

**Enclosure 2:
United States
Naval Academy Self-
Assessment**





THE SECRETARY OF THE NAVY
WASHINGTON DC 20350-1000

October 17, 2016

MEMORANDUM FOR UNDER SECRETARY OF DEFENSE FOR PERSONNEL
AND READINESS

SUBJECT: Department of Defense Academic Program Year 2015-2016 Report on
Sexual Harassment and Violence at the Military Service Academies

As requested initially by your memorandum of July 2, 2016, attached is the Department of the Navy (DON) input regarding efforts at the United States Naval Academy (USNA) during Academic Program Year 2015-2016 to combat sexual harassment and violence. Our input includes programmatic self-assessments conducted by the Academy.

The DON remains committed to creating a Department-wide culture of respect, where sexual assault is never tolerated and ultimately eliminated, sexual assault victims receive coordinated support and protection, and offenders are held appropriately accountable. I, the Chief of Naval Operations, and the Commandant of the Marine Corps continue to work in collaboration toward these high priority goals.

Our input this year reflects the continued expansion and evolution of sexual assault prevention and response activities at USNA. Our approach utilizes diverse modes of teaching, spans all levels of Midshipman development, is integrated into various other curricula settings, and engages leadership. Together these efforts have made a positive impact on USNA. These accomplishments flow directly from both my own personal commitment to developing the very best future Navy and Marine Corps officers and from excellent leadership by the Superintendent, Vice Admiral Walter Carter.

Should you require additional information, my point of contact for this action is Ms. Jill Vines Loftus, Director, Department of the Navy Sexual Assault Prevention and Response Office. She may be reached at (703) 697-2180 or jill.loftus@navy.mil.

A handwritten signature in blue ink, appearing to read "Ray Hebrun", is located in the lower right quadrant of the page.

Attachments:
As stated

Cc:
DoD SAPRO

Guidance for the Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2015-2016 Programmatic Data Call Template

Military Service Academies (MSA)

Executive Summary

The following Executive Summary Template should be used to capture a summary of your submission regarding the progress made and principal challenges confronted by your Prevention Of Sexual Harassment (POSH) and Sexual Assault Prevention and Response (SAPR) Programs for your Academy and Academy prep school from June 1, 2015 through May 31, 2016.

The United States Naval Academy remains committed to maintaining a consistent and effective sexual assault prevention and response program that seeks to sustain a professional environment of trust and mutual respect free of retaliation to victims and reporters of sexual assault. Our approach addresses the diverse cultural and societal influences on our midshipmen by executing DoD, Navy, and USNA directives and by collaborating with national, state, and local resources. Leadership at all levels, healthy relationships, and individual accountability are the keys to successfully achieving our goals in all SAPR Lines of Effort.

A successful prevention effort requires a comprehensive approach. The strength of our program lies in the midshipman-led Sexual Harassment and Assault Prevention Education (SHAPE) program. Peer-to-peer mentorship has proven to be the most effective way to change the culture. Midshipman have taken ownership of their environment and remain accountable to each other for their actions. Bolstered by strong guidance from the Superintendent and Commandant, visible and positive leadership in all aspects of midshipmen life from Fleet Mentors, academic faculty, staff, company officers, and company senior enlisted leadership remain key to ensuring that SAPR program efforts resonate and translate to producing the best Junior Officers for the Fleet and Marine Corps. The program continues to evolve as we update the lessons to include more emphasis on male victims and move to incorporate more scenario-driven case studies dealing with the impacts of social media, and other topics from the Navy's Chart the Course (CTC) training that rolled out last January. Midshipmen are challenged to make decisions that promote healthy relationships, recognize professional and responsible behavior, and be inspired to work and live in accordance with the Navy Core Values and Navy Ethos. Our biggest focus is to transition young adults from merely understanding factors surrounding sexual harassment and assault, to becoming Junior Officers equipped to lead Sailors and Marines that treat everyone with dignity and respect.

USNA remains dedicated to investigating sexual assault by utilizing all resources to yield timely and accurate results. NCIS makes sexual assault cases a top priority and is committed to completing all investigations within 90 days of initiation. USNA legal

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staff works closely with NCIS and prosecutors to thoroughly investigate all allegations of sexual assault. Coordination of NCIS, legal staff, SAPR, and VWAC has ensured timely and accurate results and we remain committed to improving the process wherever possible.

The Naval Academy recognizes that achieving high competence in the prosecution of sexual assault where perpetrators are held appropriately accountable promotes reporting. Early vigilance on incidents of sexual harassment is the first defense against sexual assault. All complaints of sexual harassment are investigated and assigned appropriate levels of disciplinary action: adjudication through the conduct system, informal and formal counseling, issuing letters of instruction (LOI), developing and giving sexual harassment training, and Dignity and Respect Remediation (a 4-month intensive one-on-one remediation with a Senior Officer). Unrestricted Reports of sexual assault immediately initiate an NCIS investigation and command notification. Findings are reported to the convening authority for disposition. We remain committed to honoring this process while ensuring that the victim has the best quality care and resources available. Preventing retaliation is a big part of accountability. The Commandant's CMEO follows up all complaints with the complainant and his/her chain of command for any further harassment and advise all to remain vigilant for retaliation. During investigations of Unrestricted Sexual Assault Reports, leadership remains engaged with VAs and VLC to monitor potential retaliation and report any such instances to the Commander at the monthly Sexual Assault Case Management Group (SACMG) meeting. In the case of a Restricted Report, the Response Team (SAPR Program Manager, SARCs, VAs, VLC, MDC counselors, and Chaplains) can offer non-specific information to unit-level leaders in such a way that it will curtail negative behaviors within their unit and protect survivors from retaliatory actions.

It's imperative that Advocacy and Victim Assistance services deliver consistent and effective victim support response and reporting options. We continue to provide high quality services and support to instill confidence and trust, strengthen resilience, and inspire victims to report without fear of retaliation. All SARCs/VAs are in compliance with DoD Sexual Assault Advocate Certification requirements and are trained to understand the confidentiality requirements of Restricted Reporting and MRE 514. The Naval Academy Branch Medical Unit, Anne Arundel Medical Center, and Mercy Medical Center all continue to assist in our medical care for victims. Our new Leave of Absence policy now offers victims the chance to concentrate on healing and then return to the Brigade a year later to resume the curriculum where they left off. We currently have two midshipmen who have utilized this option.

No program is viable without a way to assess itself and effectively standardize, measure, analyze, and report program progress. We look forward to DoDs continued

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improvement in its efforts to build an accurate and useful database to incorporate responsive, meaningful, and accurate systems of metrics to evaluate the SAPR Program. D-SAID continues to improve, but its infancy and limitations still hamper efforts to extract meaningful and accurate data. We rely heavily on the results of both the DEOMI Command Climate Survey given in the Fall and the Annual DMDC SAGR Survey and Focus Groups conducted in the Spring. Trends of reporting, attitudes, prevalence, and culture shifts all inform prevention curriculum planners and response coordinators. Driving the delta between prevalence and actual reporting to zero remains one of our top priorities. However, it is the direct feedback from the midshipman that provides the most useful “metric” upon which to evaluate and modify our program. The overwhelming complaint is that it is too *much* and too *repetitive*. USNA leaders are committed to finding that balance between too much and too little to make training the most effective as possible with the end goal of sending the most prepared and capable Ensigns and Second Lieutenants the Fleet and Marine Corps have ever seen.

1. LOE 1 – Prevention – The objective of prevention is to “deliver consistent and effective prevention methods and programs.” Based on the 2014-2016 DoD Sexual Assault Prevention Strategy, implementation of prevention efforts across DoD should be spread across a collection of 10 program elements. To aid in assessing DoD-wide progress in operationalizing the DoD 2014-2016 Prevention Strategy (pgs. 10-12), please provide responses connected back to these program elements.

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

The United States Naval Academy is committed to an environment of dignity and mutual respect for all, where victims and reporters are fully supported and feel free of any stigmas associated with reporting crimes. We are committed to ensuring midshipmen, faculty, and staff are empowered to take action in cases where our core values are compromised. USNA’s mission is aligned with the Navy’s commitment to eliminate sexual assault by providing a culture of prevention that includes effective education and training, a 24/7 response capability to ensure victim support, effective reporting procedures, and accountability that enhances the safety and well-being of all. Leaders must be role models and mentor future leaders to develop healthy relationship skills in both their personal and professional lives. This end state is achieved by attacking the issue on multiple fronts:

- Continual Leadership Involvement at all Levels. This program is led from the top. The Superintendent remains highly committed to maintaining a culture of dignity and respect and directly addresses the entire Brigade of Midshipmen, faculty, and staff every semester on the topic. He personally kicks off the yearly SHAPE (Sexual Harassment and Assault Prevention Education) and GUIDE (Guidance, Understanding, Information, Direction, and Education) Training Seminar, reiterating to the midshipman

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volunteer peer educators the importance of their role in shaping the culture and professional environment at the Naval Academy. The SAPR Program Manager and the SARC both report directly to the Superintendent on all issues. On top of the annual GMT and Command Indoctrination training SAPR sessions, many faculty, staff, Company Officers, and Senior Enlisted leaders participate as Fleet Mentors during evening SHAPE training. Fleet Mentors are active duty officers and senior enlisted members that provide fleet-specific experience and help relate the curriculum to actual Navy and Marine Corps experiences. Fleet Mentors offer a deeper understanding of sexual assault and harassment prevention, education, and response. Key members of the effort are the Battalion Officers, Company Officers, and Company Senior Enlisted Leaders. All newly-reporting officer and enlisted personnel in the Brigade's chain of command receive focused SAPR training tailored to transitioning from the Fleet and Marine Corps to the challenges of being a Company-level leader at the Naval Academy. Prevention and response are both highlighted with emphasis on utilization of their assigned company GUIDES. The Naval Academy Women's Network (NAWN) provides a Leadership Education and Development (LEAD) Division-developed mentoring program for midshipmen to discuss and reinforce professional development, career intentions, work-life balance, and retention of women in the Navy and Marine Corps through the senior ranks. NAWN provides officer mentors to all midshipmen to complement their chain of command and create a constellation of mentorship. This network seeks to establish relationships that continue beyond graduation and eventually cultivate a Women's Network across the Fleet.

- **Peer to Peer Mentorship.** SHAPE offers peer education sessions, presentations, and culminates in First Class year leadership seminars. All focus on broadening midshipmen's awareness of sexual harassment and assault by emphasizing their role as an active bystander and leader. Midshipmen engage with each other to discuss cultural issues, deconstruct myths and accepted behaviors, and to provide guidance and practical tools to each other. It is a program run *by* midshipmen *for* midshipmen. The Midshipmen GUIDE Program provides a 24/7 peer option to providing victim access to resources and counseling. In 2014, NAWN introduced Sheryl Sandberg's (COO, Facebook) "Lean In" circles to USNA. They continue to garner a positive response with male and female faculty, staff, and midshipmen volunteer participants. Lean In Circles are small group forums where participants learn to appreciate what is unique and positive about men and women in an organization. USNA had 21 (6 all-female circles and 15 co-ed circles) encompassing over 220 midshipmen (30% men) during the 2015-2016 APY. Lean In Circles offer midshipmen a platform to establish a peer network and long lasting mentoring relationships. Participants explore how human equality, natural biases, and social conditioning play a part in decision making. Lean In Circles give midshipmen a chance to experience empathy for others with the hope that all midshipmen will one day lead in a way that promotes equality, equal

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opportunity, and mutual respect for all.

