFA SAPR office. To avoid potential conflicts with civilian personnel policies, care will be taken to ensure that the duties of the volunteer VAs would remain exclusive of the duties performed by the full-time cadet-specific VAs. USAFA will continue to work toward this solution.

**SAPRO advised USAFA to continue to strategize ways to reduce the stigma perceived by cadets who seek counseling services from the Peak Performance Center.**

Stigma regarding help-seeking behavior has been addressed initially at USAFA by changing the name to “Peak Performance” from “Cadet Counseling” center. USAFA SAPR has enhanced methodology for encouraging sexual assault victims to seek counseling by explaining both basic biological and neurochemical effects of trauma post sexual assault to reduce stigma (they are physical symptoms normal after a sexual assault) and encourage counseling to learn management techniques.

**SAPRO recommended that USAFA SAPR improve communication and collaboration efforts with community partners.**

Many of these initiatives were addressed earlier in this document. USAFA continues work in tandem with local agencies, and other military bases (SARC teleconferences, etc) to ensure full collaboration where appropriate.

**SAPRO recommended that USAFA SAPR ART team members continue to explore innovative means of providing support and informing victims (and their commanders) regarding victim collateral misconduct that occurred in conjunction with a sexual assault.**

Collateral misconduct is addressed in training modules to cadets, especially in conjunction with restricted reporting options. Additionally, all AOCs and AMTs are briefed by the Vice Commandant, Culture & Climate, annually on the DoD position regarding collateral misconduct in sexual assault cases. USAFA continues to seek innovative methods for communicating these messages.

**SAPRO recommended that USAFA should continue to strengthen its cross-training with local community resources on each other’s roles, the roles of command, the Military Justice process, the military’s policies and procedures respecting the USAFA SAPR Programs as well as pertinent aspects of the military culture.**

AFOSI and JA continue to provide information and expertise to the local law enforcement and legal communities through quarterly scheduled meetings. At these

meetings, training and professional information sharing is encouraged between the military and civil authorities to establish common ground and eliminate bureaucracies inherent in offices serving the public. Annually, AFOSI, JA and the SARC office collaborate and sponsor a sexual assault conference for military and civilian authorities in the Colorado Springs area.

**SAPRO recommended that 10 ABW/EO staffing should be monitored closely to prevent extended staffing vacancies or shortages that could impact the quality of service and support provided to the USAFA and Cadet Wing program.**

The 10 ABW/EO staff actively enforces DoD, USAF, and USAFA policies regarding discrimination based on race, color, sex, national origin, age, religion and disability for civilians)all USAFA civilians and military members (including cadets and cadet-candidates), their dependents, retirees, and DoD civilian employees. USAFA practices zero-tolerance of EO violations on or off base, seeks to eliminate all forms of sexual harassment and discrimination by confronting violators. The 10 ABW/EO is fully manned in by an EO Director and five EO specialists and provides EO services in two USAFA locations; prevention of extended staffing vacancies or shortages will be closely monitored to ensure a continuity of quality service and support to USAFA.

**1.5. Educate Stakeholders** Please describe the policies, training, procedures, and initiatives implemented or advanced during APY 09-10 to inform and educate stakeholders about sexual harassment and sexual assault

USAFA SARC and EO continuously inform and educate stakeholders through a variety of programs:

- 10 ABW SAPR Conference
- First Responder Training
- Extending training to community: TESSA, Colorado Springs Police Department, El Paso County Sheriff's Department, DA's Office, MADD, and local high schools and universities
- AOC/AMT In-service training
- AOC Master's Course and New AOC Orientation class
- AMT Schoolhouse
- Cadet Sponsor Program Briefing (all cadet sponsor families)
- SPIRE (Cadet Chapel volunteers)
- Service Academy Exchange Cadet Briefings
- Athletic Department staff and coaches
- Department of Faculty (annual training and new faculty orientation)
- Cadet Helping Agencies Team – meets monthly to discuss 'at risk' cadets as a case management team; SAPR is a member
- ART updates to the Superintendent/senior leaders – SAPR provides a detailed case status to the Superintendent monthly, as well as weekly updates to the Commandant and Vice Commandants. These updates cover the status of all open ART cases
- PEERs – Personal Ethics and Education Representatives – Cadet PEERs are BACCHUS network certified as first-contact point of referral; PEERs are not

