

**ENCLOSURE 3:**

**UNITED STATES AIR FORCE ACADEMY  
SELF-ASSESSMENT**





DEPARTMENT OF THE AIR FORCE  
WASHINGTON DC

OFFICE OF THE ASSISTANT SECRETARY

MEMORANDUM FOR UNDER SECRETARY OF DEFENSE (PERSONNEL AND  
READINESS)

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

SUBJECT: Department of Defense Academic Program Year 2011-2012 Annual Report on  
Sexual Harassment and Violence at the U.S. Military Service Academies

Reference your 11 May 2012 memorandum at attachment 1; I approve release of the Annual Report on Sexual Harassment and Violence at attachment 2. The USAFA remains committed to maintaining an outstanding victim-focused Sexual Assault Prevention and Response (SAPR) program and continues to benchmark national civilian and military best practices in order to realize improvements in sexual assault prevention, reporting and victim care.

Thank you for the opportunity to review. My points of contact are Ms. Charlene Bradley and Ms. Trenda Voegtle, SAF/MRM, commercial phone number 703-692-7757 or e-mail [charlene.bradley@pentagon.af.mil](mailto:charlene.bradley@pentagon.af.mil) and [trenda.voegtle@pentagon.af.mil](mailto:trenda.voegtle@pentagon.af.mil).

A handwritten signature in cursive script that reads "Daniel B. Ginsberg".

DANIEL B. GINSBERG  
Assistant Secretary  
Manpower and Reserve Affairs

Attachments:

1. 11 May 2012 USD (P&R) Memorandum
2. Annual Report

## **Academic Program Year 2011-2012 Annual Report on Sexual Harassment and Violence at the Military Service Academies United States Air Force Academy**

### **EXECUTIVE SUMMARY**

The USAFA Sexual Assault Response Coordinator (SARC) received 52 reports of sexual assault during APY 11-12. This is an increase from 33 reported sexual assaults in APY 10-11 (DoD Annual Report on Sexual Harassment & Violence at the Military Service Academies, Academic Program Year 2010-2011). This year, of the 52 reported sexual assaults, 21 were Unrestricted reports, 31 were Restricted reports. Four of the 21 Unrestricted reports were Restricted reports from previous years that were converted from Restricted to Unrestricted during APY 11-12. We are hopeful that this overall increase in reports is an indicator of trust in the Sexual Assault Prevention and Response (SAPR) program, however we urge caution in interpreting these figures as it cannot be definitively determined if the number of sexual assaults are increasing each APY and/or that command is aware of more sexual assault incidents due to increased trust in the reporting process. It is important to note that of the 52 sexual assault cases, 12 were reports made regarding sexual assaults that occurred prior to entry to USAFA (prior-to-service); this 120% increase over the previous year of prior-to service reports could signify trust in the SAPR system. There were 2 conversions from restricted to unrestricted that occurred in APY 11-12. It should be noted that 4 of the 21 Unrestricted reports were Restricted reports from previous APYs that were converted from Restricted to Unrestricted during APY 11-12. Taken together with the 12 cases involving prior-to-service sexual assaults, the total number of new reports concerning incidents that occurred while cadets were enrolled at USAFA is 36.

National statistics continue to show that sexual assault is one of the most underreported crimes in America. Those attending colleges, typically aged 18 to 24 years old, are especially vulnerable to sexual assault. A study in 2007 of civilian colleges revealed that upwards of 33% of women are sexually assaulted during their college years. Another reality is that many students are assaulted prior to attending college. Unfortunately, incoming USAFA cadets are not immune to this issue. Anonymous polling of the incoming class of 2016 indicated that 27% of females and 6% of males reported being sexually assaulted prior to entering USAFA. In APY11-12, there were 12 Prior-to-Service (USAFA) sexual assaults reported.

USAFA remains committed to maintaining an outstanding victim-focused 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 Sexual Assault Prevention and Response 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.

The 10<sup>th</sup> Airbase Wing Equal Opportunity (10 ABW/EO) Office stands behind the Air Force “Zero Tolerance” Policy by collaborating with leadership in prevention of unlawful discrimination and sexual harassment. When unlawful discrimination or sexual harassment is alleged, immediate and relevant actions are taken to investigate, clarify, and resolve all alleged issues to ensure any proven unlawful behavior is stopped and applicable disciplinary action is taken against offender(s).

In APY 11-12, eleven Commander Worked Issues (CWIs) were processed by 10ABW/EO; seven of eleven were documented as sexual harassment and 4 were sex discrimination. All offenders received some form of disciplinary action that was equal to the degree of the offense.

## **1. PROGRAM OVERVIEW**

### **1.1 General Overview of USAFA’s Prevention of Sexual Harassment (POSH) and Sexual Assault Prevention and Response (SAPR) Program**

#### **1.1.1 Authorizing service and Academy regulations**

The Air Force Academy’s Prevention of Sexual Harassment (POSH) and Sexual Assault Prevention and Response (SAPR) programs are run in accordance with AFI 36-6001 29 Sept 2008 Sexual Assault Prevention and Response (SAPR) Program and USAFA 36-3502 Performance Measures (2004). The Equal Opportunity (EO) Office adheres to and constructs its POSH in accordance with AFI 36-2706, Equal Opportunity Program Military and Civilian, 5 Oct 10.

#### **1.1.2 Organizational structure of USAFA’s POSH and SAPR programs**

- USAFA POSH has two separate programs. The first is organized under the 10 ABW EO Office, which serves the 10 ABW and cadet wing permanent party. This office has a Cadet Wing liaison, an experienced Defense Equal Opportunity Management Institute (DEOMI)-trained NCO, who works specifically with cadets, with an office located in Sijan Hall in the cadet area.
- The second POSH program is the Human Resources Training and Education (HR&TE) Office organized under the Cadet Wing and reports directly to the Vice Commandant of Cadets for Culture and Climate. The HRTE program primarily acts in a consultant and oversight role for all cadet EO related training.
- The SARC is also organized under the Cadet Wing and works directly for the Vice Commandant of Cadets. The SARC provides response and prevention education training for the entire USAFA installation and a geographically separated unit (GSU) located at Pueblo, CO.

### **1.1.3 Other personnel involved and their roles in your Academy's POSH and SAPR programs**

- SAPR and POSH collaborate with and cross-refer cadets, airmen/permanent party, prep school cadet candidates, and students attending the flight screening school at Pueblo with the Peak Performance Center, Mental Health, 10th Medical Group, and Memorial Hospital (SAFE exams).
- SAPR and POSH collaborate with other missions partners to include, but not limited to, USAFA 5/8/9 (Strategic Plans and Programs, Requirements, Institutional Research and Assessments, Directives, Policies and Integration), Public Affairs, the Athletic Department, the Dean of the Faculty and the Inspector General.
- POSH and SAPR also collaborate with and share training resources with the other front range bases including Ft. Carson, Buckley AFB, Peterson and Schriever AFB.

### **1.1.4 Document retention policy implementation**

- USAFA SAPR manages normal document retention with oversight and guidance provided by the USAFA Information management (IM) Office. The SARC is responsible for records maintained for purposes of victim case management.
- Previously, those records were maintained indefinitely in accordance with AFI 36-6001, Sexual Assault Prevention and Response, 29 September 2008.
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- In March 2012, the Air Force implemented the Defense Sexual Assault Incident Database (DSAID) and all victim case management records are now retained in DSAID with retention of 50 years. Additionally, the DD Form 2910, Victim Reporting Preference Statement can now be uploaded into the DSAID. DTM 11-062, "Document Retention in Cases of Restricted and Unrestricted Reports of Sexual Assault" requires that we retain a hard copy of the DD Form 2910 for 5 years from the date of a Restricted Report, consistent with DoD guidance for the storage of personally identifiable information (PII).
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- Per AFI 33-322, Records Management Program and AFI 36-2706, Equal Opportunity Program Military and Civilian, 5 Oct 10, the 10 ABW/EO Office manages document retention with oversight and guidance provided by the Base Records Management Office. The EO Superintendent and the NCOIC of the EO Satellite Office are the EO Records Custodians and participate in records review and inspections as required by AF/EO and the Base Records Management Office. The EO Office's FARM is attached to the 10 ABW Command Section Staff who conduct periodic records inspections, SAVs, and provide consultation as necessary to maintain and upkeep records. The retention policy for EO official records is to destroy after 2 years.

## **2. INSTITUTIONALIZE PREVENTION STRATEGIES IN THE MILITARY COMMUNITY**

## **2.1 Policies, Training, Procedures and Initiatives Implemented or Advanced During APY 11-12 to Prevent Sexual Harassment and Sexual Assault**

### **2.1.1 Efforts by USAFA to promote a culture of prevention**

- The most effective SAPR efforts to instill the messages of prevention, respect, and wingman behavior are not performed in a vacuum. To promote this larger, healthier culture, USAFA SAPR works to instill these values globally throughout USAFA program elements both internally to the cadet wing and externally with Mission Partners. SAPR-themed programs are developed and promoted in partnership with the sponsoring agency for which the training is targeted. For example, SAPR contracted Dr. Jackson Katz, founder of the MVP coaching program, at USAFA's Preparatory School. Over 30 cadet candidates received a 2-day intensive course training them to be role models of effective bystander intervention. As most of the cadet candidates enter USAFA the next year, this is a great investment. Currently, cadets are not mandated by Air Force to attend the Bystander Intervention Training (BIT) that is required of Air Force permanent party. USAFA SAPR and leadership believe this training is critical for cadets. Therefore, USAFA SAPR contracted with Dr. Dorothy Edwards, founder of the Green Dot program, to create a cadet bystander intervention program for cadets. SAPR also worked with the USAFA 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 continues to be taught by senior officers from varied career fields.
- EO promotes a culture of prevention through HR&TE and continuous collaboration with Air Officer Commanding (AOC) and Academy Military Trainer (AMT) staff to ensure awareness of the USAFA "zero" tolerance policy and adherence to AF directives governing prevention of sexual harassment.

### **2.1.2 Education and training initiatives associated with bystander intervention or appropriate risk reduction that does not blame victims**

USAFA SAPR works in tandem with the Peak Performance Center, the Human Relations Training and Education (HRTE) Office, and the 10 ABW Equal Opportunity Office, focusing on overarching themes that are integrated and reinforced by each program. Again 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, 2) scenario-based discussion, 3) role playing (including some that are cadet-developed), and other related training methods. These efforts are used in order to illustrate how sexual harassment can escalate into sexual assault and to identify the importance of identifying and stopping sexual harassment BEFORE it develops into assault. These methods and teaching points are incorporated across these related mission elements to reinforce key messages and identify the importance of early intervention.

#### **2.1.2.1 Basic Cadet Training (BCT)**

Basic Cadet Training begins on in-processing day and continues until the start of the academic year. BCT emphasizes the fundamental concepts of military organization: drill, ethics, honor, Air Force heritage and physical training. Basic cadets also study the military role in American society and the Air Force's mission and organization.

BCT tests cadets' mental and physical abilities and helps them transition from civilian to military life. Cadets develop alertness, physical endurance, emotional resilience, self-reliance, attention to detail, punctuality and individual initiative as they are subjected to rigorous discipline. On their first day, cadets are issued clothing and receive their room and squadron assignments. They swear an oath of allegiance to support and defend the Constitution of the United States and faithfully discharge their duties as cadets. A public swearing-in ceremony takes place on the second day of BCT.

BCT consists of two phases, both administered by upper class cadets with commissioned officers serving as advisers and with the commandant of cadets providing overall supervision. The first phase of BCT takes place in the Cadet Area and is devoted to military orientation programs with an emphasis on learning basic military skills and responsibilities, improving physical conditioning and adapting to teamwork through competitive sports. The second phase of BCT consists primarily of field-training activities conducted at the Jacks Valley encampment site five miles north of the Cadet Area. Cadets march to the campsite, construct a tent city and live there for 18 days. The cadets expand their military orientation, learn weapons skills and develop their mental and physical confidence through challenging obstacles.

Sexual Assault related prevention and training for cadets at USAFA begins immediately upon their arrival:

- On day two of BCT, all Basic Cadets receive a “Helping Agencies Brief” 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 (HR) and EO policy, reporting information and guidance. Later in BCT, Basic Cadets view (in gender separate groups) and discuss “Frank: The Undetected Rapist,” a video by Dr. David Lisak. Additionally, this year the SAPR Office recruited 4 experienced, seasoned SARCs to help teach the “Frank” lesson to the basic cadets.
- A change this year for the “Frank” training was the addition of a 1 degree (senior) female Cadet who co-taught and facilitated this training for the female basic cadets. Basic Cadets also receive additional Human Relations training in BCT facilitated by Defense Equal Opportunity Management Institute (DEOMI)-trained personnel from across the Air Force. Sessions include Military EO and HR awareness training (Parts I & II).