- **Accountability.** To augment the legal process and hold accountable those that commit acts on the Continuum of Harm that don't reach the threshold for prosecution under the UCMJ, the Dignity and Respect Remediation Program is utilized. The Commandant of Midshipmen continues to lead from the front to shape the attitudes and focus of the Brigade. The message is to treat everybody with dignity and respect. Respect yourself, your shipmates, and the institution. It reinforces positive midshipmen behaviors and inspires others to do the right thing. Leadership continues to enforce standards that discourage retaliation and retribution within the Brigade, and discipline acts of reprisal and retaliation. This robust remediation program helps to quickly and effectively get midshipmen back within standards. Another successful initiative is the Athlete Code of Conduct. All USNA varsity athletes and coaches are required to sign the code vowing to abide by expected behavioral standards and to represent the Academy in the best possible manner. This Code of Conduct requires adherence to moral and ethical values and prohibits actions (e.g. underage drinking, utilization of team residences) that may lead to sexual harassment or sexual assault.
- **Organizational Support.** The SAPR Program is supported by the entire organization and is an integral part of the curriculum and culture of midshipman training. The SAPR Program remains part of the Superintendent's Cost Center and resources are sufficient for all activities requested. There are currently two civilian billets vacant, but the SAPR Program Manager is working with USNA Human Resources to fill the positions of Training Specialist and Victim Advocate during ACY '16-'17. The vacancies produced no short term affects on the quality of training or victim care during the year. However, to minimize long-term affects on sustainability of the program, it remains a command priority to hire fully qualified personnel to help continue the success of the program in the future.
- **Community Involvement.** Numerous community collaborations will be enumerated throughout this report, (reference 1.7). Both our prevention and response teams bring in outside sources to augment training and care provided.
- **Deterrence.** Experience has shown us that the best deterrence comes from midshipmen and their willingness to be accountable to each other and foster a culture of dignity and respect that starts in Bancroft Hall and filters out to other activities both on the Yard and beyond to the Fleet. Within the boundaries of the military justice system, information is disseminated when appropriate to dissuade bad behavior. The Commandant enforces the rules and regulations governing acceptable behavior through roving patrols and Company Mates of the Deck. USNA Security Force is also available 24/7 for deterrence and response efforts.
- **Communication.** Throughout this report, multiple examples of communication strategies will be outlined. The common theme is that positive reinforcement to the majority who are fostering healthy relationships and making good choices resonates

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more effectively than condemning the group as a whole for the bad choices made by a few.

- **Incentives to Promote Prevention.** The endstate of maintaining a culture of mutual dignity and respect is incentive enough. However, the Superintendent and Commandant continually recognize the individuals that make extra efforts to be active Fleet Mentors by attending sessions and providing positive reinforcement to faculty, staff and midshipmen. SHAPE and GUIDE midshipman leadership billets have rank equivalence of Company Commanders and Sports Team Captains. Civilian SAPR personnel have been awarded extra pay and time off for the numerous “off duty” hours they have spent in direct support of the program. Visible attendance of the leadership from the Superintendent and Commandant down to the junior enlisted personnel was visible during the Sexual Assault Awareness and Prevention Month activities making all the efforts of those involved in the program feel like their efforts are making a difference.
- **Harm Reduction, Risk Avoidance and Risk Reduction.** The Class of '77 Gettysburg Leadership Encounter is a good example of a successful program that continues to bring together sports team captains, company commanders, and Brigade leaders in a venue providing an opportunity to discuss attributes and expectations of a leader. The Commandant and Athletic Director participate in reinforcing concepts. This program includes a session for Brigade leadership assuming their roles in both the Spring and Fall Semesters. Both programs include *Midnight Teachable Moments*, where recent graduates act out various scenes at a rented venue. Each scene was created to provide a framework for discussion on recognizing destructive behavior and employing various bystander intervention tactics. Referenced later in the report, Escalation Training facilitated by the One Love Foundation is another example of our efforts to help reduce risk, especially within existing relationships.
- **Education and Training.** Throughout the report our comprehensive, multifaceted approach to SAPR education and training is outlined. Another program that augments these efforts is the Brigade Leadership Monthly Breakfast. The Academy’s Leader Development and Research Department in conjunction with Naval Academy Athletic Association (NAAA) and the Battalion Staff hosts a monthly meeting with all varsity team captains and various officers at USNA to discuss leadership issues and maintain the momentum of the Gettysburg Retreat. Themes include: goal setting, creating a team philosophy, team cultures and climate, and leadership styles fostering dignity, respect, and interpersonal power. Company Commanders and Brigade leaders attend similar leadership discussions as well. With midshipman leadership “buy in,” our program remains founded in the belief that the strongest message with the most resonance with the Brigade rests firmly with the midshipmen themselves.

A successful prevention and response program relies on productive outreach and

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fostering allies for the Program. SAPR Program personnel must remain continually involved in Brigade activities such as Plebe Summer Regimental runs, eating with midshipmen during meals, being visible on the sidelines as sports team Officer Representatives, and joining faculty and staff in social events. This positive presence contributes to awareness and reinforcement of SAPR Program ideals without adding more mandatory training requirements.

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

- **Immediate Interaction with New Students on I-Day.** Incoming classes are first introduced to the SAPR Program and staff on Induction Day. Each midshipman receives a face-to-face confirmation that they are to be treated with dignity and respect. They are made aware of the Sexual Assault Prevention and Response Program, encouraged to use our services if needed, and instructed on how to request access to our services during Plebe Summer.
- **SAPR and Sexual Harassment Incorporation into Academic Curricula**
 - First Class Capstone Course includes sexual harassment and sexual assault
 - Second Class *Advanced Leadership Theory and Application* course incorporates sexual harassment and sexual assault principles including dignity and mutual respect, and bystander intervention case studies
 - Third Class *Moral Reasoning for the Naval Officer* course imports SH/SA case studies into existing lessons
 - Fourth Class *Intro to Naval Leadership* curriculum includes socialization and cultural/social influences on relationships
 - Elective Course – *Sociology of Marriage and Families*
 - Elective Course – *Gender Matters*
- **Distribution and Discussion of “XYZ Cases.”** Adjudicated conduct cases are distributed to midshipmen to discuss personal accountability and how to foster dignity and respect in all aspects of life at the Naval Academy. Cases involving sexual harassment and/or sexual assault are occasionally used only after the affected victims are no longer present on the Yard and the victim has given permission to use their case. Case studies at the Company level increase transparency and understanding of policies and standards of behavior expected.
- **Academic Department GUIDEs.** Each academic department is assigned a midshipman GUIDE to better connect academic faculty to the SAPR Program. GUIDEs are assigned based on their academic major in order to foster established relationships with the instructors and professors of that department. GUIDEs respond to requests for information/assistance, and serve as a great link to provide SAPR resources.
- **Sponsor Training.** Sponsor families in the area provide a home away from home for midshipmen throughout their experience at the Academy. All sponsors, new and

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returning, are required to attend. The SAPR Program Manager conducts an interactive brief that highlights the SAPR Program and equips sponsors with the knowledge and tools to effectively help midshipmen seek help and cope with issues involving sexual harassment and assault, dispel common rape myths, and convey the fact that sexual assault affects both males and females. This training also reinforces the Commandant's rules and regulations governing midshipman conduct, including the responsible use of alcohol and appropriate midshipman relationships.

- **Plebe Summer Parent's Weekend Display.** During the Plebe Summer Parent's Weekend, the SAPR office is available for parents to learn more about life at USNA. Information is displayed about the office and staff engage in conversation with parents about the services and educational efforts provided to their children.

1.3 Describe your efforts to publicize the punishments for misconduct or criminal offenses consistent with law and DoD regulations.

Distribution and Discussion of "XYZ Cases. Adjudicated conduct cases are distributed to midshipmen for discussion and reflection on the conduct system. Case studies at the Company level increase transparency and understanding of policies and standards of behavior.

1.4 Describe your efforts to promote and encourage Academy leadership recognition of cadet/midshipmen initiated prevention efforts.

Academy leadership is regularly updated on midshipmen initiated prevention efforts. The Superintendent personally addresses SHAPE and GUIDE midshipmen volunteers at their yearly two-week training program, recognizing the importance of their role in shaping the culture and professional environment at the Naval Academy. The Commandant receives regular feedback from the SAPR Program Manager at the weekly staff meeting. Other methods include:

- **Midshipmen Leadership Billets.** Both SHAPE and GUIDE programs are included in the midshipmen Brigade leadership "striper" billeting. Each program is led by a First Class midshipman who is awarded a 3 Stripe (MIDN LT) rank. This is in recognition of their positional authority and leadership role.

- **"It's On Us" Initiative Student Advisor.** One midshipman from the SHAPE or GUIDE Program has been invited by the White House to serve as a student advisor for the *It's On Us* Campaign initiated by the Obama Administration in September 2014. This midshipman regularly attends White House functions and has been invited to lead a coalition of military service academy student advisors as the regional advisor. This position continues to be recognized and supported by Academy leadership.

- **SAPR Program Manager Inclusion.** The SAPR department administratively falls under the Superintendent. In addition, he attends all Commandant update and operations planning meetings to provide oversight on midshipmen accomplishments and challenges.

- **SHAPE Fleet Mentor Feedback.** Officer and senior enlisted leadership participating as Fleet Mentors provide positive feedback to leadership after observing the

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midshipmen peer educators in action. This positive reinforcement circles back from the Superintendent and Commandant all the way down through the academic faculty and company officers.

1.5 Describe your peer-to-peer mentorship efforts and, if already established, describe findings and recommendations.

- **SHAPE Curriculum Progression.** The SHAPE Program is executed by midshipmen for midshipmen. The strength of this program lies in its ability to draw commonality from similar age mentors/instructors teaching sensitive and awkward subjects in a way that can easily adapt to cultural changes and norms within the Brigade. Through the SHAPE curriculum, midshipmen are challenged to understand sexual assault prevention as a follower, mentor, trainer, and finally as a leader. As the midshipmen progress through the program curriculum, they gain more responsibility in their journey to becoming Junior Officers. Greater self-assessment often leads to influence on others to participate as an active bystander, challenge cultural limitations, and then eventually be a leader that fosters a culture of dignity and respect.

- **Peer Educator Mentorship Program.** Midshipmen peer educators are held to a high standard and are expected to lead by example. Within the SHAPE team, opportunities for direct mentorship are cultivated between experienced and new peer educators each year. Returning peer educators help new educators practice their speaking skills, develop their presentation style, and assess their effectiveness. This mentorship has strengthened the team cohesiveness and overall delivery of the curriculum.

- **Peer Issued Feedback.** Each session solicits feedback from the midshipmen. That information is often honest and insightful when collected by peer facilitators. Feedback has overwhelmingly indicated that information is better retained and discussion is better facilitated when presented by peers rather than authoritative figures within the chain of command. Fleet Mentor presence in the room provides the right balance and oversight to keep the discussions focused and on point.

- **GUIDEs.** The primary focus of the GUIDE Program is to be a peer resource. Prospective GUIDEs are specifically screened for their approachability, understanding, discretion, impartiality, and empathy. Midshipmen report that they are more likely to initiate contact with this team for help with SAPR resources because GUIDEs provide a familiar around-the-clock support system residing within Bancroft Hall. Are GUIDES are extremely diverse and provide options to victims seeking help that may be more comfortable with someone of the same age or sexual orientation. Reporting has increased and the number of reports converting from Restricted to Unrestricted have increased giving us hope that midshipmen are trusting the response team efforts and their chain-of-command leadership.

- **“One in Four” Program Team.** USNA utilizes the One in Four Program developed by Dr. John Foubert to enhance the Fourth Class SHAPE curriculum. The program is delivered by a small team of male midshipmen who volunteer to be trained in the One

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in Four Program performance. This team of men seems to resonate with the Fourth Class midshipmen, every year drawing great feedback from plebes.

- **Midshipman Character Advisors.** These company level positions are utilized as Equal Opportunity subject matter experts within the Company to provide resources, training, and be a liaison to the Commandant's CMEO.