“counselors” but are trained to recognize warning signs in a range of issues (to include sexual assault)

- SAPR provides outreach services for other ‘stakeholders’ on base, or, as required/requested (i.e., might speak to a squadron at the request of the AOC)
- Radio KAFA interviews
- Social Norms campaign (discussed previously)
- All USAFA First Sergeants receive specialized SAPR training as part of their initial USAFA First Sergeant’s course

## 2. DATA FOR CADET/MIDSHIPMAN REPORTS

2.1. Please provide a narrative that summarizes the reports made during APY 09-10 including but not limited to:

- total number of sexual assault reports – **20 involving cadets**
- number of Unrestricted reports – **7 at the end of the APY**
- number of Restricted reports – **13 (originally 16; 3 converted during the APY)**
- reports converted from Restricted to Unrestricted - **3**
- dispositions for investigations of Unrestricted reports (**see attached tables**)
- number of formal and informal sexual harassment reports – **0**

USAFA SAPR reported 20 sexual assault cases involving cadets in APY 2009-2010. Sixteen of those reports were initially “restricted” reports; three of those later converted to “unrestricted” reports. Four reports were “unrestricted” from the time of initial report (thus, a total of 7 unrestricted reports were counted at the end of the APY).

The number of overall cases for APY 2009-2010 increased from the previous APY (2008-2009), but are generally consistent with data from APY 2007-2008. APY 2009-2010 data include a total of 7 unrestricted reports (there were no unrestricted reports in APY 2008-2009). Many national experts contend that increased reporting is consistent with higher levels of trust in the support services and the overall SAPR program. Additional data from DMDC focus groups do indicate that many cadets have trust in the SAPR services provided at USAFA. However, until more longitudinal data is obtained over several more years, it is difficult to definitively determine the causes for numerical fluctuations from year-to-year.

Dispositions for investigations for the 7 unrestricted reports are as follows:

- For the 3 cases that occurred on USAFA, where there was Air Force jurisdiction, none were found legally sufficient to proceed to prosecution. This is in part due to delayed reporting of these assaults (i.e., no forensic evidence could be collected).
- Of the 4 unrestricted cases occurring off USAFA, with civilian jurisdiction, 3 of those reports were made immediately after the assaults occurred, and forensic evidence was collected in all of those cases. All 3 were pending trial at the conclusion of the APY (the 4<sup>th</sup> unrestricted case occurred off-USAFA and was not prosecuted as it was found to be legally insufficient; this case was a delayed report as well).

There were no formal reports of sexual harassment. All of the informal reports made this APY were referred to command for disposition.

### **3. GENDER RELATIONS SURVEY**

**3.1.** Please describe your thoughts on the analysis of the APY 09-10 Gender Relations Survey conducted by the Defense Manpower Data Center (DMDC) including but not limited to:

- climate of confidence to report and seek help
- access and knowledge of resources for medical care and counseling
- understanding of Restricted and Unrestricted reporting options
- knowledge of the reporting process for sexual harassment and sexual assault
- training on how to avoid situations that increase risk of sexual violence
- underreporting of sexual harassment and sexual assault
- usage of data to improve program and outreach efforts in the next APY
- areas/topics that should be addressed in future surveys

**USAFA does not have the results of the 2010 SAGR Survey as they have not been released to the Academy at the time this report was written. The latest survey was conducted in April of 2008. Results of 2009 focus groups are discussed below.**

#### **Climate of Confidence to Report and Seek Help**

- There was near unanimous agreement among focus group participants that senior Academy leaders are very dedicated to preventing sexual assault.
- Focus group participants indicated that Academy officials make the Wing aware that incidents of sexual assault have occurred.

#### **Access and Knowledge of Resources for Medical Care and Counseling**

- Cadets are briefed on the first full day of BCT, at the helping agencies briefing, that under restricted or unrestricted reporting, medical care, counseling, and other support services are available. That message is repeated throughout the cadet experience.

#### **Understanding of Restricted and Unrestricted Reporting Options**

- Most participants in the focus groups correctly stated the difference between restricted and unrestricted reporting of sexual assault.

#### **Knowledge of the Reporting Process for Sexual Harassment and Sexual Assault**

- Focus group participants generally knew the definition of sexual assault per the Uniform Code of Military Justice (UCMJ) and that the definition includes a variety of behaviors from unwanted sexual touching through completed unwanted sexual intercourse.