#### 2.1.2.2 Other 4<sup>th</sup> class year training

The 4<sup>th</sup> class year cadet's developmental role is that of "follower". All SAPR training for the 4<sup>th</sup> class year is created and conducted to be consistent with the role of a "follower". Specific training for 4<sup>th</sup> class year cadets included:

- All 4<sup>th</sup> class cadets attend presentations of "Sex Signals" within the first month of the academic program year that focuses on male/female communication, dating, intimacy as well as sexual assault prevention and bystander intervention.
- Women's and men's health briefings are conducted in late August of the academic year by cadet medical clinic staff and include discussion of sexually transmitted diseases 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!" presented by guest speaker Ms. Veraunda Jackson who 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 UCMJ" (USAFA DF Law Dept brief).
- "Promoting Diversity" Human Relations Lesson is taught by CW HRTE staff, to include interpersonal relations between genders, societal perceptions and sexual harassment.

#### 2.1.2.3 3<sup>rd</sup> class year training

The 3<sup>rd</sup> class year builds on and expands previous sexual assault and sexual harassment lessons and is consistent with the USAFA officer development system 3<sup>rd</sup> year cadet's developmental role of working on "interpersonal" behavior. The 3<sup>rd</sup> class year training is as follows:

- AF SAPR Policy and Services (Cadet Annual SAPR Training) reinforces prior training plus focuses on cadets' roles as wingmen and emerging supervisors. It incorporates case studies geared toward helping cadets develop appropriate interpersonal relationship skills. This training is presented by squadron AOCs and AMTs who receive training prior to their briefing cadets. To standardize the training message, the SARC created a video tape for the required annual SAPR training. This video also included two current videos- one focusing on victim empathy and the other on consent. The SARC provided training for all AOCs, AMTs, and associates to further insure standardization and improve the quality of the presentation. Squadron PEERs assist the AOC and AMT with presentation and discussion of a developmentally appropriate sexual assault scenario.



- “May I Kiss You?,” presented by guest speaker Mr. Mike Domitriz, educates cadets on consent and communication within sexual relationships and intimacy. This year Mr. Domitriz’s presentation included bystander intervention information. Data collection was again utilized for this presentation to capture post-test data using cell phone technology.
- “Respect and Responsibility” (RR) workshop/seminar is an experientially-based interactive 7-hour program designed around the concept of dignity and respect and is conducted in concert with the Center for Character and Leadership Development.
- RR includes specific discussions of negative and positive interactions between male and female cadets.

#### 2.1.2.4 2<sup>nd</sup> class year training

The 2<sup>nd</sup> class year also builds on and expands previous sexual assault and sexual harassment lessons, in line with the USAFA officer development system with their role as the “member” of a team. The training for the 2<sup>nd</sup> class year cadet is as follows:

- “Sex Offenders, Service Members, and You: Leadership Beyond the Obvious” ” was presented by guest speaker, former Army Criminal Investigations Division agent, Mr. Russell Strand. This briefing highlights profiles of typical sex offenders and how they operate in the military environment. It also 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/cadet” whom they may one day supervise. The briefing also underscores the importance of believing victims when they come forward and dispels the false reporting myth.
- “Managing Diversity” Human Relations lesson provides supervisory-level discussion of leadership across the diversity spectrum to include gender-related issues.
- “Moral Courage” Commissioning Education (CE) lesson provides two video-based scenarios around bystander intervention themes from the “What Would You Do?” television series. Cadets discuss the actual behaviors of bystanders in simulated situations. Lesson focus is on the barriers to intervening in such situations and how to overcome them.
- AF Accessions Briefings (I & II) during the beginning of their academic year. This is AF-mandated, AETC-developed video/scenario-based training addressing policy.

#### 2.1.2.5 1<sup>st</sup> class year training

The 1<sup>st</sup> class year also builds on and expands previous sexual assault and sexual harassment lessons, in line with the USAFA officer development system with their role as the “organizational” leader to prepare them for their entry into the operational Air Force as leaders. The training for the 1<sup>st</sup> class year cadet is as follows:

- Ms. Anne Munch, JD, was added as a new subject matter expert speaker for first class cadets this year. She delivered a presentation called “The Unknown Conspirator” which builds on Mr. Russell Strand’s presentation regarding perpetrators. This presentation teaches how the unit climate can contribute to the

belief that a predator is really a good person incapable of assault. She presents a high profile sexual assault case including actual facts and data to illustrate the conflict in credibility between victims and perpetrators.

- “Addressing HR Issues” is a human relations lesson, taught by HRTE. It is an in-depth discussion of actual case studies and how leaders of character should respond. It also informs cadets about available support resources and helping agencies.

#### 2.1.2.6 2<sup>nd</sup> and 1<sup>st</sup> class cadets – specialized SAPR job training

- BCT Cadre Training focuses on training all BCT cadre to address appropriate and inappropriate interactions with Basic Cadets. The focus of the training is on respectful leadership and setting a positive human relations climate.
- Cadet Military Guidance Officers (MGO) 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 for cadet cadre includes Review of USAFA SAPR programs, policies, and procedures for referring civilian and underage sexual assaults.

#### 2.1.2.7 SAPR-related training for all cadets

- Violence Awareness is a USAFA-wide program customized for cadets that expands the discussion of violence to include discussing the contrast between sexual assault violence versus non-sexual assault violence.
- Alcohol Awareness is a progressive, developmental program, by class year, for promoting responsible behavior with emphasis on the link between alcohol misuse and sexual assault.
- Integration of SAPR concepts in character development and cadet CE lessons.
- Women’s Forums offer an opportunity for round table discussions with every class year female cadet.
- A Sexual Assault Prevalence Video was created in collaboration with the SAPR program and HQ USAFA/A5/8/9 using existing data from the 2010 Defense Manpower Data Center Service Academy Gender Relations Survey and the 2010 Workplace and Gender Relations Survey of the Active Duty Members. The Sexual Assault (SA) prevalence video was shown to permanent party to include coaches and faculty, and cadets via commander’s calls and/or other designated meeting times.

#### 2.1.2.8 Permanent party training

- USAFA SAPR and POSH 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. 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 SAPR trained over 14,000 permanent party personnel across all mission elements and cadets during APY 11/12. The following list is illustrative of the programs in place this year:
  - Academy Response Team (ART) Case Management Team training
  - Cadet Sponsor Program. Provided basic SAPR program info, definitions, what to do if a cadet they sponsor discloses, how to recognize behavioral changes, how to report to the SARC, how a sponsor can help facilitate a healthy environment, and Q/A.
  - Spring Break Campaign was titled “Have a Sweet and Safe Spring Break.” SAPR in conjunction with the Peak Performance Center, USAFA Safety, ADAPT, cadet PEER program, and the Cadet Alcohol Working Group presented a Spring Break outreach program at Fairchild Hall with informational tables manned by staff from these agencies and cadet PEERs and presented “Target Hardening” self-defense program demonstrations and fliers to sign up participants.
- USAFA SAPR trained over 14,000 permanent party personnel across all mission
- Preparatory School training focused on SAPR policy and reporting process for cadet candidates with focused training for faculty/staff.
- EO specialists teach POSH to new permanent party USAFA personnel during First Duty Station within 30 days of arrival. They also conduct a refresher course during newcomers and provide a Key Personnel Briefs to all new commanders, Command Chiefs and First Sergeants within 30 days of arrival. One-on-one training is provided for individuals who cannot attend the above courses as well as offenders of the EO policy. Group training is also provided upon the request of unit commanders.

#### 2.1.2.9 New training for APY 2011/12

- Spring Break table used as an early ‘kick off’ of Sexual Assault Awareness Month (risk reduction and program visibility).
- CW HRTE initiated during Character and Leadership Development course “Respect and Responsibility” sexual harassment scenarios/training for all 4<sup>th</sup> class cadets.

#### **2.1.3 Communications, social marketing, and media initiatives**

The following are examples of the communications and social marketing initiatives that USAFA has enacted in order to increase visibility of the SAPR/POSH programs.

- 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.

- POSH/EO, SARC and Victim Advocates staffed an information table in the cadet gym during BCT In-Processing Day that provided important literature regarding sexual harassment and assault.
- Superintendent and Senior USAFA Leadership Bystander Intervention Training was co-facilitated by the SARC (Ms. Teresa Beasley) and Ms. Anne Munch, JD.
- The Faculty Handbook included basic SAPR policy, definitions, contact info, how to report, and additional reporting resources.
- The Cadet Handbook included basic SAPR policy, definitions, contact information, how to report, and additional reporting resources.
- Crisis Cards/Policy Cards are pocket sized with SARC contact information, tips on helping someone in need, important helping agency info.
- 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, identification card holders, magnets, clip magnets, sunscreen, credit card sized ice scrapers, and related items imprinted with the SARC contact number.
- 10 ABW/EO, CWPB and SARC Victim Advocates manned the Parents Weekend information table for all cadets and visiting parents.
- The Spring Break Table was located in Fairchild Hall and included an information table with a chocolate fountain, promotional items, self-defense demo and sign ups, manned by SARC, victim advocates, cadet PEERs, ADAPT staff. This table was strategically set up three days prior to the cadet's release for spring break.
- Sexual Assault Awareness Month (SAAM) – April 2012
  - This year the decision was made by the SARC to engage cadets to actually create and implement SAAM. Over 80 cadets volunteered to develop the “No Excuses” campaign. Each week during April had a special theme. Highlights included a movie on the quad night, a “walk a mile in their shoes” event, a Facebook page, a poster campaign, and a 22 minute positive testimonial video featuring current and previous cadets who have overcome sexual assault.
  - “Have a Sweet and Safe Spring Break” campaign included Target Hardening demo and sign ups as well as prevention, education, awareness and protection promotions.
  - Poster Campaigns for both SAAM and the Social Norming/Marketing campaigns.

#### **2.4 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, AOCs, AMTs, supervisors, and managers at all levels receive specialized training in areas of sexual assault prevention to include victimology,

offender behavior, DoD's 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.)

### **2.1.5 Methods used to foster prevention-related coalitions and networks (i.e. subject matter experts consulted and involved)**

The following subject matter experts were consulted and contracted to provide specialized SAPR training during APY 11-12:

- **Ms. Veraunda Jackson, Esq, Attorney**, specializes in child abuse litigation and sexual assault victimology.
- **Mr. Mike Domitrz**, founder of the 'Date Safe Project', specializes in consent issues.
- **Mr. Russell Strand**, USA Family Advocacy Programs Criminal Division Training Director, specializes in offender behavior.
- **Ms. Anne Munch, JD**, attorney and DoD/AF consultant. Co-author of the Air Force Bystander Intervention Training program.
- **Dr. Dorothy Edwards** and **Dr. Jennifer Sayre**, Green Dot bystander intervention program.
- **Mr. Jim Russell, JD**, JA Legal specialist and consultant to AF SAPR programs.
- **Dr. Jackson Katz**, creator of the MVP bystander intervention program.
- **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).

Additionally, the following local agencies/bases were frequently consulted during the course of the APY and invited to numerous education/outreach events in an attempt to further solidify the greater Colorado Springs sexual assault and prevention response program:

- TESSA (Agency dedicated specifically and solely to the issues of domestic violence and sexual assault in El Paso and Teller Counties in Colorado)
- Peterson AFB
- Ft. Carson
- University Colorado-Colorado Springs
- Memorial Hospital

### **2.1.6 Studies of sexual harassment or sexual assault prevalence and/or prevention programming effectiveness supported or performed by your Academy**

USAFA did not perform any academic studies regarding sexual assault or sexual harassment during APY 11-12. However, USAFA did perform trend analysis during the course of the APY. Trend analysis/updates were performed monthly for the Superintendents' ART updates as well as Board of Visitor (BOV) visits during the APY.

Additionally, high level analysis was performed to investigate specific demographics of alleged perpetrators.

USAFA is currently constructing a program assessment methodology that will allow for the measurement of effectiveness of SAPR related training. USAFA SAPR is working with USAFAs commissioning education division to identify mission boundaries and synergy with any new assessment methodology. The new assessment process is expected to be implemented mid APY 12-13.

## 2.1.7 Number of personnel and cadets/midshipmen (by year) who received annual POSH and SAPR training

The following table annotates the number of cadets, by class year, the number of cadets that received APY 11-12 SAPR, POSH and EO training.

Class	Men	Women	Total
2012	857	237	1094
2013	850	218	1068
2014	834	252	1086
2015	801	229	1030
		Note: Class strength numbers as of April 2012	

### 2.1.7.1 Training methods and time allotted for training

- USAFA utilizes various training methods for SAPR and POSH training. These methods include, but are not limited to, Guest Speaker presentations from (Subject Matter Experts (SMEs), classroom lecture from AOC/AMTs, PEERs, and SAPR staff. Additionally, multi-media presentations and events were constructed in support of SAAM in April 2012.
- The aforementioned training events are taught in 50 min, 90 min, and 120 min blocks depending on the nature of the training and the allocated time in the cadet schedule. Many of the events that occurred during SAAM in April 2012 ranged from 60 min to 120 min, depending on the event (see the following tables).