1.6 Describe your training and education approach that addresses appropriate, professional peer response to a victim and an alleged offender when a sexual assault is reported.

- **Peer Response to a Victim.** Throughout the SHAPE curriculum, the Brigade is taught to respond with compassion, listen without judgment, offer resource options, and encourage survivors to seek support through a SAPR Victim Advocate (VA), Sexual Assault Response Coordinator (SARC), Chaplain, the midshipman Development Center, Medical Clinic, or Victim Legal Counsel (VLC). They are instructed to avoid making choices for a survivor and instead provide options for support. All midshipmen are given a card containing the USNA SAPR 24/7 Response Hotline phone number, DOD Safe Helpline 24/7 Hotline contact information, and other resources on the Yard. The USNA SAPR intranet website is another source that provides direct links to help navigate resources and provides tips for peer response on the 'How to Help a Friend' page.

- **Peer Response to an Alleged Offender.** The SHAPE curriculum teaches all midshipmen to withhold judgment and honor the investigative, administrative, and legal processes. Midshipmen are trained to direct requests for help by alleged offenders to seek services that are available to all active duty members, such as chaplains, medical, legal services, and counseling through MDC. Information on how to help a friend who is an alleged offender is listed on the USNA SAPR intranet website. This is available to all midshipmen, faculty, and staff who have access to the USNA intranet.

1.7 Describe your efforts to engage with community leaders and organizations to develop collaborative programs, and ensure cadets/midshipmen are aware of local sexual assault support resources.

- **Sexual Assault Forensic Examinations (SAFE).** USNA is partnered with Debra Holbrook and her forensic nursing team at Mercy Medical Center. She continues to deliver expert-level training with USNA/NSA Annapolis VAs and midshipmen GUIDEs.

- **Maryland Coalition Against Sexual Assault (MCASA) Training.** All USNA SAPR staff regularly attend training given by MCASA and maintain a professional working relationship. MCASA brochures and resource information are made available through the SAPR office to all midshipmen, faculty, and staff on the Yard.

- **NSA Annapolis SARC and VA Training.** Combining limited resources, the Naval Academy and NSA Annapolis team up to provide both initial and refresher VA training to all area VAs.

- **National Sexual Assault Conference.** SAPR Program staff attend this conference and others similar to it every year to maintain currency and bring fresh ideas to the

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prevention curriculum and refine response best practices.

- **It's On Us National Campaign.** Midshipman First Class Keels has been a highly visible advocate and representative of the Naval Academy. He is a keynote speaker and was elected to be the 2016-2017 Regional Advisor for all Service Academies and their feeder schools.
- **One Love Foundation Escalation Training.** Over the past year, our office has utilized the Escalation workshop developed by the One Love Foundation to facilitate discussion about intimate partner violence and dynamics of relationship abuse. Using a peer-to-peer discussion format, midshipmen are trained by One Love to deliver the workshop across the Brigade.
- **USNA SAPR Intranet Website.** All local resources are listed on the USNA SAPR intranet website for easy access to midshipmen, faculty, and staff.
- **Midshipman Sponsor Family Program.** Local community leaders and families participating in this important program receive SAPR training to help provide midshipmen with appropriate response to sexual assault and resources. Local resources outside of the Yard are highlighted as options in cases where timely response requires alternatives to the Naval Academy.

1.8 Describe collaboration efforts concerning sexual harassment and sexual assault prevention with external experts, advocacy organizations, and other educational institutions, to include prevention subject matter experts. Describe results and/or implementations of lessons learned from collaboration efforts.

We value and regularly seek collaboration with external experts in the field of violence prevention to enhance our efforts. Efforts within the SHAPE Curriculum, GUIDE, and VA training include:

- **One In Four Men's Program.** Our on-going relationship with the One in Four Men's Program, founder Dr. John Foubert has provided collaborative research and direct interactive training between midshipmen and Dr. Foubert. The Program specifically empowers men to understand how to help women recover from rape, increase the likelihood of bystander intervention in potentially high-risk situations, and to challenge men to change their own behaviors and influence the behaviors of others. This presentation is part of the Fourth Class SHAPE curriculum.
- **Anne Munch, JD.** Anne is an annual subject matter expert speaker for the SHAPE curriculum during First Class Capstone. She teaches midshipmen to recognize behaviors and attitudes that contribute to a command climate that is hostile to survivors and/or can negatively impact an investigation (e.g., rape myths, the "unnamed conspirator," victim blaming/shaming, etc.)
- **Coach Joe Ehrmann.** Former NFL player and Baltimore high school area coach is scheduled annually to speak to the Second Class about the importance of understanding the cultural roots which contribute to traditional views of masculinity and femininity, the importance of transformational leadership that can transcend the sports field to make a difference in everyday life, and identifying and practicing

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leadership qualities that foster healthy and professional environments.

- **Speak About It Theater Troupe**. Presented to the Third Class midshipmen to increase understanding of the definition and importance of consent, how alcohol affects consent, prevalence of sexual assault, knowledge of perpetrator tactics, importance of maintaining social climates supporting bystander intervention and healthy relationships.
- **Jordyn Cohen from the One Love Foundation Escalation Training**. Training workshops for male and female midshipmen to be Escalation Training facilitators. All SHAPE and GUIDE midshipman receive this training. In addition, a Faculty/Staff and Family Advocacy Program screening and Q&A was conducted for all interested personnel at the Naval Academy.
- **Debbie Holbrook**. FNE, a nationally recognized expert and Director of Forensic Nursing at Mercy Health Services, Mercy Medical Center Baltimore, partners with us to train Victim Advocates and our midshipmen GUIDE team on the Sexual Assault Forensic Exam (SAFE).

The interaction with our speakers invites new ideas and responses to shaping the command climate at the Academy. We work with the speakers to provide yearly feedback to address the needs of our midshipmen and strengthen the prevention message.

1.9 Describe your efforts to reduce the likelihood of high-risk behaviors and personal vulnerabilities to sexual assaults and other crimes against persons. Include efforts to collaborate with law enforcement, alcohol and substance abuse officers, and any community involvement efforts that expand DoD and Service policies beyond individual use.

- **Navy Criminal and Investigative Service (NCIS)**. Conducts briefings in conjunction with SAPR and utilizes character advisors throughout the Brigade to increase awareness of the dangers of high-risk behaviors. Actions taken to complement those briefs include:
 - **Enhanced Shore Patrol**: Rotational pairs of midshipmen and Officers are stationed at local bars with a history of incidents or high risk of abuse of alcohol and related crimes. They monitor situations providing a resource for bartenders/bouncers to assist midshipmen on liberty that require assistance or remediation.
 - **Maryland Collaborative**: USNA continues its active membership in the Maryland Collaborative to Reduce College Drinking and Related Problems. As a member of the Maryland Collaborative, the Naval Academy shares best practices, participates in training sessions, and contributes to an ongoing discussion of reducing alcohol abuse among college students.
- **Pre-Summer Cruise Briefing: Targeted Intervention with rising Third Class**. As a result of previous reports indicating an increased risk to our rising Third Class Midshipmen prior to their first summer cruise experience, we provide a targeted brief by the SAPR Program Manager discussing professional behavior expectations, life on

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the ship, and how to access resources while on cruise.

- **Shipmate Designated Driver Initiative.** This initiative mirrors the effort of Topsy Taxi in the Fleet. Shipmate operates every weekend liberty night during the academic year. Two trained and qualified midshipmen are assigned Shipmate duties as driver and navigator/support. Services provided are a non-punitive, confidential, and ensure a safe ride back to Bancroft Hall. Shipmate duty watchstanders are supplied with a government vehicle, duty cell phone, and the contact information for the Duty Victim Advocate. They are trained to call the Duty VA when requested or if they believe a passenger may have been the victim of unwanted sexual contact.
- **GUIDE Team Escalation Workshop.** Delivered throughout the Brigade at the Company level for Third and Fourth Class. These workshops provide focused peer interaction on issues of relationship violence.

1.10 Describe your progress in developing and/or enhancing sexual assault deterrence measures and messaging and outline how this is being extended to your Academy.

- **SHAPE Training Curriculum.** Every midshipman receives UCMJ training focused on the law and the definition of sexual assault.
- **24-Hour Vigilance in Bancroft Hall.** Company Mate of the Deck watchstanders and Main Office Officer of the Deck watch standards combine to provide 24/7 vigilance. All watchstanders are trained in response procedures and have all reference contacts numbers at their stations.
- **Midshipmen/ Faculty/Staff Exposure to XYZ Cases.** Adjudicated conduct cases are provided for discussion and reflection on the conduct system and personal accountability and fostering dignity and respect in all aspects of life at the Naval Academy. Cases involving sexual harassment and/sexual assault are occasionally used only after the affected victims are no longer present on the Yard and the victim has given permission to use their case. Case studies at the Company level, increase transparency and understanding of policies and standards of behavior.
- **NCIS Reform Brief.** The Brigade receives a mandatory NCIS brief each semester. Sexual Assault and personal accountability are topics that enhance deterrence.
- **NCIS & SAPR Brief to NAAA.** NCIS and SAPR Program Manager are invited by the Athletic Director to speak to all coaches at the beginning of each APY. Importance of holding players to the standards delineated in the Athlete Code of Conduct, available SAPR and Investigative resources, and an update on the number of reports and current case trends are the main topics.

1.11 Describe your training plan to ensure cadets/midshipmen know what constitutes the various types of retaliation (e.g., reprisal, ostracism, maltreatment) in accordance with Service regulations and military whistleblower protections. Include your Academy's written guidance on what actions are available to the chain of command when they become aware of these complaints.

- **SHAPE Curriculum.** Retaliation is presented throughout the curriculum and midshipmen are taught what constitutes retaliation and how to recognize and report it. Beginning with Plebe Summer Phase III training, the basics are laid out with a more in-

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depth discussion occurring in the first session of Third Class year when they discuss the dangers that social media can play and how it can be used as a retaliation tool. Second Class and First Class years focus on transitioning to the leadership role and ensuring the work environment remains professional and free of retaliation and retribution to victims and reporters of sexual harassment and assault.

- **Reform SAPR Briefs to Brigade.** Starting at the beginning of Plebe summer and throughout the four years at the beginning of each semester, midshipmen are exposed to training/discussions which include the subject of retaliation, how it manifests, how to identify it, and how to report it.

GUIDE Presence in Company Spaces. Company GUIDES are assigned to every company and are present throughout many Naval Academy activities. They are trained in recognizing retaliation and what steps to take to remedy the situation.

- **Semi-Annual CMEO Brief to Brigade.** During the CMEO Brief given twice a year, the Commandant's CMEO describes retaliation and protection for individuals who make complaints.

- **Leadership Oversight.** Every sexual harassment complaint is followed up with a discussion with the Commandant's CMEO on actions available if the inappropriate behavior continues and/or retaliation occurs.

1.12 Describe your Academy's efforts to comply with DoD SAPR core competencies and learning objectives and methods for assessing the effectiveness for all SAPR and POSH training.

- Include improvements made as a result of your assessment;
- Include copies of SAPR and POSH lesson plans/curriculum training supportive documentation as for:
 - Academy Leadership (e.g., enhancements to Pre-Command and Senior Enlisted Leadership POSH and SAPR training, Brigade Tactical Officers, and Company Leadership)
 - Academy faculty and staff (e.g., professors, instructors, coaches, and other personnel, first responders (Sexual Assault Response Coordinator (SARC), SAPR VAs, Army Sexual Harassment/Assault Response and Prevention (SHARP) personnel, Equal Opportunity Advisors (EOA), special victim's advocacy/counsel, Chaplains, Military Criminal Investigative Organization (MCIO) agents, judge advocates, law enforcement agents, drug and alcohol abuse personnel, off-base providers, and Victim Witness Assistance Program (VWAP) personnel)
 - Training for cadets and midshipmen that is iterative, and demonstrate how later training reinforces and builds upon earlier training

The Naval Academy addresses the DoD SAPR Core Competencies through a multi-faceted approach combining many complementing programs.