## **Training on How to Avoid Situations that Increase Risk of Sexual Violence**

- Focus group participants indicated they do not receive specific training on intervening between an offender and victim (bystander intervention training expected to address this issue).
- Focus group participants indicated that they are trained in prevention.
- Focus group participants indicated the Academy is doing a good job of informing students about sexual assault and providing resources.

## **Underreporting of Sexual Harassment and Sexual Assault**

- When told that USAFA had the highest number of reported sexual assaults in the past year compared to the other Service Academies, focus group participants were not surprised. This seems to indicate that many cadets feel other locations might not have the trust in the SAPR programs that USAFA cadets appear to have.
- Some Focus Group participants felt that the USAFA system allows making an anonymous report if the victim tells someone in the system but might be more difficult to remain anonymous if other cadets knew about the incident.
- Other Focus group participants disagreed that one could make a completely anonymous report because USAFA students live in such close quarters that someone would notice a friend is having trouble and would ask why.
- Some focus group participants indicated that students would not report unwanted sexual touching even though it is included in the definition of sexual assault because of the seriousness of sexual assault accusations.
- Focus group participants indicated that people might endorse a behavior on a survey, but not feel it is important enough to report or they took care of the situation themselves. Focus group participants also identified a mindset that they are expected to be “tough” and deal with issues.
- Focus group participants indicated that some students might not report sexual harassment for fear of the impact on how others view them.
- Some focus group participants felt that all of the emphasis on women as victims of sexual assault reinforces a sexist attitude.
- When asked if sexism were more common among upper class students, focus group participants indicated that when it occurs it is not unique to upper class.

## **Usage of Data to Improve Program and Outreach Efforts in the Next APY**

- Data from surveys and external assessments are used to augment training messages and to further refine future assessments and program evaluations.
- USAFA will use the 2009 DMDC results to these ends once those results are received.

## **Areas/topics that should be Addressed in Future Surveys**

- Results from the 2009 DMDC survey will be analyzed to identify potential issues that should be included in future survey efforts.

**3.2.** Please describe any actions you will take or any improvement needed, if applicable, as a result of the APY 09-10 Gender Relations Survey

USAFA does not have the results of the 2010 SAGR Survey as they have not been released to the Academy at the time this report was written. The most current survey data was from the April 2008 SAGR results. Information below discusses how USAFA is using the 2008 data.

- Focus group participants indicated that it is hard to define the point at which joking becomes sexual harassment because the standard differs by who is listening
  - USAFA SAPR has implemented the 'continuum of harm' slide and discussion to our SAPR annual training.
  - This slide and an interactive exercise are included in the new AF Bystander Intervention training which we are currently implementing and training.
  - 4<sup>th</sup> class cadets now receive 6 hours of substantive training through the R & R course co-taught by Cadet Wing Human Relations and Character and Leadership Development staff.
- Some focus group participants felt an online reporting tool for victims might be useful for initiating discussions about an incident or collecting data.
  - 'eSARC' program – USAFA SAPR is in discussion with the Communication Squadron to harness technology and enhance communication with cadets using their communication venues (cell phone texting, email, etc.).
    - This includes the possible development of secure email and website that includes confidential reporting option for victim to the SARC using text/email
    - Set up a virtual victim support group—secure web-based chat room type program for victims/survivors that guarantees anonymity yet they may interact with other victims/survivors for support and validation.

#### **4. PLANS FOR APY 10-11**

Please describe the plan for actions that are to be taken in APY 10-11 regarding prevention and response to sexual harassment and sexual assault involving Academy personnel including but not limited to:

- prevention and training
- Restricted reporting
- response to victims
- oversight activities
- stakeholder outreach

## **Plan for Actions APY 10/11**

### **Implement further prevention training and encourage restricted reporting option recommendations from consultant, Brett Sokolow, JD**

- Continue to enhance sexual assault prevention curriculum by integrating with other stakeholder programs such as Center for Character & Leadership Development, Athletic Department, Faculty/Academics, ADAPT, PPC)
- Continue to find ways to increase victim empathy

### **SAPR Program Evaluation**

- Continue implementation of program evaluation during speaker presentations, SAPR-taught classes; using standardized pre and post questions
- To this end data has been collected during this current APY for 2<sup>nd</sup> and 3<sup>rd</sup> class cadets using wireless 'clickers' (Data Collection Devices)