Cadet SAPR Training				
Course/Class title	Training Provider	Time	Fall/Spring	Audience

		allotted		
"Sex Signals Presentation	Guest Speaker Sex Signals Staff	90 min	Fall	4 degrees
Sexual Assault Annual Refresher Trng	AOC/AMT and Sq PEER	50 min	Fall	3 degrees
Sexual Assault Annual Refresher Trng	AOC/AMT and Sq PEER	50 min	Fall	2 degrees
Sexual Assault Annual Refresher Trng	AOC/AMT and Sq PEER	50 min	Fall	1 degrees
"May I Kiss You?" Consent Presentation	Guest Speaker Mike Domitrz	50 min	Spring	3 degrees
"Perpetrators, Sex Assault, & You" Presentation	Guest Speaker Russell Strand	50 min	Spring	2 degrees
"The Unknown Conspirator" Presentation	Guest Speaker Anne Munch	50 min	Spring	1 degrees
"You Belong Here" Presentation	Guest Speaker Veraunda Jackson	50 min	Spring	4 degree females
"Victim Empathy" Presentation	Guest Speaker Veraunda Jackson	50 min	Spring	4 degree males
AF Accessions Training I	SAPR staff & volunteers	120 min	Spring	2 degrees
AF Accessions Training 2	SAPR staff & volunteers	120 min	Spring	2 degrees

<b>Cadet EO/POSH Courses and Classes</b>				
Course/Class title	Training Provider	Time allotted	Fall/Spring	Audience
Cadet Helping Agencies Briefing	AOC/AMT/HRTE Staff	15min	BCT	4 degrees
MEO/HR Awareness Training (BCT)	AOC/AMT/HRTE Staff	120 min	BCT	4 degrees
Gender Role Socialization and Sexism	AOC/AMT/HRTE Staff	50 min	Fall	4 degrees
Respect & Responsibility Seminar	AOC/AMT/HRTE Staff	90 min	Fall/Spring	3 degrees
Supervisor's Role in Equal Opportunity	AOC/AMT/HRTE Staff	50 min	Fall	2 degrees
Addressing HR Issues/ Human Relations	AOC/AMT/HRTE Staff	50 min	Spring	1 degrees
One-on-one Sexual Harassment Training	EO Specialist	60 min	Fall	4 degree
One-on-one Sexual Harassment Training	EO Specialist	60 min	Fall	4 degree
One-on-one Sexual Harassment Training	EO Specialist	60 min	Fall	3 degree
One-on-one Race Discrimination Training	EO Specialist	60 min	Fall	4 degree

### 2.7.1.2 Alternative arrangements for individuals absent during training



- Numerous make-up sessions are provided for those individuals unable to make-up mandatory SAPR or POSH training. The make-up sessions are performed at the discretion of the lecturer and the cadet. Additionally, there are often multiple scheduled sessions of SME guest speaker presentations in which cadets unable to attend their session may attend another offering. However, those cadets that are away from USAFA for extended periods, such as athletic/academic trips, are often unable to attend SME guest speaker presentations. These training events, due to cost and scheduling issues, are unable to be made up

### **3. INCREASE CLIMATE OF VICTIM CONFIDENCE ASSOCIATED WITH REPORTING**

#### **3.1 Policies, Training, Procedures, and Initiatives Implemented or Advanced During APY 11-12 to Increase a Climate of Victim Confidence Associated with Reporting**

- All reports of sexual assault are made directly to the USAFA SARC, who is available 24/7 via Blackberry at DSN 333-7272, commercial 719-333-7272 or in person, 0730 – 1730 M – F 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, the victim receives information regarding support services available to them under this confidential option. 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 MOU 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).
- The USAFA SAPR program policy is set by DoDI 6495.02, Jun 2006 and AFI 36-6001, Sept 2007. Due to differences in demographics, cadet population, and USAFA educational institution requirements, implementing the above guidance requires some flexibility and change, especially in regard to training and curriculum requirements that are non-existent at other AF installations. USAFA SAPR operates under 1) the Officer Development System (ODS) and 2) the “PITO” cadet 4-year developmental model. To formally address these differences, the USAFA SAPR program has drafted a local instruction. This draft USAFAI is currently in the final stages of coordination with a tentative release for coordination mid APY 12-13.

##### **3.1.1 Encouraging the reporting of sexual assault**

### 3.1.1.1 Steps taken to publicize reporting options (Restricted and Unrestricted)

- The USAFA SAPR program heavily reinforces and publicizes the various reporting options during the numerous training events as documented in Section 2. Additional efforts outside of mandatory training events to publicize and provide detailed information are also highlighted in Section 2.3.
- Increased training of permanent party, targeting Department of Faculty, Athletic Department, AOC/AMTs.
- SAPR purchased new Blackberries for VAs and SARC, enhanced connectivity and communications capabilities and enabled the ‘eSARC’ program to function maximally.
- BCT in-processing, information tables were located at the cadet gym.
- Faculty Handbook, Cadet Handbook, Cadet Sight Picture include basic SAPR Policy and reporting process.
- Crisis Cards/Policy Cards – pocket-sized hard plastic cards with a cutout that will fit with the proxy cards (so cadets will have them at all times), contain basic SAPR information, tips on helping someone in need, and important helping agency and emergency contact information.
- SAPR poster distribution includes posters with basic Restricted reporting policy and contact information, which are posted in high traffic cadet areas and in bathroom stalls.
- Cadet-developed SAAM “No Excuses” posters, Facebook page, and 2 short ‘SAAM commercials’ advertising events and highlighting sexual assault prevention.
- Parent Weekend information tables were located in Arnold Hall for all cadets and visiting parents.

### 3.1.1.2 Steps taken to publicize the care support available with reporting

The USAFA SAPR program heavily reinforces and publicizes the type of care and support available for SA victims at the numerous training events as documented in Section 2. An additional effort outside of mandatory training events to publicize and provide detailed information is also highlighted in Section 2.3.

### 3.1.1.3 Steps initiated to reduce the stigma associated with reporting sexual assault and increase a climate of confidence with reporting

The USAFA SAPR program addresses the stigma for reporting during every SAPR training session (Ref Section 2) in an attempt to create a climate of confidence in reporting sexual assault. It is USAFA’s belief that our efforts are working to better the climate of reporting as evidenced by the continual increase in the number of reported sexual assault cases over the last three academic program years.

## **3.1.2 Understand and overcome reporting challenges**

### 3.1.2.1 Discuss reporting challenges and solutions your Academy developed and implemented

USAFA encounters several challenges in reporting sexual assaults. The first barrier is the delayed reporting, resulting in an inability to collect evidence. However, this has been improving recently, as sexual assault reporting delays have decreased from an average delay of 8-10 months to less than 4 months. Although the report delay is decreasing, it still remains a challenge. Victims who delay reporting typically struggle with health, grades, physical education, physical testing scores, and interpersonal relations. We have made our prevention and awareness training and recognition events more robust to address this. We have additionally broadened our training to include volunteers (i.e. cadet chapel volunteers, PEERs, etc.) to reinforce the importance of early intervention via SARC for both Restricted and Unrestricted reporting. Secondly, confidentiality breaches have been higher this past APY primarily due to OSI investigations for other crimes with sexual assaults being “revealed” during the investigation process.

#### 3.1.2.2 Number of times (Unrestricted or Restricted) where the confidentiality of a report was breached for any reason

Confidentiality was breached for 8 reports. Most of the reports were breached due to OSI investigations of non-sexual assault cases in which the sexual assault was identified during the investigative process.

#### **3.1.3 Facilitate the use of reporting methods for sexual harassment**

EO Office personnel are available 24 hours a day. An on-call roster is maintained at the Command Post and Security Forces. All EO personnel are trained to process sexual harassment cases. Emphasis letters signed by the USAFA Superintendent are posted throughout USAFA and in every squadron in the cadet area that contain the instructions for reporting sexual harassment. EO specialists interact on a continuous basis with AOCs and AMTs to assist in reporting issues that fall in the EO purview that are documented on commander worked issue worksheets and promote prevention of sexual harassment through emphasis and awareness of the USAFA “zero” tolerance policy and adherence to AF directives governing prevention of sexual harassment.

## **4. IMPROVE SEXUAL ASSAULT RESPONSE**

### **4.1 Policies, Training Procedures, and Initiatives Implemented or Advanced During APY 11-12 to Respond to or Improve the Response to Allegations to Sexual Harassment and Sexual Assault**

USAFA SAPR, HRTE Office, 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 RR 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, PEERs, leadership, and 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?” (Mr. 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.

Other attempts to increase SAPR and POSH program visibility and education include, but are not limited to:

- BCT in-processing information tables.
- Faculty Handbook, Cadet Handbook, Cadet Sight Picture include basic SAPR Policy and reporting processes.
- Crisis Cards/Policy Cards. Pocket-sized hard plastic cards with a cutout that will fit with the proxy cards (so cadets will have them at all times), contain basic SAPR information, tips on helping someone in need, and important helping agency and emergency contact information.
- SAPR poster distribution includes basic Restricted reporting policy and contact information posters that are located in high traffic cadet areas and in bathroom stalls.
- Cadet-developed SAAM “No Excuses” posters, Facebook page, and (2) short “SAAM commercials” advertising events and highlighting sexual assault prevention.
- Parent Weekend information table in Arnold Hall for all cadets and visiting parents.
- EO policy and visual aids posted throughout the cadet squadrons.

#### **4.1.1 Availability of immediate, trained sexual assault and sexual harassment response capability**

- All reports of sexual assault are made directly to the USAFA SARC, who is available 24/7 via Blackberry at DSN 333-7272, commercial 719-333-7272 or in person, 0730 – 1730 M – F at Arnold Hall, Room 180.

- All VA's and the SARC carry Blackberries for enhanced connectivity and communications capabilities.
- Trained EO specialists are available at the 10 ABW/EO Office and at the Sijan EO Satellite Office which is properly equipped, private and accessible in the cadet area. EO Specialists are also available 24 hours a day via the Command Post 719-333-2633.

#### **4.1.2 The number of SARCs, VAs and EORs trained and the type of training they received to include refresher training**

##### 4.1.2.1 SAPR staff

The current SARC staff is comprised of: (1) SARC, (1) Assistant SARC, (2) Full-Time Victim Advocates.

##### 4.1.2.2 Training methods and time allotted for SAPR training

- USAFA's SARC and VAs have completed the mandatory 40 hour victim advocate training at the time of their appointment. Both victim advocates have completed the national victim advocate certification process and maintain that each year by completing the required continuing education hours annually to maintain their credential. Typically via national victim advocacy credentialed program. The SARC attends 40 hours of annual AF mandatory training each year. There is no annual credentialing requirement/body for SARCs.
- In addition to the above, the SARC and VAs engage in nationally recognized Subject Matter Expert training. This past APY training included, BIT with Dr. Edwards (40 hrs), consent issues with Mr. Mike Domitrz (4 hrs), victim advocacy in the legal and investigative programs with Ms. Anne Munch (16 hrs), victimology with Ms. Veraunda Jackson (8 hrs), local AFOSI Region 8 SAPR training (24 hrs). Additionally, the SARC and VAs work with local support agencies, such as TESSA, the local rape crisis center, and the Memorial Hospital SAFE program.

##### 4.1.2.3 Alternative arrangement for individuals absent during training

Due to cost and schedule constraints, there are no alternate arrangements for SAPR staff unable to make training held at USAFA. The SAPR staff makes every attempt to de-conflict their schedule with projected SAPR training events. Every attempt is made to de-conflict all formal training held of USAFA grounds as well.

##### 4.1.2.4 EO staff

There are currently three members assigned to the 10 ABW/EO Office. A civilian Director, an E-7 superintendent and an E-6 NCOIC of the Satellite Office

##### 4.1.2.5 Training methods and time allotted for EO training

- All EO Directors/Specialists are required complete 32 hours of MEO/EEO training initially and then 8 hours of refresher training annually.
- EO Directors/Specialists are required to complete 32 hours of Mediation training and then 8 hours of refresher training annually.

#### 4.1.2.6 Alternative arrangement for individuals absent during training

The EO Director and EO specialists attends training outside of USAFA and arrange training via TDYs.

#### **4.1.3 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’s “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):

- Cadet PEER training — Aug 11 – 125 trained
- JA/AFOSI Anne Munch training – Aug 11 – 15 trained
- AOC/AMT SAPR In-service Training – Sept 11 – 42 trained
- JA/OSI training Anne Munch training – Jan 2012 – 11 trained
- First Responder Training (JA, OSI, SAPR, SFS) – May 12 – 60 trained
- Cadet BCT Cadre Military Guidance Officer (MGO) training – May 12- 20 trained
- New Air Officer Commanding (AOC) training– Jun 12– 23trained
- New AOC Orientation SAPR training – May 2012 – 21trained
- **TOTAL First Responders trained APY 2011/12 = 317 trained**

#### **4.1.4 Victim care improvements both on and off-installation**

The most significant change to victim care has been through the increased communications between off-installation support agencies and USAFA SAPR staff. USAFA staff meets regularly with its Colorado Springs partners and has increased its joint training events where possible. Increased communication has resulted in an increased quality of care and decreased timelines in SA response.