- **Accessions (Recruit) Annual Refresher Training/Pre-Deployment Training.** This training correlates to our Plebe Summer Program. Plebes are contacted face-to-face on Induction Day and later complete a three-phase program within 14 days of taking the oath. They take an anonymous survey assessing their level of knowledge of subjects like rape myths and gender norms as well as resources available for health and well-being of victims of assault or harassment. The brief addresses sexual

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assaults' impact on the military, the strategies to reduce (and hopefully prevent) the risk of sexual assaults, and the resources available to victims of sexual assault both on and off the Yard. We assess that early contact is essential and that plebes are entering the academy with more knowledge than they have in previous years based on the mature discussion and thoughtful questions they are asking during that first session. Not surprisingly, prior Fleet enlisted and Naval Academy Preparatory School (NAPS) midshipmen show the most knowledge and understanding of the SAPR Program.

- **Post-Deployment Training.** This corresponds to our Reform SAPR Brief which is given at the beginning of the Fall and Spring semesters when the Brigade returns. Midshipmen receive updated local, national, and international support resources as applicable and are given any updates to SAPR Program directives or SHAPE Curriculum changes. Assessment of a successful outreach is limited to GUIDE/SHAPE Peer Educator feedback from Brigade reactions as well as information from our Service Academy Gender Relations (SAGR) Surveys and Focus groups conducted every spring. In general, increases in sexual assault reports and decrease in the prevalence of reports calculated by Defense Manpower Data Center (DMDC) are seen as positive trends conveying a trust in the system and giving us a more accurate picture of the problems we need to overcome in both prevention and response efforts.
- **Professional Military Education (Enlisted and Officer).** This training is accomplished by the Naval Academy General Military Training Team and supplemented by the SAPR team with SAPR Program Manager oversight. Face-to-Face training is conducted by a team of officer and enlisted instructors and online training is completed in accordance with applicable GMT directives. Sexual assaults' impact on the military, strategies to prevent (reduce the risk of) sexual assaults, and support resources available to victims of sexual assault are all part of the curriculum. The USNA SAPR Program does not measure or assess the effectiveness of this program.
- **Pre-Command and Senior Enlisted Leader Training.** This core competency corresponds to our Company Officer (CO) and Senior Enlisted Leader (SEL) Seminar. COs report to the Academy and receive initial training with the SAPR Program Manager and Training Specialist. They are taught the differences of the Academy prevention and response efforts from the Fleet efforts. They are exposed to all resources and are given best practices where applicable. After the initial training, COs and SELs are given annual refresher training with updates to the program as necessary. Both sessions refresh their understanding of basic concepts of sexual assault, discuss the risks and circumstances associated with sexual assault incidences, and offer proactive measures to prevent sexual assault and associated destructive behaviors within their companies. The Naval Academy's enhanced ability to provide advocacy, quality victim care response from a professional team of trained

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civilians, and the roles and responsibilities of the victim service providers are discussed. There is a brief focus on the complexity of investigations and accountability of sexual assault crimes and the appropriate investigation and disposition options available given by the VLC. The sessions conclude with the SAPR Program Manager stressing the importance of their leadership and understanding their roles in fostering a command environment free of sexual assault. Effectiveness of this program is measured by the increase in open communication throughout the year from the CO/SEL with the SAPR Team. COs/SEs have the highest involvement in the SHAPE Fleet Mentor Program and several have expressed interest in receiving VA accreditation.

- **Sexual Assault Response Coordinator/SAPR Victim Advocate.** All USNA SARCs and VAs are trained and D-SAACP accredited. The USNA Response team partners with the Naval Support Annapolis SARC and VAs to apply the SAPR program to aid victims of sexual assault, demonstrate awareness of the impact of sexual assault on victims, effectively respond to victim reports, coordinate services and advocates for victims, conduct prevention activities, communicate effectively, facilitate education and training, uphold ethical standards, and manage the SAPR Program at the installation level. We assess this program's effectiveness by the steady increase in sexual assault reports over the past few years as well as the increase in reports that convert from Restricted to Unrestricted. Building the trust of the Brigade continues to be a major goal of the program.

- **Chaplains.** Chaplains at USNA are highly engaged in the SAPR program. In addition to attending SAPR Training for all USNA personnel, the Chaplain Center hold a training session on chaplain support for those affected by sexual assault. The training was led by the USNA SAPR staff as part of the monthly chaplain training program. Four chaplains served as SHAPE Fleet Mentors in APY '15-'16. All chaplains provide pastoral counseling for victims and those accused of sexual assault. Each battalion of midshipmen has an assigned chaplain to be a ready resource with an established professional relationship with midshipmen within that battalion who might be affected by sexual assault. Chaplains coordinate support for midshipmen with the SAPR Team and the midshipmen Development Center while maintaining the confidentiality of the one who received pastoral counsel. Administratively, a chaplain is assigned to the Sexual Assault Case Management Group (SACMG) as a regular member. This chaplain also serves on the working group for prevention of sexual assault at USNA. A second chaplain is assigned as a liaison between chaplains and SAPR staff at USNA. This structure insures the highest level of chaplain support for those impacted by sexual assault.

1.13 Provide an update and outcomes of your Academy's submission of locally produced sexual harassment awareness and prevention related training plans reviewed by the Defense Equal Opportunity Management Institute (DEOMI).

Command Climate Specialist (CCS), who is DEOMI-trained, approved all training before

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departing USNA in Oct 2015. Following the gap in the CCS billet until June 2016, the current CCS has reviewed and approved all training materials.

1.14 Describe your efforts to evaluate sexual assault and sexual harassment awareness and prevention training to determine effectiveness and the information is used to make necessary modifications.

- **Plebe Summer Phase II Survey.** A voluntary survey has been administered to Plebes during their Phase II briefing session with SAPR staff since 2010. While routinely revised, the survey assesses general SAPR-related knowledge, cultural attitudes including gender bias, rape myths, and intent to intervene as a bystander. SHAPE curriculum modifications are made to accommodate any shortfalls or trends requiring special emphasis. For instance, research from the survey has led us to increase our focus on male rape myth acceptance. (For more information on how the survey has been used see discussion of “National Initiatives” where publications drawing on SHAPE survey data are discussed in section 5.5.)
- **Immediate SHAPE Feedback Submission Forms.** After every SHAPE session and guest speaker, midshipmen submit feedback via an online submission form on the USNA intranet. Curriculum planners use this feedback to modify the next session and account for cultural shifts and messages that failed to resonate with midshipmen.
- **DMDC Data Obtained in the Bi-Annual SAGR Survey.** This census report provides some of the most relevant data to compare and track trends. It provides the best estimate for overall prevalence or occurrence rates for sexual harassment and sexual assault incidents. From that, we compare our number of reports and evaluate whether midshipmen are placing trust in the reporting system. This data is also valuable in detecting cultural beliefs or shifts in attitude and may identify areas where current curriculum is failing to resonate with midshipmen. Additionally, data is categorized by Class and gender, so it is specific enough to intervene or address issues by class year. For instance, findings indicated that Third Class females are particularly vulnerable to sexual assault and harassment. Noting this trend and armed with data, the SAPR Team has intervened with focused training to rising Third Class midshipmen prior to summer training evolutions.
- **DEOMI Command Climate Survey.** The results of two separate Command Climate Surveys conducted in 2015 have factored into our planning process. In the Fall of 2015, both the midshipmen and the Faculty/Staff took separate surveys tailored to their demographics. The faculty/staff results informed us that we are “near service average” in all categories except for “Unit Prevention Climate” where we were above service average. A highlighted area we need to work on is the dissemination of information on the outcomes of sexual assaults courts-martial occurring within our service. However, in the “Perceived Barriers to Reporting” the top barrier was identified as “loss of privacy.” Therefore, we have to find the balance of disseminating information to prevent future incidents and promote accountability while at the same time respecting the privacy of victims of sexual assaults. Results of the midshipman survey yielded encouraging results that we have greatly improved our Sexual Assault

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Prevention programs (SHAPE, specifically), but that we still have room for improvement. 73% of male and 66% female midshipmen found SAPR training to be interesting and engaging. The overwhelming majority of comments stated that the amount of training was excessive and that repetitiveness dilutes what most agreed was otherwise great training. The prevention team is focused on improving the quality of the training and assessing how to streamline the sessions in hopes of strengthening the SAPR message and more positively contributing to the endstate of reducing the number of sexual assaults.

· **National Initiatives Based on Current Field Research.** The SHAPE program utilizes both internal (reference section 5.5 for publications) and external research to enhance programming efforts. Data collected from the SHAPE Plebe survey have increased our focus on addressing male rape myths (rape myths that focus on male victims, rather than female victims). Using the results of the RAND survey, the program now discusses male victimization and addresses “hazing” and “horseplay”. We are also drawing on research by Banyard and colleagues that has been refining our understanding of bystander intervention and the circumstances in which people are more likely to intervene.

· **Professional Competency Assessment (PCA).** The USNA Training Office under the Office of the Commandant annually administers a Professional Competency Assessment to measure the breadth and depth of professional knowledge a midshipman at each class level should acquire. Concepts taught to midshipmen in the SHAPE program are integrated into the PCA for each class level to test their comprehension of the topic. The SHAPE curriculum is modified when concepts fail to resonate or required knowledge is not sufficiently retained.

1.15 Describe your efforts to execute Sexual Assault Awareness and Prevention Month or Sexual Harassment Awareness Month activities and how your Academy evaluates their effectiveness.

· **Sexual Assault Awareness and Prevention Month.** SAAPM 2016 included the following events and activities:

- Commandant of Midshipmen Proclamation
- Painting of Tecumseh statue in Tecumseh Court during the first week of April to signify the SAAPM kickoff
- Teal ribbon cookies and table tents on tables in King Hall
- Superintendent’s Joint Proclamation with area Commanding Officers
- SAAPM Day of Action roving photo booth where faculty and staff took pictures with a teal photo frame in support of sexual assault awareness
- Teal Deal Day where retailers on the Academy grounds offered various discounts to patrons wearing teal or carrying a SAPR card wielding the teal ribbon (\$8,750 in discounts provided)
- Candlelight vigil with the theme of “The Importance of Compassion” held for all midshipmen, faculty, and staff
- SAAPM T-Shirt sales; Worn at the annual 5k and as authorized “spirit gear” by