### **Enhance Social Norming/Marketing Campaign and program evaluation– SAPR focus is on Bystander Intervention**

- Continue working with CWP social norming coalition
- Utilize data collected from standardized questions asked of cadets regarding bystander intervention
- Data has been collected pre and post training presentations as a measure of program effectiveness; this will be further expanded this next APY

### **Implement 'eSARC' program to enhance response to victims and further encourage restricted reporting option – harness technology and enhance communication with cadets using their communication venues (cell phone texting, email, etc.)**

- Begin groundwork with Communication Squadron and IT to set up secure email and website that could possibly include:
  - Confidential reporting option for victim to the SARC using text/email
  - Virtual victim support group—secure web-based chat room type program for victims/survivors that guarantees anonymity yet they may interact with other victims/survivors for support and validation
  - NOTE: All electronic SAPR services will only be implemented after careful considerations of security and victim needs

### **Implement mandatory AF Bystander Intervention Program (2 year implementation timeline, completion by June 2012)**

- SAPRO approved a waiver for annual training for the Air Force for a 2 year period in order to allow small group, 90-minute "Bystander Intervention" training.

- New SAPR 'crisis' cards – hard plastic information cards which can be attached by clip to the cadet's proxy cards (to have them on hand at all times); will be issued to each basic cadet during BCT

### **Increase outreach to stakeholders in the local and base communities**

- Shared training venues, collaboration on outreach/prevention events (YMCA, TESSA, MAAD, local universities/high schools, local hospitals, etc.)

### **Continue to enhance efforts regarding DoD SAPRO 2009 Report recommendations**

- The USAFA SAPR program has increased efforts to both communicate and collaborate with community partners, to include local investigative and law enforcement (Colorado Springs, El Paso County, Denver metro), judicial, colleges/universities, and sexual assault victim service providers
- The USAFA ART team continues to work with leadership both individually and collectively to enhance victim support in regard to collateral misconduct. Collectively, through new AF Bystander Intervention leadership training graduate school program, New AOC Orientation program, AMT school, and AOC/AMT Leadership Training; from national experts in victimology ( Dr. Janine D'Anniballe) and in offender behavior (Mr. Russell Strand, CID/Army trainer) which explain how/why victims and offenders behave as they do as related to collateral misconduct. As well: the DoD "Lighter and Later" policy is stressed at these trainings and during Annual SAPR training. Individually, SAPR, via SARC and Victim Advocates, consult with squadron commanders, first sergeants, AOC and AMT regarding their specific cases where victims have engaged in collateral misconduct in terms of lighter and later.



## 1a. Unrestricted Reports (A-E)

<b>Sexual Harassment and Violence at the US Military Service Academies APY09-10 US Air Force Academy</b>	
<b>A. APY09-10 REPORTS OF SEXUAL ASSAULT (rape, aggravated sexual assault, aggravated sexual contact, abusive sexual contact, wrongful sexual contact, non-consensual sodomy, and attempts to commit these offenses) BY or AGAINST Cadets/Midshipmen</b>	<b>APY09-10 Totals</b>
<b># VICTIMS in APY09-10 Unrestricted Reports</b>	<b>7</b>
# Cadet/Midshipman victims	5
# Non-Cadet/Midshipman victims	2
<b># Unrestricted Reports in the following categories</b>	<b>7</b>
# Cadet/Midshipman on Cadet/Midshipman	3
# Cadet/Midshipman on Non-Cadet/Midshipman (includes other Service Members or Civilians)	2
# Non-Cadet/Midshipman (includes other Service Members or Civilians) on Cadet/Midshipman	2
# Unidentified Subject on Cadet/Midshipman	0
<b># Unrestricted Reports of sexual assault occurring</b>	<b>7</b>
# On Academy Grounds	3
# Off Academy Grounds	4
# Unidentified location	0
<b># Investigations Initiated (From APY2009-2010 Unrestricted Reports)</b>	<b>7</b>
# Investigations pending completion as of 31-May-10	1
# Completed Investigations as of 31-May-10	6
<b># Restricted Reports</b>	<b>16</b>
# Converted from Restricted Report to Unrestricted Report*	3
<b># APY09-10 RESTRICTED REPORTS REMAINING RESTRICTED</b>	<b>13</b>
<b>B. DETAILS OF UNRESTRICTED REPORTS IN APY09-10</b>	<b>APY09-10 Totals</b>
<b>Length of time between sexual assault and Unrestricted Report</b>	<b>7</b>
# Reports made within 3 days of sexual assault	2
# Reports made within 4 to 30 days after sexual assault	2
# Reports made within 31 to 365 days after sexual assault	3
# Reports made longer than 365 days after sexual assault	0
# Unknown	0
<b>Reported Time of sexual assault</b>	<b>7</b>
# Midnight to 6 am	2
# 6 am to 6 pm	1
# 6 pm to midnight	4
# Unknown	0
<b>Reported Day of sexual assault</b>	<b>7</b>
# Sunday	1
# Monday	0
# Tuesday	0
# Wednesday	1
# Thursday	0
# Friday	3
# Saturday	2
# Unknown	0
<b>C. SUMMARY OF INVESTIGATIONS OF UNRESTRICTED REPORTS (INITIATED AND COMPLETED IN APY09-10)</b>	<b>APY09-10 Totals</b>
<b># Investigations initiated and completed during APY09-10</b>	<b>6</b>
# Investigations with more than one victim, subject, or both	0
<b># SUBJECTS in the completed investigations</b>	<b>6</b>
# Cadet/Midshipman subjects	4
# Service Member subjects	0
# Non-Service Member subjects	2
# Unidentified subjects	0
<b># VICTIMS in the completed investigations</b>	<b>6</b>
# Cadet/Midshipman victims	5
# Service Member victims	0
# Non-Service Member victims	1
# Unknown	0