#### **4.1.5 Academy wide approaches to incorporate SAPR and POSH at all levels of leadership**

USAFA SAPR and POSH staff ensure that all USAFA and 10 ABW senior leaders and staff are invited to attend the SMEs guest speaker presentations. USAFA senior

leadership has attended most, if not all, past SME guest speaker presentations. In addition to offering multiple sessions of SME guest speaker presentations, the USAFA SAPR staff ensures that special sessions are offered for all levels of 10 ABW personnel.

#### **4.1.6 Access to resources and supplies**

There were no issues to resources and supplies in APY 11-12.

#### **4.1.7 Existing gaps in inventory, personnel, and transportation resources**

- There were no issues or gaps in inventory and transportation for APY 11-12. However, as stated in numerous DoD SAPO evaluations the 10 ABW requires a dedicated SARC to specifically handle 10 ABW and GSU sexual assault cases. The consistent annual increase in cadet cases, of sometimes up to 50%, places significant strain and burden on the existing SAPR staff and may potential detract from the quality of care/services currently provided to SA victims. Reference Section 10 for documentation of this deficiency.
- Trained EO specialists are available at the 10 ABW/EO Office and at the Sijan EO Satellite Office which is properly equipped, private and accessible in the cadet area

### **5. IMPROVE SYSTEM ACCOUNTABILITY**

#### **5.1 Execution of Academy Oversight Programs**

The USAFA SAPR and EO programs execute oversight through many avenues, to include DoD and AF instructions, inspections, surveys, and focus groups. Examples of these accountability methods are listed below:

- Academy Response Team (ART). A multi-disciplinary sexual assault case management team conducts case reviews, meeting twice each month
- The Cadet Helping Agency Team (CHAT). A multi-disciplinary team that meets monthly, or on an emergent basis if needed, to review and monitor cadets experiencing or undergoing difficult times or personal hardship. This team, chaired by the Vice Commandant of Cadets for Culture and Climate and is comprised of medical, mental health, cadet counseling, SAPR, and cadet leadership with the intent to monitor and have ‘eyes on’ all cadets placed on the Cadets At Risk List (CARL).
- 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, and USAFAI 3502 Performance Management assessments.
- AF IG conducted their bi-Annual CUI inspections in February 2012.
  - The USAFA SAPR program was found in compliance and recognized for a team excellence award.
  - The UCI findings showed challenges in the EO Office, but none directly related to the cadet services.

- National subject matter experts are consulted (Dr. Jackson Katz, Dr. Dorothy Edwards) to continually refine and improve the quality and accuracy of all presented information.
- USAFA CWP conducts quarterly unit self-inspections. SAPR uses the AF Inspection Checklist as a guide.
- The USAFA SAPR program operates under the auspices of DoDI 6495.02, June 23, 2006 and AFI 36-6001, Sept 2007.

## **5.2 Synopsis of the Formal Processes, Participants, and Data Collection Activities that Support Oversight of the Programs**

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

### **5.2.1 Program Management Reviews**

- 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 2012 UCI SAPR Assessment “Outstanding” rating.
- DoD SAPRO Assessment 2011, met/exceeded all standards.
- AFI 36-3502 USAFA Performance Metrics – Air Force.
- DoDAAR – Department of Defense.
- Sexual Harassment and Violence (SH & V) report bi-annual – 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.
- Comprehensive Unit Inspection conducted by the IG in February of 2012 found the USAFA SAPR program in compliance, with several benchmark programs.

### **5.2.2 Steps Taken to Address Recommendations from Past External Oversight Activities**

Please refer to Section 10.

### **5.2.3 Comprehensive metrics to collect, analyze and report on program improvement.**



USAFA is currently constructing a program assessment methodology that will allow for the measurement of effectiveness of SAPR related training. USAFA SAPR is working with USAFAs commissioning education division to identify mission boundaries and synergy with any new assessment methodology. The new assessment process is expected to be implemented mid APY 12-13.

#### **5.2.4 Standardized SAPR Requirements, Terminology, Protocols, and Guidelines for Instructional Materials**

There were no additional USAFA efforts to standardize SAPR and/or POSH terminology and guidelines during APY 11-12.

#### **5.2.5 Research and data collection activities that have taken place within your Academy during the past fiscal (academic) year**

There were no additional research or data collection events that occurred during APY 11-12 other than April 2012 SAGR survey.

#### **5.2.6 Initiation or execution of any survey for the purpose of informing or improving Academy POSH and SAPR programming, including highlights of available findings**

Air Force Manpower Agency administered USAFA Climate Survey to USAFA Permanent Party and Cadets in the fall of 2011. Only 15% of cadets responded and the data was only presented in the aggregate so no reliable conclusions about the gender climate or POSH/EO programs could be made.

#### **5.2.7 Initiation or execution of any empirical research or evaluation project to inform or improve Academy POSH or SAPR programming, including highlights of available findings**

USAFA did not perform any academic studies regarding sexual assault or sexual harassment during APY 11-12. However, USAFA did perform trend analysis during the course of the APY. Trend analysis/updates were performed monthly for the Superintendent's ART updates as well as BoV visits during the APY. Additionally, high level analysis was performed to investigate specific demographics of alleged perpetrators.

## **6. IMPROVE KNOWLEDGE AND UNDERSTANDING OF SAPR**

### **6.1 List of Internal and External Stakeholders**

External Stakeholders:

- TESSA
- Colorado Springs Police Department

- El Paso County Sheriff’s Department, DA’s Office, MADD, and local high schools and universities
- Memorial Hospital Sexual Assault Forensic Exam nursing staff in-service
- USAFA Board of Visitors

Internal Stakeholders:

- USAFA permanent party to include Faculty, Athletic Staff, Cadet Wing leadership (to include AOC/AMTs, CW permanent party), Preparatory School, 10 Air Base Wing.

## **6.2 Training, Policy, Procedures, and Initiatives to Inform and Educate Stakeholders**

- AOC/AMT In-service training
- AOC Master’s Course and New AOC Orientation class
- Cadet Sponsor Program Briefing (all cadet sponsor families)
- SPIRE (Cadet Chapel volunteers)
- Service Academy Exchange Cadet Briefings
- Specialized briefings/training for the Athletic Department staff and coaches
- Individual SAPR training for Athletic Department women’s basketball team
- Department of Faculty (annual training and new faculty orientation)
- Cadet Helping Agencies Team (CHAT) 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.
- Personal Ethics and Education Representatives (PEERs).
  - All cadet PEERs are BACCHUS network certified as first-contact point of referral; not as 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. An example would be a squadron has an Unrestricted report that goes to trial. The SAPR team is invited to speak/discuss the case and the fallout within the squadron with cadets/airmen.

## **7. DATA FOR CADET/MIDSHIPMAN REPORTS**

### **7.1 Narrative Summary of APY11-12 Reports**

The USAFA Sexual Assault Response Coordinator (SARC) received 52 reports of sexual assault during APY 11-12. This is an increase from 33 reported sexual assaults in APY 10-11 (DoD Annual Report on Sexual Harassment & Violence at the Military Service Academies, Academic Program Year 2010-2011). This year, of the 52 reported sexual assaults, 21 were Unrestricted reports, 31 were Restricted reports. Four of the

21 Unrestricted reports were Restricted reports from previous years that were converted from Restricted to Unrestricted during APY 11-12. We are hopeful that this overall increase in reports is an indicator of trust in the Sexual Assault Prevention and Response (SAPR) program, however we urge caution in interpreting these figures as it cannot be definitively determined if the number of sexual assaults are increasing each APY and/or that command is aware of more sexual assault incidents due to increased trust in the reporting process. It is important to note that of the 52 sexual assault cases, 12 were reports made regarding sexual assaults that occurred prior to entry to USAFA (prior-to-service); this 120% increase over the previous year of prior-to-service reports could signify trust in the SAPR system. There were 2 conversions from restricted to unrestricted that occurred in APY 11-12. It should be noted that 4 of the 21 Unrestricted reports were Restricted reports from previous APYs that were converted from Restricted to Unrestricted during APY 11-12. Taken together with the 12 cases involving prior-to-service sexual assaults, the total number of new reports concerning incidents that occurred while cadets were enrolled at USAFA is 36.

Dispositions for APY 11-12 investigations for the 21 Unrestricted reports vary. For the 7 cases that occurred on USAFA, where there was Air Force jurisdiction, two were found legally sufficient to proceed to prosecution.

- Total number of sexual assault reports – **52**
- Number of Unrestricted reports - **21**
- Number of Restricted reports - **31**
- Reports converted from Restricted to Unrestricted: **2** new cases in APY 2011/2012 and **4** cases from previous APYs
- Dispositions for investigations of Unrestricted reports:
  - **13** investigations are still ongoing
  - **8** investigations have been closed
- Of the 52 reports, **12** involved prior-to-service sexual assaults (**11** Restricted and **1** Unrestricted)
- Total number new reports concerning incidents that occurred while cadets were enrolled at USAFA – **36**.

In APY 11-12, there were no formal Equal Opportunity Sexual Harassment cases. 10ABW/EO processed eleven Commander Worked Issues (CWIs); seven of the eleven were documented as sexual harassment and four were sex discrimination. All offenders received some form of disciplinary action that was equal to the degree of the offense, including disenrollment (cadet) and removal (AMT). In the 5 other cases, offending cadets received one of the following (depending on the severity of their offense): counseling, restriction, one-on-one sexual harassment training and/or group EO training within the squadron.

## **8. Gender Relations Survey**

### **8.1 2012 Service Academy Gender Relations Survey**

USAFA did not receive the 2012 SAGR survey results in time for this report. However, information provided by the DMDC Focus Group sessions from APY 10-11 was used to address the following areas.

### **8.1.1 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.

### **8.1.2 Prevention of sexual assault**

Reference Section 8.1.7.

### **8.1.3 Access and knowledge of resources for medical care and counseling**

Cadets are briefed at the helping agencies briefing on day two of BCT about Restricted and Unrestricted reporting, medical care, counseling, and other support services are available.

### **8.1.4 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.

### **8.1.5 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.

### **8.1.6 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.
- 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. Focus group participants also indicated that they understand the Wingman concept and need watch out for each other before an incident occurs.

### **8.1.7 Underreporting of sexual harassment and sexual assault**

- When told that USAFA had the greatest number of reported sexual assaults in the past year compared to the other Service Academies, focus group participants were not surprised.
- Focus group participants indicated that it is difficult to know if a report would stay anonymous when the nature of successful Restricted reporting does not reveal a report has been made.
- Focus group participants felt that the USAFA system allows making an anonymous report if the victim tells someone in the system but not their peers.
- Other focus group participants disagreed that one could make a completely anonymous report because USAFA students live in such close quarters.
- 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 issue 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 do not report sexual harassment for fear of the impact on how others view them.

## **8.2 Applying 2012 SAGR Survey Results to Improve Sexual Assault and Sexual Harassment Prevention and Response.**

USAFA does not have the results of the 2012 SAGR Survey as they have not been released to the Academy at the time this report was written. Once the 2012 SAGR report is received, USAFA will take the appropriate actions to incorporate the survey results/feedback into the SAPR program.

## **9. Plans for APY 12-13**

### **9.1 Plan for Actions APY 12/13**

#### **9.1.1 Prevention of sexual harassment and sexual assault**

The 10 ABW/EO Office will continue to reinforce the EO policy of “Zero Tolerance” for Sexual harassment by increasing their Out and About program in the cadet areas well as continue to work closely with the AOCs and AMTs.

##### 9.1.1.1 Re-Vamp AF SAPR Accessions 1 and 2 Program

- AF requires all accessions sources to provide SAPR Accessions training parts 1 and 2 at some point in the tenure of the cadet/airman. This includes AF basic training (6 weeks). AF Accessions training is AETC-developed.
- USAFA SAPR will approach AF SAPR and AETC to secure permission to utilize accessions teaching points, goals/objectives, but make the training more cadet/college-age appropriate/developmental.

- USAFA SAPR intent is to focus on effective bystander intervention, alcohol use, its influence on sexual assault and related appropriate prevention/education using cadet relevant scripts, scenarios, videos, etc.

#### 9.1.1.2 Implement the cadet Bystander Intervention Program

- Projected 2 year implementation timeline with complete implementation in Fall 2013.
- Continue to refine and implement the existing cadet bystander intervention program with the “Green Dot” program. To date a series of cadet videos have been filmed.
- Create/implement SAPR “crisis cards”. SAPR crisis cards are hard plastic info cards which will be attached by clip to the cadet’s proxy cards. These will be issued to each basic cadet during BCT.