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<p>all midshipmen during April</p> <ul style="list-style-type: none"> • Annual 5k run open to all in support of SAAPM followed by Chick-fil-A dinner for MIDN • Screening of “The Hunting Ground” followed by discussion led by the midshipmen “It’s On Us” student advisor along with the Victim’s Legal Counsel • Screening of “The Mask You Live In” followed by discussion led by LEL Professor and “It’s On Us” student advisor • Plan of the Week contained a paragraph of SAPR related information and links to relevant web pages each week <p>• <u>SAAPM Feedback and Assessment.</u> SAPRO is available through “contact us” link on the USNA SAPR web sites (internal and external) to provide feedback on effectiveness, as well as after-action reviews by staff to discuss best practices and room for improvement. Measurement and evaluation of effectiveness is best captured through participation levels in each planned activity. The level of participation of all events continues to increase over the previous year’s events. The Teal Deal Day was a huge success this year in its inaugural event and we will look to continue that momentum next year.</p>
<p>1.16 Describe your efforts to publish, evaluate, and modify (if necessary) Academy policy on sexual harassment and sexual assault.</p>
<ul style="list-style-type: none"> • <u>Company Character Advisors.</u> Post relevant information on CMEO topics and points of contact within company spaces. • <u>Periodic Instruction Review.</u> Action officers review and update applicable instructions regarding the SAPR program periodically and as major changes to DON or DOD revision dictate. • <u>Leave of Absence Provision/Policy.</u> This is the most recent major change to our SAPR Program. A dedicated, step-by-step disclosure of the policy specifics are briefed to each midshipman victim as part of the VA services provided. This option is only available for midshipmen filing Unrestricted Reports. • <u>GUIDE Interaction and Feedback.</u> GUIDES live and interact on a day-to-day basis in every company in Bancroft Hall and provide information to the Brigade as well as a critical feedback loop back to the SAPR Program Manager. • <u>Saturday Morning Training (SMT).</u> Opportunity for information and amplifying training to be accomplished especially for Third and Fourth Class midshipmen. • <u>Company SAPR Bulletin Boards.</u> Each company dedicates at least one bulletin board to SAPR and that board is utilized by the Company GUIDES to disseminate pertinent up-to-date information or resources and policies.
<p>1.17 Describe your plans for APY 16-17 that pertain to delivering consistent and effective prevention methods and programs. Describe how these efforts will help your Academy plan, resource, and make progress in your SAPR and POSH programs. Include a brief description of data used to inform your Academy’s plans.</p>
<ul style="list-style-type: none"> • <u>CMEO Plans for ACY 16-17.</u> With assistance of the Command Climate Specialist,

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plans include updating sexual harassment instructions, creating diverse sexual harassment and equal opportunity training products tailored by class, and more widely disseminating complaint resolution procedures to faculty, staff, and midshipmen. Distinguishing sexual harassment complaints and sexual assault reporting continues to be a challenge and the CMEO team will continue to publish the distinctions to encourage the appropriate reporting procedures.

· **SHAPE Plans for ACY 16-17.** Using the data highlighted in the previous sections, the SHAPE curriculum will continue to adapt to the evolving culture within the Brigade of Midshipmen while incorporating more elements from the Fleet. The third session of Third Class year has a greater emphasis on gender socialization within the segregated male session and the second session of Second Class year is testing a new program where we use Command Climate Video scenarios from the CNO's Initiative "Chart the Course." Fleet Mentors will play a larger role in this session due to the Fleet perspective being the vital link to this training objective. Midshipmen will be exposed more intently to Fleet issues and their roles as Junior Officers.

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

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

USNA provides all necessary information to NCIS to immediately and thoroughly investigate all allegations of sexual assault. NCIS makes sexual assault cases a top priority. USNA legal staff works closely with NCIS and prosecutors to ensure proper investigation. Coordination of NCIS, legal staff, SAPR, and VWAC has ensured timely and accurate results. It has been the goal of the Annapolis NCIS to conclude investigations within 90 days.

2.2 Describe efforts to ensure all investigators of sexual violence receive required initial training prior to assignment at the Academy and attend annual refresher training on essential tasks specific to investigating sexual assault.

All USNA sexual violence investigations are conducted by NCIS. NCIS ensures sexual assault investigators at resident office are up-to-date in sexual assault training. NCIS Resident Agency Annapolis currently retains an agent who specializes in Family and Sexual Violence Investigations.

2.3 Describe your Academy's progress in implementing Special Victim Investigation and Prosecution Capability for Military Criminal Investigative Organizations (MCIO): include efforts that ensure that the first investigator to make contact with the victim, informs the victim of the availability of Special victim's Counsel (SVC) services, as an extension of legal assistance for crime victims, in accordance with Section 1565b of title 10, United States Code, utilizing an overprint to the DD Form 2701, Initial Information for Victims and Witnesses of Crime (provide a copy).

USNA coordinates closely with the local NCIS office to ensure all duties and responsibilities involving sexual assault cases are fully met. Once an Unrestricted

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Report is made, several procedures are in place to ensure that the victim is informed of all services available to them. NCIS is in close communications with representatives from both the SAPR Response and VLC offices for arranging interviews. USNA Judge Advocates from the Superintendent's Office and Trial Counsels from Region Service Office Southeast are in frequent communication with NCIS investigators regarding active cases. Additionally, monthly SACMAG meetings with the Superintendent, Commandant, SARCs, SJA, and NCIS cover all active cases.

2.4 Describe efforts, policies, and/or programmatic changes undertaken to improve cadet/midshipman confidence and/or victim participation in the investigative and military justice process, including victim's declining to participate.

- **NCIS Briefings.** NCIS provides a more robust sexual assault awareness briefing program that outlines the investigative process, victim rights, and services available to victims of sexual assault. They are more focused on ensuring victims of sexual assault are aware of their rights to victim legal counsel. They inform victims who decline to participate that an investigation will be conducted to the fullest extent possible and they have a right to engage and participate at any point during the investigative process.
- **Increased Legal Transparency.** The Legal Department has increased transparency by providing comprehensive training and continuing dialogue through the Brigade in formal and informal settings regarding services, protocol, and resources, all of which are instrumental in gaining trust in the military justice system and the support of the SAPR Response Office. Upon the very first meeting of a victim and responder, a clear message is delivered concerning options, choices and respect. Through the process, the victim is encouraged to share reservations and concerns, allowing all efforts to be made to address such matters. Such open communication creates a foundation of trust and confidence in the process. A Victim Legal Counsel specifically assigned to the USNA provides readily available support to midshipmen and has been well received. VLC is able to provide the Convening Authority and command with more of an understanding of the challenges facing victims in this environment as they contemplate coming forward to report sexual assault or sexual harassment. Victims declining to participate in the investigatory and/or legal process retain support and are given the space, and time needed to regain a sense of balance and personal power.

2.5 Describe your efforts to ensure the victim's commander provides investigative updates to the victim throughout the investigative process. Include efforts for the victim's commander to attend, and receive and provide updates at the monthly Case Management Group (CMG) meetings.

Either the Company Officer or Senior Enlisted, depending on who is selected by the victim, attend the monthly SACMG meetings. At each meeting they bring forward the victim's concerns and requests to the Superintendent, Commandant, and every other member of the CMG. Within 72 hours the Company Officer or the VA bring case updates and any Commander's guidance back to the victim. It is through this direct

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<p>involvement with victim care and command accountability we ensure the transparency of our system and maintain a victim-centered approach.</p>
<p>2.6 Provide the number of retaliation allegations obtained by the SARC from victims, bystanders, and first responders discussed in CMG meetings. For each allegation describe the CMGs action based on the report (e.g. referred to Inspector General (IG), MCIO, and law enforcement).</p>
<p>Number of Retaliation Allegations: 1 Reported By: Victim CMG Action Taken: Victim received (expedited) Company transfer. Incident referred to NCIS for investigation.</p>
<p>2.7 Describe your continuing efforts to foster early coordination between investigators and judge advocates when initiating a sexual assault investigation.</p>
<ul style="list-style-type: none"> · Notification Protocol. Although the details vary from case to case, and each case may differ greatly in the chain of events that initiate the investigation, a strict protocol is followed to notify all essential parties. Each party or stakeholder (NCIS, VAs, SARCs, Unit Commander, and SJAs) have different actions to be taken, but by following the same protocol every time, prompt and effective notification is ensured. Around the clock duty rotation support expedites the process. · Early VLC Inclusion. During the first meeting, Victim Advocates inform the reporting victim of the right to obtain the services of the Victim's Legal Counsel. Most victims have elected to retain those services. Once that relationship has been established, investigators then request all interviews or collection of evidence from the victim through the Victim's Legal Counsel. · Professional Partnership. USNA has developed a professional network of relationships between all agencies, and all parties seek efficient cooperation to best facilitate proper investigations in a timely manner while maintaining integrity over their specialty area.
<p>2.8 Describe your efforts to ensure EOAs are included in the sexual harassment investigation process.</p>
<p>Command Climate Specialist (CCS) reviews all sexual harassment investigations and follows the process for sufficiency review and compliance in accordance with OPNAVINST 5354.1F and command sexual harassment policy.</p>
<p>2.9 Provide an approved plan of actions to be taken in the APY16-17 regarding prevention and response to sexual harassment and sexual violence involving cadets/midshipmen or other Academy personnel.</p>
<p>USNA SAPR Strategic Plan 2016-2017. All pertinent SAPR activities and strategies are outlined in the USNA SAPR Strategic Plan 2016-2017:</p> <ul style="list-style-type: none"> ● SACMG Monthly Meetings ● 24/7 SAPR Hotline Watchbill ● DMDC Focus Group Evaluation ● DMDC Gender Relations 2015 Survey Result Briefing ● SHAPE Curriculum Execution ● SHAPE Program ● GUIDE Program

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- It's on Us
- 1 in 4
- Brigade Reform Briefings
- SAAPM Month
- Guest Speakers
- Shipmate Duty Van
- SAPR VA Certifications and periodic Refresher Training
- Company Leadership Training
- Faculty and Staff Training
- GMT
- NAAA Training
- Sponsor Program Training
- Leadership Development Education Program (LDEP) Training- 1st and 2nd Set Plebe Summer Detailers
- Plebe Summer Indoctrination Training
- STEM/NASS Detailer Training
- January Intercessional Case Studies
- Command Climate Survey and Focus Groups

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

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

- **Report of Sexual Harassment.** Complaints of sexual harassment are investigated, assessed, and then issued to an appropriate level for disciplinary action. There are multiple outcomes available to hold individuals accountable to include: adjudication through the conduct system, informal and formal counseling, issuing letters of instruction (LOI), developing and giving sexual harassment training, and Dignity and Respect Remediation (a 4-month intensive one-on-one remediation with a senior officer). The complainants in each situation are kept apprised of progress and educated on reprisal and whom to speak with if additional problems are experienced.
- **Unrestricted Report of Sexual Assault.** Unrestricted Reports of sexual assault immediately initiate an NCIS investigation and command notification. When the investigation concludes, findings are reported to the convening authority for disposition. We remain committed to honoring this process while ensuring that the victim has the best quality care and resources available.

3.2 Describe your Academy’s program for holding military and cadet/midshipman unit-level leadership appropriately accountable for preventing retaliation against persons who have reported experiencing sexual assault or sexual harassment.