## 1a. Unrestricted Reports (A-E)

<b>D. FINAL DISPOSITIONS FOR SUBJECTS IN APY09-10 INVESTIGATIONS</b>	<b>APY09-10 Totals</b>
<b># SUBJECTS in APY09-10 completed investigations</b>	<b>6</b>
<b>DoD Action Precluded:</b>	<b>3</b>
# Unknown Subjects	0
# Unfounded by Investigative Agency	0
# Civilian or Foreign Authority Prosecutions of Persons Subject to the UCMJ	1
# Civilian or Foreign Authority Prosecutions of Persons NOT Subject to the UCMJ	2
<b># Total Command Action Precluded or Declined for Sexual Assault</b>	<b>3</b>
# Probable cause for only non-sexual assault offense	0
# Subject deceased or deserted	0
# Victim deceased	0
# Victim declined to participate in the military justice action	2
# Insufficient evidence of any offense	1
# Statute of limitations had expired	0
# Unfounded by Command	0
# Commander declined action pursuant to UCMJ Rules of Courts-Martial 306(c)(1)	0
<b># Subjects awaiting completion of command action as of 31-May-10</b>	<b>0</b>
<b># Subjects for whom command action was completed as of 31-May-10</b>	<b>0</b>
<b># Evidence Supports Command Action for the following APY09-10 Sexual Assault Subjects</b>	<b>0</b>
# Courts-martial charge preferred (Initiated)	0
# Honor board actions (Initiated)	0
# Nonjudicial punishments (Article 15 UCMJ)	0
# Administrative discharges	0
# Other administrative actions	0
<b>E. FINAL DISPOSITIONS FOR SUBJECTS IN Pre-APY09-10 INVESTIGATIONS (From prior year investigations completed in APY09-10)</b>	<b>APY09-10 Totals</b>
<b># Total Number of Investigations, from all reporting periods prior to current APY, pending completion at the end of APY09-10</b>	<b>0</b>
# Pre-APY09-10 Investigations STILL PENDING completion as of 31-May-10	0
<b># Pre-APY09-10 Investigations completed of 31-May-10</b>	<b>0</b>
<b># SUBJECTS from Pre-APY09-10 investigations completed as of 31-May-10</b>	<b>0</b>
<b># Final APY09-10 DISPOSITIONS for SUBJECTS from Pre-APY09-10 investigations that were completed in APY09-10</b>	<b>0</b>
<b>DoD Action Precluded:</b>	<b>0</b>
# Unknown Subjects	0
# Unfounded by Investigative Agency	0
# Civilian or Foreign Authority Prosecutions of persons subject to the UCMJ	0
# Civilian or Foreign Authority Prosecutions of Persons NOT Subject to the UCMJ	0
<b># Total Command Action Precluded or Declined for Sexual Assault</b>	<b>0</b>
# Probable cause for only non-sexual assault offense	0
# Subject deceased or deserted	0
# Victim deceased	0
# Victim declined to participate in the military justice action	0
# Insufficient evidence of any offense	0
# Statute of limitations had expired	0
# Unfounded by Command	0
# Commander declined action pursuant to UCMJ Rules of Courts-Martial 306(c)(1)	0
<b># Pre-APY09-10 Subjects awaiting completion of command action as of 31-May-10</b>	<b>0</b>
<b># Pre-APY09-10 Subjects for whom command action was completed as of 31 May-10</b>	<b>0</b>
<b># Evidence Supports Command Action for the following Pre-APY09-10 Sexual Assault Subjects</b>	<b>0</b>
# Courts-martial charge preferred (Initiated)	0
# Honor board actions (Initiated)	0
# Nonjudicial punishments (Article 15 UCMJ)	0
# Administrative discharges	0
# Other administrative actions	0
* The total number of reports that converted to Unrestricted Reports are included in the total number of Unrestricted Reports provided in Section A.	