### **9.1.2 Improving victim reporting of sexual assault and knowledge of sexual harassment reporting resourcing**

#### 9.1.2.1 Improve the ‘eSARC’ program to enhance response to victims and further encourage Restricted reporting option

- Continue to implement/improve technology and enhance communication with cadets using their communication venues (cell phone texting, email, etc.).
- Begin groundwork with the 10 ABW Communications Squadron and IT to set up secure email and website that includes:
  - Confidential reporting option for victim to the SARC using text/email
  - A virtual victim support group. A 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.

#### 9.1.2.2 Improve relationship between EO Office and Cadet Squadron leadership

- The 10 ABW EO Office personnel have developed a three part plan in to elevate relations between the EO Office specialists and Cadet Squadron leadership. The goal is to increase reporting of commander worked issues to the EO Office. Because the AOC or AMT failed to contact the EO specialist, there are some EO incidents that occur without notice to EO or EO learns about the issue after the fact. Since it is difficult to measure how much information is delivered after an oversight is made, the measuring stick will show only the number of contacts EO received for squadron briefings in the cadet area.
- There are three steps planned to increase contact with the AOC and AMTs:
  1. Send out useful tips with the data call for CWIs at the end of each month.
  2. Attempt to attend Group meetings at the beginning of the Academic Year.
  3. Walk around the campus to acquaint EO Specialists with the AMTs

### **9.1.3 Response to victims**

- USAFA plans to continue exercising its existing procedures in responding to SA victims. Existing feedback from SA victims indicates that the system is working well and does not require additional modification at this time.
- The EO continues to take on-going proactive measures to promote the “zero tolerance” policy, documents disciplinary actions and provides group and one-on-one training to offender(s) to prevent recurrence of sexual harassment.

#### **9.1.4 Oversight activities**

Continue implementation of program evaluation during speaker presentations and SAPR-taught classes using standardized pre and post questions and wireless data collection devices.

#### **9.1.5 Stakeholder outreach**

Increase participation and collaboration/prevention with shared training events with YMCA, TESSA, MAAD, local universities/high schools, local hospitals, etc.).

#### **9.1.6 Other**

##### *Social Norming/Marketing Campaign*

- The APY 12/13 social norming campaign will focus on bystander intervention.
- Utilize data collected from standardized questions asked of cadets regarding bystander intervention.
- Expand the collection of data collected pre and post training presentations as a measure of program effectiveness.
- Some cadet data regarding bystander intervention has been collected this APY.
- Cadet perception is that most cadets would not intervene if they saw fellow cadets/friends engaging in behavior that put them at risk for sexual assault.

## **10. STATUS OF PAST ACTION ITEMS AND RECOMMENDATIONS IN PREVIOUS REPORTS**

### **10.1 Response to APY 10-11 Report on Sexual Harassment and Violence**

(See following page)

**Assessment of Action Items from the APY 10-11 Report**

<b>Action Item Page Number</b>	<b>Action Item (As stated in the Report)</b>	<b>United States Air Force Academy Update</b>
22	Implement the APY 10-11 and remaining APY 08-09 recommendations.	Implementing/responding to APY 10-11 Action Items. Follow up to remaining APY 08-09 recommendations are addressed in 10-11 Action Items responses.
23	Assess the feasibility of implementing the commendations of the other academies.	Complete in August 2012
23	Continue to hold the Sexual Assault Prevention and Response (SAPR) MSA Conference and include sexual harassment and academy Military Criminal Investigative Organizations	USAFA SAPR hosted a MSA Conference in May 2011. USNA has agreed to host the next MSA Conference during the Fall of 2012 at Annapolis. The conference will invite JA, Investigators, and Equal Opportunity (EO) staff.
23	Establish a quarterly conference call with MSA SAPR and Prevention of Sexual Harassment Program personnel.	Quarterly conference call will be established during the Summer of 2012. MSAs contact each other as needed. Whether in groups or one-on-one training EO proactively shares training resources and programs with Leadership, Commanders, Academy Military Trainers (AMTs) and Air Officer Commanding (AOCs) through preventive strategies in support of USAFA's zero tolerance of sexual harassment. EO will partner with SAPR in establishing a quarterly conference call to integrate resources as applicable toward reducing sexual harassment in any form.
77	Develop outcome-based metrics to address all prevention efforts and further develop trend analysis around changes to the SAPR Program.	A comprehensive set of outcome based metrics and feedback/testing strategy is being developed for trend analysis. Projected completion – Fall 2012 Mid APY 12-13
78	Access the feasibility of utilizing an expert for sexual assault prevention curriculum development.	<p>1. USAFA SAPR engaged Subject Matter Expert (SME) Brett Sokolow, JD, for curriculum development in 2009. All recommendations have been incorporated over time into the SAPR program since his evaluation.</p> <p>2. SME Dr. Dorothy Edwards 'Green Dot' engaged in curriculum development for USAFA in 2011/2012.</p> <p>    a. Cadet bystander intervention videos have been taped and are currently in editing.</p> <p>    b. A 'tiger team' has been established including Center for Character and Leadership Development, Department of Behavioral Sciences and Leadership, and SAPR as minimum members to write final lesson plans.</p> <p>- Closed</p>
78	Evaluate suggestions given to instill	The evaluation of suggestions to improve responsible drinking behavior here at



	responsible drinking behaviors and address them in training and education.	<p>USAFA is a continuous process. Provided are several examples of incorporating responsible drinking suggestions.</p> <ol style="list-style-type: none"> <li>1. SME Brett Sokolow JD’s primary work with SAPR curriculum was to address and provide training in alcohol-related sexual assaults.</li> <li>2. The Peak Performance Center (PPC) instituted the “That Guy” DoD sponsored responsible drinking behavior program in Oct 11.</li> <li>3. The PPC incorporated cadet feedback into “stall talker” flyers as part of the USAFA “That Guy” responsible drinking campaign.</li> <li>4. The PPC has aggressively partnered with HAPs (USAFA Bar) to promote responsible drinking.</li> <li>5. The PPC has partnered with the athletic department to hang “That Guy” Banners at multiple athletic events to promote responsible drinking.</li> <li>6. The PCC has established after hours outreach during his vis events (such as the Autumn Ball) and set up numerous outreach and prevention tables across USAFA.</li> <li>7. USAFA cadets took personal ownership in responsible drinking by revising Commandant of Cadets Instruction-201 instruction regarding cadet discipline in relation to alcohol infractions. The Cadet Wing took personal ownership in revising the instruction in an effort to reduce alcohol infractions at USAFA and curb inappropriate drinking behaviors.</li> </ol> <p>– Closed</p>
<b>79</b>	Assess the effectiveness of training that is not graded.	Please see response to Action Item Page Number 77.
<b>84</b>	Ensure training is applicable for cadets and vary mediums to prevent message fatigue.	<p>Message fatigue is a common issue with USAFA SAPR training. To remedy this ‘moving target’, SAPR utilizes multiple mediums of training such as:</p> <ol style="list-style-type: none"> <li>a. Guest Speaker “edutainment” presentations such as Sex Signals, “May I Kiss You?”.</li> <li>b. SMEs Guest Speaker lecturers such as Anne Munch &amp; Russ Strand.</li> <li>c. Web Technology: ‘eSARC’ is in the final stages of development and will include confidential victim support groups that meet on line, facilitated by SAPR staff and PPC/Mental Health providers.</li> <li>d. Classroom Lecture</li> <li>e. Interactive cadet SAPR BIT training videos developed for the Green Dot program.</li> </ol> <p>– Closed</p>
<b>85</b>	Address collateral misconduct	1. SAPR currently addresses collateral misconduct for 4* their 2 <sup>nd</sup> day of BCT by

	misperceptions in training.	<p>definition. Collateral misconduct is also addressed during the 90 min guest lecturer series during BCT.</p> <p>2. For upper 3 classes, it is addressed during annual cadet SAPR refresher training.</p> <p>3. The Vice Commandant for Culture &amp; Climate provides training to AOCs &amp; AMTs at least annually to promote their understanding of it, and its relation to the DoD 'lighter &amp; later' policy as it relates to Unrestricted reports.</p> <p>4. CWPK is working with leadership regarding the issue of lighter and later regarding victims through the Academy Response Team (ART) meeting &amp; ART updates to the Commandant &amp; Superintendent. The issue of bystander's collateral misconduct is being discussed currently at these forums.</p> <p>5. Recent DoD changes to policy and statutes such as the repeal of DADT &amp; the even more recent DoD changes to SAPR; which are now statutory, are driving all services to change SAPR policy, for example, removing homosexual behavior as a type of collateral misconduct.</p> <p>6. The AF received the new DoD statutes in late Jan 2012 and is pushing them out to the branches who will in turn rewrite much of the current SAPR guidance. We are still awaiting further guidance in order to effectively address the misperceptions. – Ongoing</p> <p>7. Dependent upon AF rewrite of new DoD SAPR guidance regarding definitions, changes to collateral misconduct, procedures, and policy. Many of these changes have significant impact on the SAPR program &amp; must be done carefully &amp; thoughtfully.</p>
85	Evaluate all reasons for not reporting and address them appropriately in training and educational materials.	<p>USAFA SAPR continually works to identify and address the barriers to reporting as we know "today". These reporting barriers are a "moving target" and will be continued to be addressed as new ones are identified.</p> <p>- Closed</p>
87	Establish a second SARC to support other units.	<p>1. SAPR is currently working with leadership to establish &amp; fund this position. USAFA SAPR has written a training specialist core document and will request this position.</p> <p>2. SAPR recently upgraded the Admin Assistant position to a GS-09/11 SAPR Specialist and has submitted a waiver to permit this individual to act as the Alternate SARC.</p> <p>3. 10ABW/CV and CWP met in April and they are attempting to determine if any manning is available from AF.</p> <p>4. Requires further study to assess workload, manning, funding, location, etc. – Ongoing</p>

87	Utilize VWL as the single point of contact for sexual assault victims in the military justice process.	Victims are provided a DD Form 2701 by first responders. The VWAP coordinator follows up with victims after a reasonable period of time. Usually within a week. When a VWL is assigned, he or she is the point of contact for military justice matters. Investigators and Trial counsel also interact with the victim as appropriate. – Closed 17 Feb 2012
87	Conduct refresher training for the SAPR Staff with the Chief of Military Justice.	1. SAPR continues to and currently has implemented annual, specialized training for our JA from Anne Munch, Russ Strand, and Veraunda Jackson in terms of victimology, use of expert witnesses, victim support, psychological evidence, consent and other affirmative defenses, and related. 2. Additionally USAFA SAPR funds JA staff to attend special trainings and conferences regarding sexual assault to include TDY and training cost / fees. – Closed
88	Reinforce messaging to Air Officers Commanding on reporting options and their role in the Unrestricted reporting process.	1. Currently SAPR is engaging AOCs & AMTs via their regular in-service trainings. The SARC has provided two specialized trainings in the Fall to assist them in presenting the SAPR training to the upper 3 classes. 2. The SARC recorded a DVD for each AOC to utilize in their annual training to provide a standard, consistent message to all cadets regarding definitions, consent, collateral misconduct, & response to sexual assaults. 3. SAPR also provides training to the AOC cohorts; they are Masters program students that will become AOCs. This includes their role in Unrestricted reporting. – Closed
88	Update PPC and mental health providers' local operating procedures and intake documentation.	The PPC updated its Informed Consent checklist to account for the AFI 36-6001 disclosure conflict with the SARC. The PPC has also created a process in which to work with SAPR personnel in regards to notifying them of sexual assaults identified during counseling sessions. – Closed April 2012
89	The SARC and Deputy SARC should meet every six months with Memorial Hospital's SANE Manager to review the MOU, procedures that have changed, address how cases have been handled, and to make recommendations for improvement.	1. USAFA SAPR is currently working closely with Memorial Hospital. The SARC provided training & attended the Sexual Assault Nurse Examiner (SANE) provider's staff meeting in May 2011 & again in November/December of 2011 for a specialized training. 2. This relationship has been established, is ongoing, and should be considered complete. – Closed
90	Allow Security Forces to attend the annual Sexual Assault Investigations Training Conference.	If manning permits, 10 SFS will send investigators to the conference. – Closed 15 Feb 2012
92	Consolidate all POSH and SAPR outcome	Please see response to Action Item Page Number 77.