- **Report of Sexual Assault.** After a sexual harassment complaint is resolved, the

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<p>Commandant's CMEO follows up with the complainant for any further instances of harassment or any perceived retaliation. The Commandant's CMEO also discusses the potential for retaliation with the individual's chain of command (Company Officer and Senior Enlisted Leader) to be aware of the potential for such behavior, to monitor for retaliatory actions, and to check up with the individual who made the complaint.</p> <ul style="list-style-type: none"> · <u>Unrestricted Report of Sexual Assault.</u> During the sexual assault investigation process, leadership remains engaged with VAs and a VLC to monitor potential retaliation and report any such instances to the Commander at the monthly CMG (SACMG) Meeting. Commander's guidance, courses of action, and case updates are then conveyed back to the victims through their Company Officers, Senior Enlisted Leaders, VA, or VLC. · <u>Restricted Report of Sexual Assault.</u> Although unit-level leadership is not informed of the report of sexual assault, the Response Team (SAPR Program Manager, SARCs, VAs, VLC, MDC counselors, and Chaplains) can still offer support and advocacy to the victim. Any of these services may be able to offer non-specific information to unit-level leaders in such a way that it will curtail negative behaviors within their unit and protect survivors from retaliatory actions.
<p>3.3 Describe your progress in ensuring those who are affiliated with the Special Victim Investigation and Prosecution capability program (paralegals, trial counsel, special victim's counsel / Victim's Legal Counsel, and victim-witness assistance personnel) receive specialized SAPR training for responding to allegations of sexual assault.</p>
<p>Annual SAPR GMT, Annual SARC training and DoD Sexual Assault certification are conducted by those affiliated with the special victims' capability program.</p>
<p>3.4 Describe progress in ensuring the separation of a cadet/midshipman convicted by court-martial or receives a non-judicial punishment or punitive administrative action for a sex-related offense.</p>
<p>If a conviction is obtained, sexual assault is a separation level offense under the USNA midshipman conduct system and administrative procedures are in place to initiate such action.</p>
<p>3.5 Describe progress in ensuring notation is placed in the Academy personnel record and separation action is initiated for court-martial convictions.</p>
<p>All adjudicative actions are automatically recorded in midshipmen personnel files. If a conviction is obtained, sexual assault is a separation level offense under the USNA midshipman conduct system and administrative procedures are in place to initiate such action.</p>
<p>3.6 Describe your efforts to ensure commander's knowledge of Military Rule of Evidence (MRE) 514 (Victim Advocate-Victim Privilege).</p>
<p>USNA SJA's provide Commanders with the necessary training and education on MRE 514.</p>
<p>3.7 Describe your Academy's educational programs designed to change the behavior of those members issued non-judicial and/or administrative punishments for an offense related to a report of sexual assault or a report of sexual harassment.</p>
<ul style="list-style-type: none"> · <u>Focused Training.</u> At the company level, midshipmen receive and discuss sexual

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harassment and closed sexual assault case studies. This increases transparency and understanding of policies and standards of behavior within the Academy and Brigade. Additionally, midshipman also receive SHAPE training all four years and throughout the Academic year. Finally, another program allows for peer led bystander intervention training featuring realistic scenarios around alcohol use, binge drinking, sexual harassment, and high risk situations.

· **Dignity and Respect Remediation.** Midshipmen found guilty of conduct violations who are ultimately retained may be assigned four months of Dignity and Respect Remediation with a senior officer. Dignity and Respect Remediation is a developmental program used during conduct probation that focuses on the moral development of midshipmen who have committed a conduct offense on the Continuum of Harm or violated Navy and USNA equal opportunity policies, but are retained in the Brigade of Midshipmen. Pending the results of the remediation effort, midshipmen will either be retained by the Commandant or recommended for separation to the Superintendent.

3.8 Describe your efforts to develop policy to ensure alleged offenders are provided due process rights.

A defense counsel is specifically assigned to any alleged USNA offender. If an alleged offender is questioned, that person is apprised of their rights, to include speaking with a defense counsel regarding the underlying accusations or charges. SJAs are embedded in the legal process during the initial investigation through the disposition of a case, ensuring that the due process rights of alleged offenders are taken seriously and that all due process rights are provided to alleged offenders. SJAs also provide constant training, briefings and updates to the leadership to ensure that alleged offenders due process rights are always a consideration of the process.

3.9 Provide the number of allegations of retaliation made to Academy officials including the IG, MCIO, EO, SARC/SAPR VA, and others. Provide a brief description of each case and the case outcome.

Number of Retaliation Allegations: 1 (reference 2.6 for the same case)

Reported By: Victim

CMG Action Taken: Victim received (expedited) Company transfer. Incident referred to NCIS for investigation.

3.10 Provide an approved plan of actions to be taken in the APY16-17 regarding prevention and response to sexual harassment and sexual violence involving cadets/midshipmen or other Academy personnel.

Reference 2.9.

· **USNA SAPR Strategic Plan 2016-2017.** All pertinent SAPR activities and strategies are outlined in the USNA SAPR Strategic Plan 2016-2017:

- SACMG Monthly Meetings
- 24/7 SAPR Hotline Watchbill
- DMDC Focus Group Evaluation
- DMDC Gender Relations 2015 Survey Result Briefing
- SHAPE Curriculum Execution

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- **SHAPE Program**
- **GUIDE Program**
- **It's on Us**
- **1 in 4**
- **Brigade Reform Briefings**
- **SAAPM Month**
- **Guest Speakers**
- **Shipmate Duty Van**
- **SAPR VA Certifications and periodic Refresher Training**
- **Company Leadership Training**
- **Faculty and Staff Training**
- **GMT**
- **NAAA Training**
- **Sponsor Program Training**
- **Leadership Development Education Program (LDEP) Training- 1st and 2nd Set Detailers**
- **Plebe Summer Indoctrination Training**
- **STEM/NASS Detailer Training**
- **January Intercessional Case Studies**
- **Command Climate Survey and Focus Groups**

· **Command Assessments 2016-2017.** The Command Climate Survey will be administered again in October of 2016 with subsequent focus groups. These results will provide talking points and discussion material for Company Officers, Senior Enlisted Leaders, and midshipmen leadership.

· **CMEO Strategic Plan 2016-2017.** The CMEO program will have more staff to devote time to creating individualized training for each class of midshipmen and will utilize midshipmen leadership to deliver the training. Company Officers and Senior Enlisted leaders will be more involved in having EO and sexual harassment discussions with their companies in smaller groups.

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

4.1 Summarize your Academy’s efforts to achieve the Advocacy/Victim Assistance Endstate: “high quality services and support to instill confidence and trust, strengthen resilience, and inspire victims to report.”

USNA’s Sexual Assault Response Office is committed to the delivery of high quality services and support, and continued efforts to encourage confidence and trust in the program and to ensure all victims are treated with dignity and respect. All SARCs/VAs are in compliance with DoD Sexual Assault Advocate Certification requirements and are trained to understand the confidentiality requirements of Restricted Reporting and

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MRE 514. Our efforts seek to:

- **Strengthen victim resilience and inspire victims to report by offering compassion to respond to the full range of victim reactions to trauma (e.g., anger, self-blame, helplessness);**
- **Minimize the impact of trauma on victim's ability to connect to assistance services and to assist in the military justice or administrative process;**
- **Help the victim overcome barriers to healing such as relationship and environmental stressors (e.g., previous victimization, dependence on the perpetrator, etc);**
- **Encourage the victim to take important self-care steps;**
- **Tailor support and care on a case-by-case basis specific to the victim's needs.**
- **Ensure the safety of the victim and work with the chain of command towards resolution;**
- **Assess through communication with the victim both the potential for and actual events of retaliation and work with the chain of command toward resolution.**

4.2 Describe your Academy's process to address inappropriate behavior demonstrated by those in victim-sensitive personnel positions.

- **Immediate Response. All reports or inappropriate behavior trigger a face-to-face debrief with the SARC to discuss specifics of the impropriety reported.**
- **SARC Determination of Fitness of Support Individual. The SARC then determines whether suspension of VA duties and revocation of credentials are the proper action. If the inappropriate behavior violates the UCMJ, then an investigation is initiated with NCIS for further action.**

4.3 Describe your progress in ensuring all SARC and SAPR VAs are D-SAACP certified prior to performing their duties. List the total number of certified SARCs and SAPR VAs. If not at 100%, describe your efforts to achieve 100% certification.

- **D-SAACP Certification Verification. Prior to performing any VA duties, credentials are verified by the USNA SARC and NOVA.**
- **Response Team Certification. The full time responders in USNA's Response office (2 SARCs and 1 VA) have issued valid certificates and trackable D-SAACP ID numbers. Our SAPR Program Manager, Deputy Program Manager, and Training Specialist are also D-SAACP certified as a VA.**
- **Collateral Duty VAs. We have a roster of collateral duty VAs also currently D-SAACP certified. A total of 13 uniformed victim advocates currently hold valid D-SAACP certification and are poised to provide support to any and all victims in need at our command.**

4.4 Describe your Academy's efforts to encourage SARCs and SAPR VAs to renew their certification at a higher level in order to increase the quality of victim assistance providers.

SARCs track VA renewal dates and provide updates to numbers of hours of victim support and refresher training required to meet D-SAACP level renewals. SARCs provide assistance to qualified VAs wishing to advance their level of certification.

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<p>4.5 Describe efforts to ensure that the 24/7 DoD Safe Helpline has accurate contact information for on-base SAPR resources (i.e., chaplains, SARCs, military police, and medical personnel).</p>
<ul style="list-style-type: none"> · External Entity Drills. 24/7 DoD Safe Helpline periodically calls duty phone numbers to validate our contact information. · Self-Assessment and Drills. In addition to Safe Helpline initiated calls, we conduct in-house VA and responder drills by calling duty phone numbers to make sure designated personnel respond appropriately.
<p>4.6 Describe efforts to publicize and educate Academy personnel to include cadets/midshipmen on SAPR and POSH policies and resources (i.e., DoD Safe Helpline staff and confidential communication, retaliation prevention and response efforts).</p>
<ul style="list-style-type: none"> · SAPRO Webpage on the USNA Intranet Website. Provides links to and information to updated instructions and the resources like the DoD Safe Helpline and the USNA 24/7 VA contact information. It showcases articles on current efforts involving “It’s On Us,” retaliation, male sexual assault survivors, and the One Love Foundation’s “Escalation” workshops. · GUIDEs and SHAPE Peer Educators. Maintain high visibility through training and posted bulletin boards in each Company. They are also assigned to Academic Departments and are dispersed through many sports teams providing information to all. · Periodic Briefs to Midshipmen/Faculty/Staff. All briefs contain the “Contact Resources” slide included along with any updates to any policies affecting the SAPR Program.
<p>4.7 Provide an assessment of your Academy’s policies and procedures allowing temporary administrative reassignment or transfer of a cadet or midshipman who is accused of committing sexual assault or related offense, balancing interests of victim and accused. If approved, include the average wait time (days) to move the subject.</p>
<ul style="list-style-type: none"> · Administrative Reassignment. The safety and well-being of all midshipmen is the highest priority of both the Superintendent and Commandant. Each case is evaluated immediately and resolved to ensure the safety of all parties involved. Discreet company reassignment usually occurs within 48 hours of the request. · Military Protective Orders. MPOs are also utilized when appropriate to protect both victim and accused. (See 4.8)
<p>4.8 Provide an assessment of the implementation of your expedited victim transfer request policy. Include measures taken to ensure victims are informed in a timely manner of their right to request an expedited transfer, and challenges to the implementation of the policy.</p> <ul style="list-style-type: none"> • The number requested • The number approved as the victim requested • The number approved different than the victim requested • The number denied and a summary of why • The number moved within 30 days of approval • The number moved after 30 days of approval
<p>The implementation of “expedited transfer” at USNA is in the form of a company transfer. The option is offered to victims when reviewing the Victim Reporting</p>

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Preference Statement (DD2910) with a Victim Advocate. If this option is requested, the change is made immediately, usually within 48 hours. The Commandant's legal advisor and Deputy Commandant review class schedules, sports teams, and extracurricular activities of victims and alleged offenders to ensure MPOs, if issued, can be enforced and physical locations of victim and alleged offender are deconflicted as much as possible. With a common dining area (King Hall), mandatory participation in events and duties (briefs, standing watch, sporting events and parades), and limited options for quarters (Bancroft Hall), leaders face challenges to provide complete separation at all times.

- Number of Transfers Requested - 8
- Number Transfers Approved as the Victim Requested - 8
- Number Transfers Approved Different Than the Victim Requested - 0
- Number of Transfers Denied and a Summary of Why - 0
- The Number of Midshipmen Moved Within 30 days of Approval - 7
- The Number of Midshipmen Moved After 30 Days of Approval - 1*

***This Company move was delayed at the request of the victim to occur during the Winter Break when fewer midshipmen would be on campus.**

4.9 Describe your Academy's efforts to ensure timely and appropriate command notification of all Unrestricted and Restricted Reports of sexual assault involving cadets/midshipmen. Provide details of the type of information provided, and precautions in place to protect privacy and confidentiality of victim and subject.