2. Restricted Reports

RESTRICTED REPORTS OF SEXUAL ASSAULT - MILITARY SERVICE ACADEMIES, APY09-10 U.S. Air Force Academy	
<b>A. APY09-10 RESTRICTED REPORTS OF SEXUAL ASSAULT</b>	<b>APY09-10 TOTALS</b>
<b># Cadet/Midshipman VICTIMS in Restricted Reports</b>	<b>16</b>
<b># Converted from Restricted Report to Unrestricted Report*</b>	<b>3</b>
<b># APY09-10 RESTRICTED REPORTS REMAINING RESTRICTED</b>	<b>13</b>
<b># Reported sexual assaults AGAINST Cadet/Midshipman victims in the following categories</b>	<b>16</b>
# Cadet/Midshipman on Cadet/Midshipman	11
# Non-Cadet/Midshipman on Cadet/Midshipman	5
# Unidentified subject on Cadet/Midshipman	0
<b># Reported sexual assaults occurring</b>	<b>16</b>
# On Academy Grounds	4
# Off Academy Grounds	12
# Unidentified location	0
<b>B. INCIDENT DETAILS</b>	<b>APY09-10 TOTALS</b>
<b>Length of time between sexual assault and Restricted Report</b>	<b>16</b>
# Reports made within 3 days of sexual assault	3
# Reports made within 4 to 30 days after sexual assault	8
# Reports made within 31 to 365 days after sexual assault	5
# Reports made longer than 365 days after sexual assault	0
# Unknown	0
<b>Time of sexual assault incident</b>	<b>16</b>
# Midnight to 6 am	4
# 6 am to 6 pm	1
# 6 pm to midnight	11
# Unknown	0
<b>Day of sexual assault incident</b>	<b>16</b>
# Sunday	3
# Monday	0
# Tuesday	2
# Wednesday	2
# Thursday	1
# Friday	6
# Saturday	2
# Unknown	0
<b>C. DEMOGRAPHICS FOR APY09-10 RESTRICTED REPORTS OF SEXUAL ASSAULT</b>	<b>APY09-10 TOTALS</b>
<b>Gender of VICTIMS</b>	<b>16</b>
# Male	0
# Female	16
# Unknown	0
<b>Grade/Status of VICTIMS</b>	<b>16</b>
# Prep School	0
# 1st Year	5
# 2nd Year	7
# 3rd Year	2
# 4th Year	2
# Other Cadet Year	0
# Active Duty Service Members	0
* The Restricted Reports that converted to Unrestricted Reports are now included in the total number of Unrestricted Reports provided in Worksheet 1a.	