	data and metrics into a single product organized by the Department's strategic priorities.	
93	Include SARC feedback in AFOSI debriefs.	After consulting with DoD/SAPRO office, AFOSI received a list of potential debrief topics to cover with the SARC after investigations are complete. AFOSI will incorporate these suggestions into future debriefs with the SARC office. – Closed 23 Feb 2012
93	Collaborate with and report the dispositions and sentences for wrongful sexual contact allegations	The SAPR program collaborates weekly with JA&OSI during weekly Commander's Stand-Up meetings and twice monthly for the Superintendents ART prep and ART meetings. This collaboration process is in place and has been working well. AFOSI will continue to work with 10 <sup>th</sup> Security Forces Investigators to accurately document and report all instances of wrongful sexual contact. – Closed 23 Feb 2012
93	Coordinate with the Air Force Judge Advocate General to ensure, as appropriate, the incoming Chief of Military Justice attends a specialized sexual assault prosecution course.	The Chief of Justice and trial counsel look for opportunities to attend professional development training to include Trials Team, and the Trial and Defense Advocacy Course (TDAC) and other courses. JA has taken advantage of local specialized sexual assault prosecution courses and will look for opportunities to attend other specialized courses. JA also stays current with online training on sexual assault issues. – Closed 17 Feb 2012
93	Document completely and consistently the case disposition and offender sentencing in case records.	The Military Justice Section keeps records of the case disposition and sentencing in all cases that result in an Article 15 or court martial in The Automated Military Justice Analysis & Management System (AMJAMS). – Closed 17 Feb 2012
94	Monitor EO staffing to prevent extended vacancies or shortages.	Report states: "Prevention of extended staffing vacancies or shortages is currently closely monitored to ensure a continuity of quality services and support to the USAFA". EO Director will continue to closely monitor. – Closed
97	USAFA should improve its efforts to communicate and coordinate with its community partners to leverage these resources more effectively. Inclusion of these relevant community members in USAFA SAPR functions and initiatives may improve overall communication and	USAFA has worked hard to strengthen ties with community partners both on and off USAFA. USAFA SARC provided in-service training to Memorial Hospital SANE staff and calls the SANE Director frequently to consult on and refer cases for exams. Due to increased mutual sharing of trend info with Memorial SANEs, Memorial SANE program shared a training protocol with USAFA medical and investigative first responders regarding assessment of physical injury resulting from choking of sexual assault victims. A USAFA VA serves on the Colorado

	increase service usage among cadets	Springs Advocate Response Team attending their monthly meetings, and providing teaching to their new volunteer VAs. The other USAFA VA provides bi-annual training to the new volunteer VAs from the combined Front Range Bases SAPR VA training program. USAFA SAPR invited community partners to attend the Green Dot facilitator training August 2011, local school counselors, TESSA, Ft. Carson, and other Front Range Bases attended. Several cadets utilize TESSA survivor group and individual counseling services. USAFA SARC provided multiple presentations to sophomore and junior high school students at Academy High School –Spring 2012.
97	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 Program as well as pertinent aspects of military culture and customs.	USAFA SAPR includes Colorado Springs and El Paso County law enforcement and investigators, and attorneys, Ft. Carson law enforcement and investigators/JA, as well as our Front Range Air Force bases investigators/JA to attend all relevant training to include presentations by SMEs such as Anne Munch and Russ Strand. Due to several cases this past APY having shared investigations, relationships with local LE and JA have been strengthened. – Closed
97	Expand training with local resources to include other military installations in the Colorado Springs area.	This has been in place for the past four years. USAFA SAPR shares training resources and programs with our community partners such as with TESSA, local law enforcement, local high schools, local universities, and the Colorado Coalition of Colleges with Sexual Assault Programs. These agencies have attended the Green Dot Curriculum training in August 2011, and are invited to attend any special guest presentation such as Sex Signals, Mike Domitrz, Russ Strand, etc. We also invite front range bases to attend. They also share their trainings with us. – Closed
97	USAFA leadership should consider training volunteer SAPRO Victim Advocates (VAs) and/or additional full-time staff to work with victims originating within the Air Base Wing, the Preparatory School, and the Pueblo populations. At least two full-time SAPR VAs should continue to concentrate on the cadets.	USAFA leadership (CW and ABW vices, and SARC) met March 2012 to begin to assess the feasibility of adding additional SAPR staff at the ABW, in particular, a separate SARC to serve the ABW, Prep School, and GSU at Pueblo. Simultaneously, the AF is attempting to add a full-time, GS, victim advocate position to each installation, though no time frame has been established by AF for this VA position. Duties and core documents are being discussed in the interim. It may be possible to use volunteer VAs in conjunction with the above action item (p. 87) to establish a second SARC. Further study is required, especially with Civilian Personnel Office concerns over having both paid VAs and volunteer VAs.



<b>ACADEMIC PROGRAM YEAR 2011 - 2012 SUMMARY OF UNRESTRICTED SEXUAL ASSAULT REPORTS INVOLVING CADETS/MIDSHIPMEN</b>	<b>APY11-12 Totals</b>
<b>Total Cadet/Midshipman victims in all investigations closed in APY11-12*</b>	<b>10</b>
<b>Cadet/Midshipman victims whose reports of sexual assault could be substantiated this APY*</b>	<b>3</b>
<b>Total Cadet/Midshipman subjects in all investigations closed in APY11-12**</b>	<b>8</b>
<b>Cadet/Midshipman subjects against whom sexual assault reports could be substantiated this APY**</b>	<b>3</b>
<b>Sexual Assault Investigations Involving Cadet/Midshipman Opened and Completed in APY11-12</b>	<b>APY11-12 Totals</b>
# Cadet/Midshipman victims identified in investigations initiated and closed in APY11-12*	3
# Cadet/Midshipman victims whose reports of sexual assault could be substantiated*	1
# Cadet/Midshipman subjects identified in investigations initiated and closed in APY11-12	2
# Cadet/Midshipman subjects against whom sexual assault reports could be substantiated	1
<b>Sexual Assault Investigations Involving Cadet/Midshipman Opened Prior to APY11-12 and Completed in APY11-12</b>	<b>APY11-12 Totals</b>
# Cadet/Midshipman victims identified in Pre-APY11-12 investigations closed in APY11-12*	7
# Cadet/Midshipman victims whose reports of sexual assault could be substantiated*	2
# Cadet/Midshipman subjects identified in Pre-APY11-12 investigations closed in APY11-12	6
# Cadet/Midshipman subjects against whom sexual assault reports could be substantiated	2
*Does not include victims from Restricted Reports, per mandate in PL 111-383; Also does not include victims from investigations where command action had yet to be reported.	
**Does not include subjects from investigations where command action had yet to be reported.	
<b>ACADEMIC PROGRAM YEAR 2012 SUMMARY OF RESTRICTED SEXUAL ASSAULT REPORTS INVOLVING Cadets/Midshipmen</b>	
	<b>APY11-12 Totals</b>
<b># Cadet/Midshipman Victims initially making Restricted Reports</b>	<b>33</b>
<b># Cadet/Midshipman Victims who converted from Restricted Report to Unrestricted Report in the current APY</b>	<b>2</b>
<b># Cadet/Midshipman Victim Reports Remaining Restricted</b>	<b>31</b>

## 1. Unrestricted Reports

UNITED STATES AIR FORCE ACADEMY APY11-12 UNRESTRICTED REPORTS OF SEXUAL ASSAULTS	
<b>A. APY11-12 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>APY11-12 Totals</b>
Note: The data about Unrestricted Reports in Sections A and B below is raw, uninvestigated information about allegations received during APY11-12. These Reports may not be fully investigated by the end of the Academic Program year.	
<b># VICTIMS in APY11-12 Unrestricted Reports</b>	<b>20</b>
# Cadet/Midshipman victims	14
# Non-Cadet/Midshipman victims	6
<b># Unrestricted Reports in the following categories</b>	<b>21</b>
# Cadet/Midshipman on Cadet/Midshipman	8
# Cadet/Midshipman on Non-Cadet/Midshipman	7
# Non-Cadet/Midshipman on Cadet/Midshipman	4
# Unidentified Subject on Cadet/Midshipman	2
<b># Unrestricted Reports of sexual assault occurring</b>	<b>21</b>
# On Academy Grounds	6
# Off Academy Grounds	14
# Unidentified location	1
<b># Investigations Initiated (From APY11-12 Unrestricted Reports)</b>	<b>21</b>
# Investigations pending completion as of 31 May 12	13
# Completed Investigations as of 31 May 12	8
<b># All Restricted Reports received in APY11-12</b>	<b>33</b>
# Converted from Restricted Report to Unrestricted Report*	2
<b># APY11-12 RESTRICTED REPORTS REMAINING RESTRICTED</b>	<b>31</b>
<b>B. DETAILS OF UNRESTRICTED REPORTS RECEIVED IN APY11-12</b>	<b>APY11-12 Totals</b>
<b>Length of time between sexual assault and Unrestricted Report</b>	<b>21</b>
# Reports made within 3 days of sexual assault	0
# Reports made within 4 to 30 days after sexual assault	1
# Reports made within 31 to 365 days after sexual assault	9
# Reports made longer than 365 days after sexual assault	11
# Unknown	0
<b>Time of sexual assault</b>	<b>21</b>
# Midnight to 6 am	5
# 6 am to 6 pm	1
# 6 pm to midnight	9
# Unknown	6
<b>Day of sexual assault</b>	<b>21</b>
# Sunday	1
# Monday	3
# Tuesday	1
# Wednesday	2
# Thursday	4
# Friday	1
# Saturday	8
# Unknown	1
<b>C. SUMMARY OF ALL INVESTIGATIONS OF UNRESTRICTED REPORTS COMPLETED IN APY11-12</b>	<b>APY11-12 Totals</b>
<b># Total Investigations completed during APY11-12</b>	<b>15</b>
# Investigations opened in APY11-12 and completed in APY11-12	8
# Of these investigations with more than one victim, more than one subject, or both	0
# Investigations opened prior to APY11-12 and completed in APY11-12	7
# Of these investigations with more than one victim, more than one subject, or both	1
<b># SUBJECTS in all investigations completed during APY11-12</b>	<b>13</b>
<b># Cadet/Midshipman subjects in completed investigations</b>	<b>11</b>
# Your Cadet/Midshipman subjects investigated by your Service	11
# Other Service Cadet/Midshipman subjects investigated by your Service	0
# Non-Cadet/Midshipman subjects in your Service's investigations	0
# Unidentified subjects in your Service's investigations	2
<b># VICTIMS in all investigations completed during APY11-12</b>	<b>15</b>
<b># Cadet/Midshipman victims</b>	<b>12</b>
# Cadet/Midshipman victims in own Service's investigations	12
# Other Service Cadet/Midshipman victims in your Service's investigations	0
# Non-Cadet/Midshipman victims in your Service's investigations	3
# Unidentified victims in your Service's investigations	0



D. FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED APY11-12 INVESTIGATIONS	APY11-12 Totals	D1. ASSOCIATED VICTIM DATA FOR COMPLETED APY11-12 INVESTIGATIONS	APY11-12 Totals
# Investigations opened in APY11-12 and completed in APY11-12	8	# VICTIMS in investigations opened in APY11-12 and completed in APY11-12	7
# SUBJECTS in investigations opened in APY11-12 and completed in APY11-12	6	# Cadet/Midshipman Victims in investigations opened and completed in APY11-12	5
# Cadet/Midshipman Subjects in investigations opened and completed in APY11-12	5	# Total Victims associated with MCIO unfounded allegations	0
# Total Subjects with allegations unfounded by a Military Criminal Investigative Organization	0	# Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Non-Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Non-Cadet/Midshipman Subjects with allegations unfounded by MCIO	0		
# Total Subjects Outside DoD Prosecutive Authority	1	# Cadet/Midshipman Victims in substantiated Unknown Offender Reports	0
# Unknown Offenders	1	# Cadet/Midshipman Victims in remaining Unknown Offender Reports	1
# US Civilians or Foreign National Subjects not Subject to the UCMJ	0	# Cadet/Midshipman Victims in substantiated Civilian/Foreign National Subject Reports	0
# Cadet/Midshipman Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman Victims in remaining Civilian/Foreign National Subject Reports	0
# Subjects who died or deserted	0	# Cadet/Midshipman Victims in substantiated reports against a Cadet/Midshipman who is being Prosecuted by a Civilian/Foreign Authority	0
# Total Command Action Precluded or Declined for Sexual Assault	1	# Cadet/Midshipman Victims in substantiated reports with a deceased or deserted subject	0
# Cadet/Midshipman Subjects where victim declined to participate in the military justice action	1	# Cadet/Midshipman Victims in remaining reports with a deceased or deserted subject	0
# Cadet/Midshipman Subjects whose investigations had insufficient evidence to prosecute	0	# Cadet/Midshipman victims who declined to participate in the military justice action	1
# Cadet/Midshipman Subjects whose cases involved expired statute of limitations	0	# Cadet/Midshipman victims in investigations having insufficient evidence to prosecute	0
# Cadet/Midshipman Subjects with allegations that were unfounded by Command	0	# Cadet/Midshipman victims whose cases involved expired statute of limitations	0
# Cadet/Midshipman Subjects with victims who died before completion of military justice action	0	# Cadet/Midshipman victims whose allegations were unfounded by Command	0
# Subjects still awaiting command action as of 31 May 12	3	# Cadet/Midshipman victims who died before completion of the military justice action	0
# Subjects for whom command action was completed as of 31 May 12	1	# Cadet/Midshipman Victims still awaiting command action on a subject as of 31 May 12	2
# APY11-12 Cadet/Midshipman Subjects where evidence supported Command Action	1	# APY11-12 Cadet/Midshipman Victims in cases where evidence supported Command Action	1
# Cadet/Midshipman Subjects: Courts-Martial charge preferred (Initiated)	1	# Cadet/Midshipman Victims involved with Court-martial preferrals (Initiations) against subject	1
# Cadet/Midshipman Subjects: Nonjudicial punishments (Article 15 UCMJ)	0	# Cadet/Midshipman Victims involved with Nonjudicial punishments (Article 15) against subject	0
# Cadet/Midshipman Subjects: Administrative discharges	0	# Cadet/Midshipman Victims involved with Administrative discharges against subject	0
# Cadet/Midshipman Subjects: Other adverse administrative actions	0	# Cadet/Midshipman Victims involved with Other administrative actions against subject	0
# Cadet/Midshipman Subjects: Courts-Martial charge preferred for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Court-martial preferrals for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Non-judicial punishment for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Administrative discharges for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with administrative discharges for non-SA offense	0
# Cadet/Midshipman Subjects: Other adverse administrative actions for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Other administrative actions for non-SA offense	0
E. FINAL DISPOSITIONS FOR SUBJECTS IN Pre-APY11-12 INVESTIGATIONS (Prior year investigations completed in APY11-12)	APY11-12 Totals	E1. ASSOCIATED VICTIM DATA FOR COMPLETED Pre-APY11-12 INVESTIGATIONS	APY11-12 Totals
# Total Number of Pre-APY11-12 Investigations pending completion at the end of APY10-11 (31-May-11)	8	# VICTIMS in investigations opened prior to APY11-12 and completed in APY11-12	8
# Pre-APY11-12 Investigations STILL PENDING completion as of 31-May-12	0	# Cadet/Midshipman Victims in investigations opened prior to APY11-12 and completed in APY11-12	7
# Pre-APY11-12 Investigations completed of 31 May 12	8	# Total Pre-APY11-12 Victims associated with MCIO unfounded allegations	1
# SUBJECTS in Pre-APY11-12 investigations completed by 31-May-12	7	# Cadet/Midshipman Victims involved in MCIO unfounded allegations	1
# Cadet/Midshipman Subjects in Pre-APY11-12 investigations completed in APY11-12	6	# Non-Cadet/Midshipman Victims involved in MCIO unfounded allegations	0
# Total Pre-APY11-12 Subjects with allegations unfounded by MCIO	1	# Cadet/Midshipman Victims in substantiated Unknown Offender Reports	0
# Cadet/Midshipman Subjects with allegations unfounded by MCIO	1	# Cadet/Midshipman Victims in remaining Unknown Offender Reports	1
# Non-Cadet/Midshipman Subjects with allegations unfounded by MCIO	0	# Cadet/Midshipman Victims in substantiated Civilian/Foreign National Subject Reports	0
# Total Pre-APY11-12 Subjects Outside DoD Prosecutive Authority	1	# Cadet/Midshipman Victims in remaining Civilian/Foreign National Subject Reports	0
# Unknown Offenders	1	# Cadet/Midshipman Victims in substantiated reports against a Cadet/Midshipman who is being Prosecuted by a Civilian/Foreign Authority	0
# US Civilians or Foreign National Subjects not Subject to the UCMJ	0	# Cadet/Midshipman Victims in substantiated reports with a deceased or deserted subject	0
# Cadet/Midshipman Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman Victims in remaining reports with a deceased or deserted subject	0
# Subjects who died or deserted	0	# Cadet/Midshipman victims who declined to participate in the military justice action	1
# Total Command Action Precluded or Declined for Sexual Assault	3	# Cadet/Midshipman victims in investigations having insufficient evidence to prosecute	0
# Cadet/Midshipman Subjects where victim declined to participate in the military justice action	1	# Cadet/Midshipman victims whose cases involved expired statute of limitations	0
# Cadet/Midshipman Subjects whose investigations had insufficient evidence to prosecute	0	# Cadet/Midshipman victims whose allegations were unfounded by Command	2
# Cadet/Midshipman Subjects whose cases involved expired statute of limitations	0	# Cadet/Midshipman victims who died before completion of the military justice action	0
# Cadet/Midshipman Subjects with allegations that were unfounded by Command	2	# Cadet/Midshipman Victims still awaiting command action on a subject as of 31 May 12	0
# Cadet/Midshipman Subjects with victims who died before completion of military justice action	0	# Pre-APY11-12 Cadet/Midshipman Victims in cases where evidence supported Command Action	2
# Subjects still awaiting command action as of 31-May-12	0	# Cadet/Midshipman Victims involved with Court-martial preferrals (Initiations) against subject	1
# Subjects for whom command action was completed as of 31-May-12	2	# Cadet/Midshipman Victims involved with Nonjudicial punishments (Article 15) against subject	0
# Pre-APY11-12 Cadet/Midshipman Subjects where evidence supported Command Action	2	# Cadet/Midshipman Victims involved with Administrative discharges against subject	0
# Cadet/Midshipman Subjects: Courts-Martial charge preferred (Initiated)	2	# Cadet/Midshipman Victims involved with Other administrative actions against subject	1
# Cadet/Midshipman Subjects: Nonjudicial punishments (Article 15 UCMJ)	0	# Cadet/Midshipman Victims involved with Court-martial preferrals for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Administrative discharges	0	# Cadet/Midshipman Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Cadet/Midshipman Subjects: Other adverse administrative actions	0	# Cadet/Midshipman Victims involved with administrative discharges for non-SA offense	0
# Cadet/Midshipman Subjects: Courts-Martial charge preferred for non-sexual assault offense	0	# Cadet/Midshipman Victims involved with Other administrative actions for non-SA offense	0
# Cadet/Midshipman Subjects: Non-judicial punishment for non-sexual assault offense	0		
# Cadet/Midshipman Subjects: Administrative discharges for non-sexual assault offense	0		
# Cadet/Midshipman Subjects: Other adverse administrative actions for non-sexual assault offense	0		

\* Restricted Reports that convert to Unrestricted Reports are counted with the total number of Unrestricted Reports.



G. REPORTED SEXUAL ASSAULTS INVOLVING Cadet/Midshipman (BY or AGAINST Cadet/Midshipman) IN THE FOLLOWING CATEGORIES FOR ALL APY11-12 INVESTIGATIONS Notes: The data in this section is drawn from raw, uninvestigated information about Unrestricted Reports received during APY11-12. These Reports may not be fully investigated by the end of the Academic Program year.	Rape (Art. 120)	Aggravated Sexual Assault (Art. 120)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Art. 120)	Non-Consensual Sodomy (Art. 125)	Indecent Assault (Art. 134) (Pre-FY07)	Attempts to Commit Offenses (Art. 80)	Rape (Art. 120)	Aggravated Sexual Assault* (Art. 120) After June 28, 2012 this becomes "Sexual Assault"	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact* (Art. 120) After June 28, 2012, discontinue use of this category.	Non-Consensual Sodomy (Art. 125)	Attempts to Commit Offenses (Art. 80)	APY11-12 Totals
	I. DEMOGRAPHICS ON SUBJECTS IN INVESTIGATIONS COMPLETED IN APY11-12 Note: The information below is drawn from all investigations that were closed during APY11-12, and does not correspond to the data reported in sections F and G, above.	Subject Data From Investigations Opened in Prior Years, but closed during APY11-12								Subject Data From Investigations Opened and Closed in APY11-12						
<b>Gender of SUBJECTS</b>	1	5	1	0	0	0	0	0	3	2	1	0	0	0	0	13
# Male	1	5	1	0	0	0	0	0	2	2	1	0	0	0	0	12
# Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
<b>Age of SUBJECTS</b>	1	5	1	0	0	0	0	0	3	2	1	0	0	0	0	13
# 16-19	0	1	1	0	0	0	0	0	0	1	1	0	0	0	0	4
# 20-24	1	3	0	0	0	0	0	0	2	1	0	0	0	0	0	7
# 25-34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 50-64	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# 65 and older	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	2
<b>Subject Type</b>	1	5	1	0	0	0	0	0	3	2	1	0	0	0	0	13
# Service Member	1	4	1	0	0	0	0	0	2	2	1	0	0	0	0	11
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Other US Government Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# US Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Foreign national	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Foreign military	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	2
<b>Grade of SUBJECTS</b>	1	5	1	0	0	0	0	0	3	2	1	0	0	0	0	13
# 1st Year	0	2	1	0	0	0	0	0	0	0	1	0	0	0	0	4
# 2nd Year	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	2
# 3rd Year	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	2
# 4th Year	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	3
# Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Active Duty Service Member	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Non-Service Member	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	2
<b>Service of Service Member SUBJECTS</b>	1	5	1	0	0	0	0	0	3	2	1	0	0	0	0	13
# Army	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Navy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Marines	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Air Force	1	4	1	0	0	0	0	0	2	2	1	0	0	0	0	11
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	2
<b>Status of Service Member SUBJECTS</b>	1	5	1	0	0	0	0	0	3	2	1	0	0	0	0	13
# Active Duty	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Reserve (Activated)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# National Guard (Activated - Title 10)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	1	4	1	0	0	0	0	0	2	2	1	0	0	0	0	11
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	2

\*NOTE: Pursuant to the Academic Program Year 2012 National Defense Authorization Act change to Article 120 of the Uniform Code of Military Justice, these categories will change on June 28, 2012.

## 2. Restricted Reports

UNITED STATES AIR FORCE ACADEMY APY11-12 RESTRICTED REPORTS OF SEXUAL ASSAULT	
<b>A. APY11-12 RESTRICTED 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)</b>	<b>APY11-12 TOTALS</b>
<b># TOTAL victims initially making Restricted Reports</b>	<b>33</b>
# Cadet/Midshipman victims making Restricted Reports	33
# Non-Cadet/Midshipman, Adult Dependent and Service Member Victims making Restricted Report involving a Cadet/Midshipman Subject	0
<b># Total victims who converted from Restricted Report to Unrestricted Report in the current APY*</b>	<b>2</b>
# Cadet/Midshipman victims who converted from Restricted Report to Unrestricted Report in current APY	2
# Non-Cadet/Midshipman, Adult Dependent and Service Member Victims who converted from Restricted Report to Unrestricted Report in current APY	0
<b># TOTAL victim reports remaining Restricted</b>	<b>31</b>
# Cadet/Midshipman victim reports remaining Restricted	31
# Non-Cadet/Midshipman, Adult Dependent and Service Member Victim reports remaining Restricted	0
<b># Reported sexual assaults involving Cadet/Midshipman in the following categories</b>	<b>33</b>
# Cadet/Midshipman on Cadet/Midshipman	18
# Non-Cadet/Midshipman on Cadet/Midshipman	15
# Cadet/Midshipman on Non-Cadet/Midshipman (entitled to a RR by DoD Policy)	0
# Unidentified subject on Cadet/Midshipman	0
<b>B. INCIDENT DETAILS</b>	<b>APY11-12 TOTALS</b>
<b># Reported sexual assaults occurring</b>	<b>33</b>
# On Academy Grounds	9
# Off Academy Grounds	24
# Unidentified location	0
<b>Length of time between sexual assault and Restricted Report</b>	<b>33</b>
# Reports made within 3 days of sexual assault	8
# Reports made within 4 to 30 days after sexual assault	4
# Reports made within 31 to 365 days after sexual assault	6
# Reports made longer than 365 days after sexual assault	15
# Unknown	0
<b>Time of sexual assault incident</b>	<b>33</b>
# Midnight to 6 am	2
# 6 am to 6 pm	4
# 6 pm to midnight	23
# Unknown	4
<b>Day of sexual assault incident</b>	<b>33</b>
# Sunday	0
# Monday	6
# Tuesday	0
# Wednesday	0
# Thursday	0
# Friday	1
# Saturday	4
# Unknown	22
<b>C. RESTRICTED REPORTING - VICTIM SERVICE AFFILIATION</b>	<b>APY11-12 TOTALS</b>
<b># Service Member VICTIMS</b>	<b>33</b>
# Army victims	0
# Navy victims	0
# Marines victims	0
# Ar Force victims	33
# Coast Guard	0
# Unknown	0
<b>D. DEMOGRAPHICS FOR APY11-12 RESTRICTED REPORTS OF SEXUAL ASSAULT</b>	<b>APY11-12 TOTALS</b>
<b>Gender of VICTIMS</b>	<b>33</b>
# Male	0
# Female	33
# Unknown	0
<b>Age of VICTIMS</b>	<b>33</b>
# 16-19	17
# 20-24	16
# 25-34	0
# 35-49	0
# 50-64	0
# 65 and older	0
# Unknown	0
<b>Grade of Service Member VICTIMS Grade</b>	<b>33</b>
# 1st Year	13
# 2nd Year	4
# 3rd Year	10
# 4th Year	6
# Prep School Student	0
# Service Member	0
# Unknown	0
<b>Status of Service Member VICTIMS</b>	<b>33</b>
# Active Duty	0
# Reserve (Activated)	0
# National Guard (Activated - Title 10)	0
# Cadet/Midshipman	33
# Academy Prep School Student	0
# Unknown	0
<b>VICTIM Type</b>	<b>33</b>
# Service Member	33
# DoD Civilian	0
# DoD Contractor	0
# Other US Government Civilian	0
# US Civilian (Service Member Dependent Over Age 18)	0
# Foreign national	0
# Foreign military	0
# Unknown	0
<b>E. RESTRICTED REPORTING FOR A SEXUAL ASSAULT THAT OCCURRED PRIOR TO JOINING SERVICE</b>	<b>APY11-12 TOTALS</b>
<b># Cadet/Midshipman VICTIMS making a Restricted Report for Incidents Occurring Prior to Military Service</b>	<b>11</b>
# Cadet/Midshipman Making A Restricted Report for an Incident that Occurred Prior to Age 18	11
# Cadet/Midshipman Making a Restricted Report for an Incident that Occurred After Age 18	0
# Cadet/Midshipman Choosing Not to Specify	0
<b>F. RESTRICTED REPORTS CONVERSION DATA (DSAID USE ONLY)</b>	<b>APY11-12 TOTALS</b>
Mean # of Days Taken to Change to Unrestricted	0
Standard Deviation of the Mean For Days Taken to Change to Unrestricted	0
Mode # of Days Taken to Change to Unrestricted	0
* The Restricted Reports are reports that converted to Unrestricted Reports are counted in the total number of Unrestricted Reports listed in Worksheet 1a, Section A.	