- **Unrestricted Reports.** The SARCs provide the Superintendent and Commandant of Midshipmen information via phone as soon as possible, but always within 24 hours.
- **Restricted Reports.** The SARCs report non-PII concerning sexual assault incidents (without information that could reasonably lead to personal identification of the victim or the alleged assailant) to the Superintendent and Commandant of Midshipmen via telephone within 24 hours of the report. The SARCs protect privacy and confidentiality of communications with victims via Restricted Reporting options and IAW the MRE 514, established in Executive Order 13593.

4.10 Provide a listing of all facilities your MSA maintains Memorandum of Understanding/Memorandum of Agreement MOU/MOAs with to provide Sexual Assault Forensic Exam (SAFE) services (include location, distance from the facility, orientation and training related to the reporting process, collection of evidence, chain of custody, maintaining privacy, and execution and termination dates for each agreement).

Facility: Anne Arundel Medical Center

Location: 2001 Medical Parkway Annapolis, Maryland

Distance: 3.6 miles

MOU: Executed on 4 Dec 2013 and annual review completed with modifications made to reflect the latest instructions. . Facility is current in training related to the reporting process, collection of evidence, chain of custody, and maintaining privacy.

Facility: Mercy Medical Center

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Location: 345 St. Paul Place Baltimore, Maryland

Distance: 31.2 miles

MOU: Executed on 16 May 2014 and annual review completed with modifications made to reflect the latest instructions. Facility is current in training related to the reporting process, collection of evidence, chain of custody, and maintaining privacy.

4.11 List initiatives and programs implemented to reduce the stigma and overcome barriers associated with reporting sexual assault.

- **Barriers to Reporting.** Results of both the USNA Faculty/Staff and Midshipman DEOCS Command Climate Surveys taken in the Fall of 2015 identified the top barriers to reporting sexual harassment and assault. For the both groups, the top four were: loss of privacy, fear of social retaliation, negative impact of career, and lack of confidence in the military justice system. Victims trusting the system and the leaders executing published policies and procedures are vital to overcoming these perceived barriers. We address these barriers in the prevention training initiatives and procedures highlighted in responses 1.1, 1.2, 1.4, 1.5, 1.6, 1.9, 1.10, 1.11, 1.12, 1.15, 1.16 and 1.17. Procedural compliance with all the highlighted responses in LOE 2 and LOE 3 further aid in tearing down the perceived barriers.
- **Trust in Command Leadership.** The Superintendent and Commandant reiterate every semester that social or professional retaliation to those who report any crime or conduct offense will not be tolerated and remain committed to holding those who do accountable.
- **Trust in Program Leaders.** The USNA SAPR program continues to enlist allies to the SAPR program and building the list of those maintaining an environment that treats all with dignity and respect. The SAPR staff members get involved in quality-of-life activities around the Yard (Officer Representatives for athletic teams, joining midshipmen in King Hall for lunch, etc.) to foster trust and build rapport.
- **Brigade Reform Briefs.** SAPRO reminds the Brigade the importance of maintaining dignity and respect for all in a professional environment and that if harassment or assault occur, cases will be dealt with the strictest confidentiality.
- **Sexual Assault Awareness and Prevention Month** is observed, offering interactive and fun ways for MIDN to get involved with the SAPR office, faculty, and staff, and learn about support services offered.
- **Leave of Absence Policy.** Victims can now request a Leave of Absence. This option can be very beneficial to victims who need a break from their midshipmen duties to concentrate on healing. To date, we have two midshipmen who have utilized this provision and taken Leave of Absence.
- **Medical Confidentiality.** Response Staff, in coordination with Brigade Medical Staff, grant victims Sick In Quarters privileges after sexual trauma or violence. Victims control disclosure protocol and limit knowledge to a restricted list. This allows victims the opportunity to receive care, time to process and heal, and given some control of their choice to disclose the details of their trauma.

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· **Response Office Location.** Victims continue to thank us for moving the office from Bancroft Hall to Dahlgren Hall. The Dahlgren Hall location has made travel to the office less conspicuous and more comfortable for those seeking assistance for themselves and others and helps decrease the potential of being seen entering the office to report.

4.12 Describe your efforts to strengthen local service providers' participation in an integrated victim services network of care (e.g., alcohol and drug awareness program personnel and clinical counselors). Include measures of effectiveness.

· **Community Involvement.** The USNA Sexual Assault Response Office looks to continued integration with the local Sexual Assault Response Team. This group offers a multidisciplinary approach to sexual assault prevention. Key stakeholders such as Anne Arundel Medical Center, YWCA of Annapolis, local Rape Crisis Center, Sexual Assault Response Coordinators from neighboring Navy installations, Civilian Law Enforcement Sexual Assault Investigators, and Anne Arundel County State's Attorney Victim Witness Services all come together to review case studies, share best practices, and discuss trend analysis locally.

· **Mercy Medical Center.** USNA collaborates with Mercy Medical Center's Director of Forensic Nursing, who periodically addresses the midshipmen as well as the collateral duty Victim Advocates going through their initial training regarding forensic evidence collection and the medical process.

· **Maryland Coalition Against Sexual Assault.** The USNA response team also attends briefings and conferences offered by the Maryland Coalition Against Sexual Assault on relevant topics and invites staff to address the midshipmen periodically as well. SAPR staff members attend quarterly briefings of the Maryland Association of Victim Service Professionals.

4.13 Describe your efforts to post and widely disseminate sexual assault and sexual harassment information (e.g., Safe Helpline and internet websites) to cadet and midshipmen, staff and faculty, and sponsors).

Reference 4.6.

· **SAPRO Webpage on the USNA Intranet Website.** Provides links to and information to updated instructions and the resources like the DoD Safe Helpline and the USNA 24/7 VA contact information. It showcases articles on current efforts involving "It's On Us," retaliation, male sexual assault survivors, and the One Love Foundation's "Escalation" workshops.

· **GUIDEs and SHAPE Peer Educators.** Maintain high visibility through training, ownership of bulletin boards in each Company, and making announcements at formations. They are also assigned to Academic Departments and are dispersed through many sports teams providing information to all.

· **SAPR Posters.** Posters are hung in every hallway, restroom, and academic building. All are official Safe Helpline, USNA SAPR, USN SAPR, or "It's on Us" endorsed media and publish contact information for the reader on how to seek confidential help.

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- **Periodic Briefs to Midshipmen/Faculty/Staff.** All briefs contain the “Contact Resources” slide included along with any updates to any policies affecting the SAPR Program.
- **SAAPM Flyers and Events.** During April’s SAAPM, table tents with DoD Safe Helpline information were displayed on tables throughout King Hall during the awareness month.
- **Wallet Card Distribution.** During Plebe Summer, SAPR staff issues each Fourth class midshipmen a laminated wallet card containing the SAPR office 24/7 response phone number, as well as DoD Safe Helpline information for their records.
- **CMEO Posters.** CMEO posters with contact information are posted throughout Bancroft Hall and the academic buildings.
- **Reef Points.** All SAPR resources and pertinent contact information are published in the Plebe-issued Reef Points. Plebes are directed to the pages at their Phase II brief with the SAPR staff during Plebe Summer.

4.14 Describe your Academy’s efforts to provide legal assistance/SVC services to cadets/midshipmen who report a sexual assault.

- **VLC.** USNA maintains a dedicated VLC JAG on campus for the sole purpose of rendering legal representation and confidential support to midshipmen who report sexual assault. By having a VLC who is employed exclusively for victim representation, we are able to deliver the utmost specialized legal care. The VLC is included in the lineup of speakers during Reform briefings at the beginning of each academic semester. This raises awareness within the Brigade of Midshipmen as to what services are available to them and builds familiarity and rapport with that specific individual.
- **VA.** When a survivor seeks advocacy through a VA, they are immediately referred to the services of the VLC. The response team maintains a close working relationship with the VLC and can ease the transition to this line of support.
- **NCIS.** NCIS has a legal obligation to inform all victims of their legal rights to representation. The VLC is specifically mentioned as the source of legal representation to those who report sexual assault.
- **GUIDEs.** Midshipmen GUIDEs are given separate briefings with the VLC and SJA during their initial/yearly refresher training. In their VLC brief, they learn about the legal process from the perspective of the VLC and how it pertains to sexual assault cases in specific. GUIDEs physically walk to the VLC office to become familiar with it’s location and be prepared to escort a victim to these services.
- **SHAPE Training.** All midshipmen are educated on the resources available from the VLC during SHAPE training. It is emphasized that the VLC represents the victim’s legal rights and not those of the prosecution or defense.
- **SAPR Response Team Inclusion.** The VLC is included in the Staff Organization slide and discussion during all briefings with faculty, staff, midshipmen, sponsor parents, USNA parents, and NAAA staff.

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4.15 Describe your Academy's efforts to ensure existing support services meet needs of male victims.

- **Commitment to Inclusion.** USNA continues to create an inclusive and trusting program in which midshipmen understand the impact of this issue on men, in which male victims feel comfortable seeking assistance, and where it is imparted that our program is equally committed to male victim's well-being.
- **Statistic-Based Training.** USNA SAPR training and SHAPE sessions include example cases and statistics that include and highlight male victimization. We continue to update our curriculum with the most current research, and a large national initiative has recently been made by experts to better understand this issue. Our goal is to continue to educate our audience on the causes, biases, myths, and best practices for care surrounding male victims.
- **Speaker Engagements.** Guest speakers are consistent in recognizing male victims. Guest Speaker Coach Joe Ehrmann challenges traditional views of masculinity and 'toughness', empowering men to build healthier moral relationships. The Men's 1 in 4 presentation uses a poignant video of a male police officer discussing his experience as a male survivor of rape. These speaker events help dispel the myth that men cannot be victims of sexual assault. They demonstrate to Midshipmen the dangerous effects of disregarding the male victim and of accepting stereotypes of the male victim.
- **MDC Male-Specific Services.** The midshipmen Development Center continues to offer a Men's Support Group for Sexual Violence Survivors. Begun in APY 13-14, it is offered as a weekly support group, commensurate with the Women's Support Group. It is confidential in nature and meant to be a safe place for midshipmen to support each other without discussing their specific incident and is monitored by the MDC Clinical Social Worker, a specialist in gender violence. Support for transgender sexual assault survivors is a possible future initiative to provide support to a group that has not received tailored support in the past.
- **USNA SHAPE Video.** The USNA-produced survivor video includes the participation of anonymous, volunteer male survivors and continues to be lauded by midshipmen as providing a strong message highlighting how men are affected by sexual assault.
- **Diversity Representation.** The SAPRO office is diverse in backgrounds providing an approachable atmosphere for female and male victims to seek assistance. The midshipmen presence in the SHAPE Peer Educator (60%-male, 40%- female) and Guide Programs (53%-male, 47%- female) conveys a diverse and gender-balanced program able to facilitate dialogue of complex issues such as respect, gender, interpersonal relations, violence, and victim sensitivity. These venues of increased consciousness create opportunities for victims to feel safe in reaching out for assistance without the stigma associated with being a male victim.

4.16 Describe efforts to improve Academy personnel's understanding of sexual assault against men.

- **USNA Intranet.** Contains links and information focusing on male survivors of sexual assault

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· **Within the SHAPE Curriculum.** The midshipmen receive a new session focusing on male sexual victimization. (Reference 2.9) The learning objectives for this session focus on acknowledging the scope of male sexual victimization, identifying and acknowledging stereotypes and myths related to male sexual victimization, identifying barriers (e.g., myths, conformity to gender socialization, etc) to male survivors seeking support, identifying ways to reduce male survivor isolation, and developing strategies for fostering supportive environments premised on treating everyone with dignity and respect.

· **Scheduled Training.** Faculty, Staff, and sports teams receive updated training during their numerous interactions enumerated in previous sections of this report. Those briefs include the issues surrounding male victims of sexual assault.