3. Victim Services

<b>APY09-10 SUPPORT SERVICES FOR VICTIMS OF SEXUAL ASSAULT U.S. Air Force Academy</b>	
<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>	
<b>A. SUPPORT SERVICE REFERRALS TO MILITARY VICTIMS FROM UNRESTRICTED REPORTS:</b>	<b>APY09-10 TOTALS</b>
<b># Support service referrals for VICTIMS in the following categories</b>	
<b># MILITARY facilities</b>	<b>2</b>
# Medical	1
# Counseling	1
# Legal	0
<b># CIVILIAN facilities (Referred by DoD)</b>	<b>1</b>
# Medical	0
# Counseling	1
# Legal	0
<b># Unrestricted Reports where SAFEs were conducted</b>	<b>3</b>
<b># Unrestricted Reports where SAFE kits or other needed supplies were not available at time of victim's exam</b>	<b>0</b>
<b># Cadets/Midshipmen making an UR that received service referrals for an incident that occurred prior to military service</b>	<b>0</b>
<b>B. SUPPORT SERVICE REFERRALS FOR MILITARY VICTIMS IN RESTRICTED REPORTS:</b>	<b>APY09-10 TOTALS</b>
<b># Support service referrals for VICTIMS in the following categories</b>	
<b># MILITARY facilities</b>	<b>25</b>
# Medical	6
# Counseling	16
# Legal	3
<b># CIVILIAN facilities (Referred by DoD)</b>	<b>4</b>
# Medical	1
# Counseling	3
# Legal	0
<b># Restricted Reports where SAFEs were conducted</b>	<b>0</b>
<b># Restricted Reports where SAFE kits or other needed supplies were not available at time of victim's exam</b>	<b>0</b>
<b># Cadets/Midshipmen making a RR that received service referrals for an incident that occurred prior to military service</b>	<b>4</b>
<b>C. APY09-10 MILITARY PROTECTIVE ORDERS (MPO)*</b>	<b>APY09-10 TOTALS</b>
<b># Military Protective Orders issued due to an APY09-10 Unrestricted Report of Sexual Assault</b>	<b>0</b>
<b># Reported MPO Violations in APY09-10 Completed Investigations</b>	<b>0</b>
# Reported MPO Violations by Subjects	0
# Reported MPO Violations by Victims of Sexual Assault	0
<b>*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 to the victim.</b>	

4. Sexual Assault Case Synopses

Number	Month Closed	Subject Status	Subject Gender	Victim Status	Victim Gender	Initial Allegation Reported	Misconduct Charged	Disposition	Brief Synopsis of Incident and Outcome
<i>Ex:</i>	<i>Jun-08</i>	<i>1st Year</i>	<i>Male</i>	<i>1st Year</i>	<i>Female</i>	<i>Victim reported being touched on genitals by subject while asleep</i>	<i>Abusive Sexual Contact, Article 120</i>	<i>Pending; Court-Martial scheduled for 10/09</i>	<i>Victim asleep in dorm room and awoke to find subject digitally penetrating her and fondling her breasts. Victim yelled at subject, who fled the room. Victim called police. SAFE kit done by MTF on base. Subject apprehended and confessed. Art 32 held Apr 09. Subject convicted at court martial.</i>
1	Oct 09	2nd Year	M	2nd Year	F	Allegation: Rape	None	No action	Location: On USAFA Alcohol involved: No Allegation legally insufficient in regard to prosecution and Victim did not want to go forward.
2	Feb 10	3rd Year	M	1st Year	F	Allegation: Aggravated Sexual Assault	None	No action	Location: On USAFA Alcohol involved: No Allegation legally insufficient in regard to prosecution and Victim did not want to go forward.  Victim resigned from USAFA for non-related reasons.
3	Dec 09	4th Year	M	Civilian	F	Allegation: Aggravated Sexual Assault	2 charges of aggravated sexual assault (third class felony, fourth class felony)	Trial scheduled after closeout of APY 09-10	Location: Off USAFA Alcohol involved: Yes  Non-USAFA jurisdiction. Subject arrested by Civilian authorities. Not Guilty Plea.
4	Oct 09	Civilian	F	4th Year	M	Allegation: Aggravated Sexual Assault	None	Debarment given to Subject	Location: Off USAFA Alcohol involved: Yes  Non-USAFA jurisdiction. Subject barred from USAFA; civilian authorities declined to prosecute.
5	Feb 10	Civilian	M	4th Year	F	Allegation: Aggravated Sexual Assault	1 charge of sexual assault (third class felony) and 1 charge contributing to delinquency of a minor (fourth class felony)	Debarment given to Subject	Location: Off USAFA Alcohol involved: Yes  Non-USAFA jurisdiction. Subject barred from USAFA; pending trial.
6	Sep 09	3rd Year	M	2nd Year	F	Wrongful Sexual Contact	None	No action.	Location: On USAFA Alcohol involved: No Allegation legally insufficient in regard to prosecution. Victim briefed by investigator and aware of inability to prosecute.
<b>Disposition = Case status (Pending Art 32, Pending Court Martial, Art 15 UCMJ Punishment, Closed, etc.)</b>									