### 3. Victims Services

UNITED STATES AIR FORCE ACADEMY APY11-12 SUPPORT SERVICES FOR VICTIMS OF SEXUAL ASSAULT	
<i>NOTE: Totals of referrals and military protective orders are for all activities during the reporting period, regardless of when the sexual assault report was made.</i>	
<b>A. SUPPORT SERVICE REFERRALS TO CADET/MIDSHIPMAN AND SERVICE MEMBER VICTIMS FROM UNRESTRICTED REPORTS:</b>	<b>APY11-12 TOTALS</b>
<b># Support service referrals for VICTIMS in the following categories</b>	
<b># MILITARY Resources (Referred by DoD)</b>	<b>33</b>
# Medical	1
# Mental Health	14
# Legal	0
# Chaplain/Spiritual Support	4
# Rape Crisis Center	0
# Victim Advocate/Uniformed Victim Advocate	14
# DoD Safe Helpline	0
# Other	0
<b># CIVILIAN Resources (Referred by DoD)</b>	<b>0</b>
# Medical	0
# Mental Health	0
# Legal	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	0
# Victim Advocate	0
# DoD Safe Helpline	0
# Other	0
<b># Cases where SAFEs were conducted</b>	<b>0</b>
<b># Cases where SAFE kits or other needed supplies were not available at time of victim's exam</b>	<b>0</b>
<b># Service Member victims making an Unrestricted Report for an incident that occurred prior to military service</b>	<b>1</b>
<b>B. APY11-12 MILITARY PROTECTIVE ORDERS (MPO)* AND TRANSFERS - UNRESTRICTED REPORTS</b>	<b>APY11-12 TOTALS</b>
<b># Military Protective Orders issued during APY11-12</b>	<b>5</b>
<b># Reported MPO Violations in APY11-12</b>	<b>1</b>
# Reported MPO Violations by Subjects	0
# Reported MPO Violations by Victims of sexual assault	0
# Reported MPO Violations by Both	1
<i>*In accordance with DoD Policy, Military Protective Orders are only issued in Unrestricted Reports. A Restricted Report cannot be made when there is a safety risk for the victim.</i>	
# Unit/Duty transfer requests by Cadet/Midshipman victims of sexual assault	0
# Unit/Duty transfer requests by Cadet/Midshipman victims Denied	0
# Installation Transfer requests by Cadet/Midshipman victims of sexual assault	0
# Installation transfer requests by Cadet/Midshipman victims Denied	0
<b>C. SUPPORT SERVICE REFERRALS FOR Cadet/Midshipman AND SERVICE MEMBER VICTIMS IN RESTRICTED REPORTS:</b>	<b>APY11-12 TOTALS</b>
<b># Support service referrals for VICTIMS in the following categories</b>	
<b># MILITARY Resources (Referred by DoD)</b>	<b>69</b>
# Medical	3
# Mental Health	31
# Legal	1
# Chaplain/Spiritual Support	0
# Rape Crisis Center	0
# Victim Advocate/Uniformed Victim Advocate	27
# DoD Safe Helpline	0
# Other	1
<b># CIVILIAN Resources (Referred by DoD)</b>	<b>2</b>
# Medical	1
# Mental Health	0
# Legal	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	1
# Victim Advocate	0
# DoD Safe Helpline	0
# Other	0
<b># Cases where SAFEs were conducted</b>	<b>1</b>
<b># Cases where SAFE kits or other needed supplies were not available at time of victim's exam</b>	<b>0</b>
<b>CIVILIAN DATA</b>	
<b>D. SEXUAL ASSAULT SERVICES TO NON-SERVICE MEMBERS who were victimized by Cadet/Midshipman Subjects (DOD CIVILIANS, DEPENDENTS, CONTRACTORS, ETC)</b>	<b>APY11-12 TOTALS</b>
<b># Non-Cadet/Midshipman assisted in the following categories:</b>	<b>0</b>
# Cadet/Midshipman on Non-Service Member	0
# Non-Cadet/Midshipman on Non-Cadet/Midshipman	0
# Uniformed Spouse or Undeclared Affiliation on Non-Cadet/Midshipman	0
<b>Gender of Non-Service Member Assisted</b>	<b>6</b>
# Male	0
# Female	0
# Unknown	0
<b>Age of Non-Service Member Assisted</b>	<b>6</b>
# 16-19	2
# 20-24	0
# 25-34	0
# 35-49	0
# 50-64	0
# 65 and older	0
# Unknown	4
<b>Non-Service Member Type</b>	<b>6</b>
# DoD Civilian	0
# DoD Contractor	0
# Other US Government Civilian	0
# US Civilian	6
# Foreign National	0
# Foreign Military	0
# Unknown	0
<b># Support service referrals for Non-Service Members in the following categories</b>	
<b># MILITARY Resources (Referred by DoD)</b>	<b>3</b>
# Medical	0
# Mental Health	0
# Legal	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	0
# Victim Advocate/Uniformed Victim Advocate	3
# DoD Safe Helpline	0
# Other	0
<b># CIVILIAN Resources (Referred by DoD)</b>	<b>2</b>
# Medical	0
# Mental Health	0
# Legal	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	2
# Victim Advocate	0
# DoD Safe Helpline	0
# Other	0
<b># Cases where SAFEs were conducted</b>	<b>3</b>
<b># Cases where SAFE kits or other needed supplies were not available at time of victim's exam</b>	<b>0</b>

APY11-12 Sexual Assault Synopses Report: United States Air Force Academy																	
No.	Offense Investigated	Location	Subject Grade	Subject Gender	Victim Grade	Victim Gender	Quarter Disposition Completed	Case Disposition	Court Case or Article 15 Outcome	Confinement	Fines and Forfeitures	Reduction in Rank	Punishments				Case Synopsis
													Court-Martial Discharge or Dismissal	Restriction	Hard Labor or Extra Duty	Correctional Custody (JUP Only)	
1	Rape	Off Academy Grounds	Unknown	Unknown	1st Year	Female	Q2	Unknown Subject									Victim reported that she was dating subject. At the time of the incident, victim's left arm was in a cast. She reported that subject held down her right arm and had intercourse with her. Victim refused to cooperate with investigation. Without victim's cooperation no subject could be identified and no further action could be taken.
2	Aggravated Sexual Assault	Off Academy Grounds	3rd Year	Male	1st Year	Female	Q3	Victim Declined to Participate in Military Justice Action									Victim was at a party off base. She drank alcohol and had trouble remembering much of the night. She remembered "waking up" in subject's room with her clothes mostly off, and the subject naked on top of her. Victim recalled he got up to get a condom then penetrated her, but additional detail could not be recalled. Criminal investigation was reviewed for prosecution. Upon legal review of facts with victim, victim declined to participate further in the military justice action.
3A	Wrongful Sexual Contact	Off Academy Grounds	3rd Year	Male	Civilian	Female	Q2	Court-Martial Charge Preferred (Initiated)	Acquittal								Subject was referred to court-martial for touching the victim's groin over her underwear and rubbing his penis on her back (along with charges from the investigations in Cases #3B and #3C on this sheet). Subject was acquitted of this charge, but found guilty on the others.
3B	Abusive Sexual Contact	On Academy Grounds	3rd Year	Male	Civilian	Female	Q2	Court-Martial Charge Preferred (Initiated)	Conviction	YES	YES						Subject was referred to court-martial for fessing victim on the lips and unbuttoning and unroping her pants without consent and while she was substantially incapacitated (along with charges from the investigations in Cases #3A and #3C on this sheet). Subject was convicted of these charges and sentenced to six months of confinement, total forfeitures, and a dismissal from the Air Force.
3C	Abusive Sexual Contact	On Academy Grounds	3rd Year	Male	3rd Year	Female	Q2	Court-Martial Charge Preferred (Initiated)	Conviction	YES	YES						Subject was referred to court-martial for placing the victim's hand on his penis without permission (along with charges from the investigations in Cases #3A and #3B on this sheet). Subject was convicted of these charges and sentenced to six months of confinement, total forfeitures, and a dismissal from the Air Force.
4	Rape	Off Academy Grounds	Unknown	Unknown	3rd Year	Female	Q2	Unknown Subject									Victim went to a local Colorado Springs bar and returned to USAFA in a taxi. It was stopped at an Entry Control Point, and she was sent to the hospital for alcohol poisoning. Victim refused to cooperate with the investigation. Without victim's cooperation no subject could be identified and no further action could be taken.
5	Aggravated Sexual Assault	On Academy Grounds	1st Year	Male	1st Year	Female	Q2	Victim Declined to Participate in Military Justice Action									Victim was at a dance with the subject. They were dancing with each other and subject put his hands down the front of her pants and digitally penetrated her. Criminal investigation was reviewed for prosecution. Upon legal review of facts with victim, victim requested to not participate further in the military justice action.
6	Aggravated Sexual Assault	On Academy Grounds	1st Year	Male	Civilian	Female	Q3	Court-Martial Charge Preferred (Initiated)	Charges Dismissed								Subject met victim at a party near Denver, Colorado. The victim returned to Colorado Springs with the subject and both were highly intoxicated. Victim and subject engaged in sexual intercourse in the USAFA dorms. Victim only recalled fragmentary memories of the sexual activity. Criminal investigation completed and forwarded to command for action. Command preferred court-martial charges, however they were dismissed after the Article 32 hearing. Command followed up with punishment in the Cadet Disciplinary System. Member received Cadet Discipline to include 30 demerits, 33 confinements, and 1 month restriction for having an unauthorized female guest in his dorm room after taps.
7A	Rape	Off Academy Grounds	4th Year	Male	4th Year	Female	Q2	Court-Martial Charge Preferred (Initiated)									Subject was reported to have forced the victim into sexual intercourse at a hotel in Castle Rock, Colorado, as one of the charges against him which also include charges that he abused his power as the victim's Honor NCO to force her into sexual favors and a dating relationship. Subject is pending trial for this allegation and the misconduct in 7B below.
7B	Wrongful Sexual Contact	On Academy Grounds	4th Year	Male	O-2	Female	Q2	Court-Martial Charge Preferred (Initiated)									Subject in case number #7A (above) was also identified in a separate allegation and investigation as having wrongfully touched the vagina of another victim and caused her to touch his penis without her permission. Subject is pending trial for this allegation and the misconduct in 7A above.

**Formal Sexual Harassment Reports at the US Military Service Academies APY11-12**

<p><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></p> <p>a. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or</p> <p>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</p> <p>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.</p>	<p><b>APY11-12 TOTALS</b></p>
<b>A. Formal Sexual Harassment Complaints (total)</b>	<b>0</b>
# Cadet/Midshipman Complainants	0
# Non-Cadet/Midshipman Complainants	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 APY11-12</b>	<b>0</b>
# Investigations pending completion as of 31 May 12	0
# Completed investigations as of 31 May 12	0
<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. # APY11-12 COMPLETED INVESTIGATIONS</b>	<b>0</b>
# Investigations with more than one complainant, more than one subject, or both	0
# of Subjects in Completed Investigations	0
<b>I. APY11-12 FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED INVESTIGATIONS</b>	<b>0</b>
# Subjects with Unsubstantiated Complaints	0
# Pending command action as of 31 May 11	0
# Subjects for whom command action was completed of 31 May 12	0
<b>J. # Commander Actions (APY11-12 Subjects)</b>	<b>0</b>
# Courts-martial	0
# Nonjudicial Punishments	0
# Discharges in lieu of courts-martial	0
# Discharges in lieu of disciplinary actions	0
# Cadet Disciplinary System Actions	0
# Other adverse administrative actions	0