5. Formal Sexual Harassment Rpts

<b>Formal Sexual Harassment Reports at the US Military Service Academies APY09-10</b> <b>U.S. &lt;Service&gt; Academy</b>	
<b>A form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:</b> <b>a. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or</b> <b>b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or</b> <b>c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.</b>	<b>APY 09-10 TOTALS</b>
<b>A. Formal Sexual Harassment Complaints (total)</b>	<b>0</b>
# Cadet/Midshipman Victims	0
# Non-Cadet/Midshipman Victims	0
<b>B. Location of Incident</b>	<b>0</b>
# On Academy Grounds	0
# Off Academy Grounds	0
# Unidentified location	0
<b>C. # Total Sexual Harassment Investigations opened during APY09-10</b>	<b>0</b>
# Investigations pending completion as of 31 May 10	0
<b># Completed investigations as of 31 May 10</b>	<b>0</b>
<b>D. Sexual Harassment Details - Length of time between incident and formal report</b>	<b>0</b>
# Reports made within 60 days of the sexual harassment	0
# Reports made more than 60 days following the sexual harassment	0
# Unknown	0
<b>E. # Reports forwarded to General Court Martial Convening Authority</b>	<b>0</b>
# Reports forwarded to GCMCA within 72 Hours	0
# Reports forwarded to GCMCA beyond 72 Hours	0
<b>F. Time of Sexual Harassment Incident</b>	<b>0</b>
# Midnight to 6 am	0
# 6 am to 6 pm	0
# 6 pm to midnight	0
# Unknown	0
<b>G. Day of Sexual Harassment Incident</b>	<b>0</b>
# Sunday	0
# Monday	0
# Tuesday	0
# Wednesday	0
# Thursday	0
# Friday	0
# Saturday	0
# Unknown	0
<b>H. # APY09-10 COMPLETED INVESTIGATIONS</b>	<b>0</b>
# Investigations with more than one victim, more than one subject, or both	0
<b># of Subjects in Completed Investigations</b>	<b>0</b>
<b>I. APY08-09 FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED INVESTIGATIONS</b>	<b>0</b>
# Subjects with Unsubstantiated Complaints	0
# Pending command action as of 31 May 10	0
<b># Subjects for whom command action was completed of 31 May 10</b>	<b>0</b>
<b>J. # Commander Actions (APY09-10 Subjects)</b>	<b>0</b>
# Courts-martial	0
# Nonjudicial Punishments	0
# Discharges in lieu of courts-martial	0
# Discharges in lieu of disciplinary actions	0
# Honor board actions	0
# Other administrative actions	0

6. SH Case Synopses

Synopsis of Formal Sexual Harassment Investigations Involving Cadets/Midshipmen									
Number	Month Closed	Subject Status	Subject Gender	Victim Status	Victim Gender	Initial Allegation Reported	Misconduct Charged	Disposition	Brief Synopsis of Incident and Outcome
Ex:	Jun-08	Captain	Male	1st Year	Female	Victim's supervisor pressured her to sleep with him in order to get a good rating.	Conduct Unbecoming, Art 134	Pending; Court-Martial scheduled for 10/09	Cadet was working a special project with a staff officer. This was 3rd time officer had made an overt sexual overture. Investigation substantiated misconduct.
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**Data Dictionary**  
**Number** - A number assigned for purposes of this report only. (Use 1, 2, 3, etc.)  
**Month Closed** - the month and year that investigative activity was concluded  
**Subject Status** = Prep School, 1st Year, 2nd Year, 3rd Year, 4th Year, Other Cadet Year, Military Rank, Civilian or Unknown  
**Subject Gender** = Male, Female or Unknown  
**Victim Status** = Prep School, 1st Year, 2nd Year, 3rd Year, 4th Year, Other Cadet Year, Military Rank, or Civilian  
**Initial Allegation Reported** = Very short summary of allegation  
**Misconduct Charged** = Offense and Article of UCMJ or other statute as applicable  
**Disposition** = Case status (Pending Art 32, Pending Court Martial, Art 15 UCMJ Punishment, Closed, etc.)



Prepared by Office of the Secretary of Defense  
Sexual Assault Prevention and Response Office

[www.sapr.mil](http://www.sapr.mil) (For Program and Policy)  
[www.myduty.mil](http://www.myduty.mil) (For Victim Care)