4.17 Describe your efforts to sustain policy for General or Flag officer review of and concurrence in adverse administrative actions and separation of victims making an Unrestricted Report of sexual assault in APY15-16.

To ensure that General or Flag Officer review is conducted on such cases, the SJAs and Superintendent track any adverse administrative actions or possible basis for separation of victims. Various subject matters regarding victim performance are discussed at the monthly SACMG. Additionally, the Superintendent sits in on all Academic boards and reviews all potential medical separations, and has the ultimate authority to determine the disposition of individual cases.

4.18 Provide an approved plan of actions to be taken in the APY16-17 regarding prevention and response to sexual harassment and sexual violence involving cadets/midshipmen or other Academy personnel.

Reference 2.9.

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

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

· **Results of the SAGR Survey Conducted by DMDC.** USNA draws upon the results of the biennial results of the SAGR Survey conducted by DMDC. USNA leadership ensures a very permissive environment for midshipman to take the voluntary survey free of coercion, conflicts with other obligations, and with as little distraction as possible. Trends of reporting, attitudes, prevalence, and culture shifts all inform prevention curriculum planners and response coordinators. The ultimate goal is to achieve a zero delta between reporting and prevalence numbers and then drive the incidents to zero through effective prevention techniques.

· **Results of DEOMI Command Climate Surveys.** Reference 1.14 and 4.11.

· **Academic Research.** Reference 5.5. SAPR Program staff also draw upon the latest research published at the numerous seminars and trainings they attend as part of the

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<p>D-SAACP Certification Program. Collaboration with recognized local, state, and national experts help to keep the curriculum up-to-date and relevant to the current cultural climate (Reference 1.7 and 1.8).</p> <ul style="list-style-type: none"> · <u>Coordination with Other Service Academies.</u> Close coordination with the other Service Academies is crucial in identifying common trends and similar resolution strategies for the Academies' unique requirements. The SHARP Summit at West Point in the Fall and COSAS in the Spring are important opportunities for collaboration. · <u>Feedback from Midshipman Focus Groups Conducted by OSD SAPRO and ODMEQ.</u> Feedback from these groups help us to continue to adapt our prevention and response efforts.
<p>5.2 Describe oversight activities that assess the SAPR program's effectiveness. Include frequency, methods/metrics used, findings and recommendations, corrective action taken (e.g., program management review and Inspector General compliance inspections), and other activities.</p>
<ul style="list-style-type: none"> · <u>Department of Defense Oversight Activities.</u> DOD SAPRO, DON SAPRO, and the 21st Century Sailor Office all provide great resources and oversight to help us keep the program effective and in compliance with all current DOD directives. Approved metrics (referenced in 5.1) are important litmus tests that speak to the effectiveness of the program. · <u>Internal USNA Oversight Activities.</u> <ul style="list-style-type: none"> ● The USNA Board of Visitors meets with leadership bi-annually to assess the current climate and activities of the Academy. The SAPR program provides updates and answers questions as required. ● The Manager's Internal Control (MIC) Program periodically assesses USNA departments' effectiveness. This assessment was completed in April, 2016. Specifically, the USNA SAPR Program was evaluated on its compliance with SECNAVINST 1752.4 series (Sexual Assault Prevention and Response (SAPR) and OPNAVINST F3100.6J CHAPTERS 4 AND 5 APPENDIX B (Operation Event/Incident Report (OPREP-3)/Situation Report (SITREP) Procedures). Checklist 10, Executive Assistance Program-Sexual Assault Prevention Response noted no discrepancies.
<p>5.3 Describe your Academy's methods to assess the performance of commanders in establishing command climates of dignity and respect and incorporating SAPR prevention and victim care principles in their commands.</p>
<p>Midshipmen and Faculty/Staff took the MSA DEOMI-created command climate survey (DEOCS) in October, which included a SAPR section. Reference 1.14 and 4.11. The Superintendent and Commandant reviewed all results and debriefed the staff and midshipmen. Battalion Officers, Company Officers, and Senior Enlisted Leaders reviewed their individual company data and comments concerning the climate within the company. The Company Officers then addressed their respective company with the results of the survey, including any deficiencies and areas needing improvement.</p>
<p>5.4 Describe your efforts to ensure integrity of data collected in DSAID (e.g., victim case management,</p>

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subject investigative and legal case information, storage of DD Form 2910 in Unrestricted Reports).

DSAID access is strictly limited to the two SARCs in the Response Office at USNA. Monthly DSAID scrubs are forwarded to USNA by CNIC. As requested, corrections, and additions are made. As information on cases becomes available data is inputted into the database.

5.5 Provide a summary of your SAPR and POSH research and data collection activities conducted in APY 15-16. Provide documentation of these activities.

Plebe SHAPE Survey - The purpose of this survey is to capture attitudes and perspectives of midshipmen upon arrival. To date, three articles have been published that drawn on data from the survey (citations below with abstracts).

· Carroll, M. H., Rosenstein, J. E., Foubert, J. D., Clark, M. D., & Korenman, L. M. (2016). Rape myth acceptance: A comparison of military service academy and civilian fraternity and sorority students. *Military Psychology, online first*.

Although both the military and fraternities have been theorized to be characterized by norms and attitudes that serve to legitimize violence against women, no previous work has examined the potential similarity and differences in rape-supportive beliefs of these two environments or the people drawn to them. Further, the belief systems of women within these organizations have received little attention. As such, the current study sought to serve as an initial exploration of the rape-supportive belief systems of people drawn to these groups. Participants were recruited from students entering two military service academies (U.S. Military Academy, n=1,169, 1,003 men, 166 women; U.S. Naval Academy, n=1,916, 1,551 men, 365 women) and fraternities and sororities at a Midwestern university (n= 393, 188 men, 205 women). All participants completed the Illinois Rape Myth Acceptance Scale–Short Form. Consistent with previous findings related to gender, men were more accepting of rape myths than women. Further, there was more variability in the levels of rape myth acceptance among military service academy and fraternity men than among military service academy and sorority women. Although across all groups the women expressed significantly lower levels of rape myth acceptance than the men, women and men from the United States Military Academy were more closely aligned in their beliefs than women and men from the other samples. Implications for sexual assault prevention education are discussed.

· Rosenstein, J. E. (2015). Military sexual assault prevention and male rape myth acceptance. *Military Behavioral Health, 3*(4), 207-211.
doi:10.1080/21635781.2015.1038404

Discussion of military sexual assault has largely focused on women, but men comprise a large percentage of survivors. Men are also less likely to report or seek

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care, partly because of rape myths. Rape myth acceptance (RMA) regarding female victims declines following interventions; however, the impact when victims are male is unclear. This cross-sectional study of U.S. Naval Academy midshipmen examines the relationship between an intervention and both types of RMA. One group completed the survey after a mandated sexual assault prevention training, while the other completed it before. More training was associated with lower RMA for both myth types.

· Rosenstein, J. E., & Carroll, M. H. (2015). Male rape myths, female rape myths, and intent to intervene as a bystander. *Violence and Gender, 2*(4), 204-208.

The bystander approach to sexual assault prevention has become popular on college campuses and within the military. Previous research has identified a negative association between the acceptance of rape myths and the likelihood of individuals intervening in a sexual assault situation. However, to date, all examinations of rape myth acceptance (RMA) and bystander intervention have focused on female rape myths (i.e., myths about rape involving a female victim). The current study explored whether male RMA (i.e., acceptance of myths about rape involving a male victim) influences bystander intervention in similar or differing ways compared with female RMA. In addition, the study explored whether male and female RMA function differently by subtypes of bystander intervention (i.e., known victim vs. stranger victim) and bystander gender. Participants included 970 students (731 men, 239 women) entering the United States Naval Academy. Participants completed the Illinois Rape Myth Acceptance Scale—Short Form, a 30-item male RMA scale, and the Intent to Help Friends and Intent to Help Strangers scales. The findings indicated that higher acceptance of both female and male rape myths was associated with a lowered intent to help someone known to the bystander. In contrast, after controlling for both types of RMA, only male RMA had a negative relationship with intent to help a stranger. These findings highlight the need to incorporate a discussion of male victimization and associated myths into bystander intervention programs.

5.6 Provide a narrative that describes the number of formal and informal sexual harassment complaint dispositions following investigations of sexual harassment complaints.

There were zero formal sexual harassment complaints during ACY-'15. There were five informal complaints, with one of those still under investigation:

1. One case occurred off Academy grounds, while the midshipman was attached to another command for summer training. The subject went to mast and was subsequently removed from the ship for the duration of the midshipman's stay.
- 2 & 3. Two cases were handled through the midshipmen conduct system. In the first of those two cases, the midshipmen elected to resign prior to completion of the Superintendent hearing. In the other case, the midshipman was awarded Dignity and Respect Remediation with maximum demerits and days of restriction.

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<p>4. One case was handled by the Company Officer by issuing a letter of instruction, counseling, and having the subjects present sexual harassment training.</p> <p>5. Still pending.</p>
<p>5.7 Describe your efforts to develop and administer Military Service Academy DEOMI Organizational Climate Survey (MSA DEOCS).to cadets and midshipmen as the first step in a command climate assessment:</p> <ul style="list-style-type: none"> • Describe efforts to conduct survey review, follow-on assessment efforts (e.g., focus groups/interviews, review of records and reports), to comprehensively characterize the sexual harassment/assault climate at the Academy • Describe how this information is addressed in your Academy's SAPR strategic plan
<ul style="list-style-type: none"> · The Commandant's CMEO coordinated with DEOMI to develop questions and administer the MSA DEOCS in October of 2015. Raw results were received from DEOMI in early December, but were very challenging to interpret. The Commandant's CMEO conducted initial focus groups 13-15 Jan 2016. CMEO debriefed the Commandant of Midshipmen on 29 January on survey and focus group results. Commandant debriefed midshipmen by class 12 Feb-25 Feb 2016. Commandant debriefed survey results to Company Officers, Battalion Officers, and staff on 16 Feb 2016. Company Officers debriefed and discussed with Companies by class from 25 Feb- 11 March 2016. DEOMI formal outbrief was conducted on 10 March for the Superintendent and Commandant of Midshipmen. Second round of focus groups conducted April 19-29th. Results of second round of focus groups were consistent with the results from the initial focus groups. · The DEOMI comments overwhelmingly indicated that the time and effort dedicated to SAPR training throughout a midshipman's four years was effective but redundant and overdone. In other words, message oversaturation and fatigue are definite concerns to program planners. USNA's 2016-2017 Strategic Plan seeks ways to streamline prevention training and strengthen the SAPR message in more effective ways by eliminating redundancy. Reference 1.14.
<p>5.8 Describe your Academy's program for holding cadet/midshipman unit-level leadership accountable for the command climate based on the results of the MSA DEOCS.</p> <ul style="list-style-type: none"> · If there are complaints or concerns brought from the results of the command climate survey, an investigation is conducted. Based on the results of the investigation, the individual(s) is held accountable by the Commandant of Midshipmen. · The Company Officers discussed individual company DEOCS results with midshipmen leadership. Discussion topics included interpreting the results, enforcement of policies, the importance of leadership on social and professional climates, leading by example, and holding bad behavior accountable at the company level.
<p>5.9 In reference to the 2015 Service Academy Gender Relations Focus Group (SAGR) Report conducted by the Defense Manpower Data Center (DMDC), explain how this data reflects your Academy's achievement, progress or need for improvement in:</p>

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<ul style="list-style-type: none"> ● Unwanted Sexual Contact at your Academy and Preparatory School ● Unwanted Sexual Contact Among Women at your Academy and Preparatory School ● Unwanted Sexual Contact Among Men at your Academy and Preparatory School ● Unwanted Sexual Contact Among Students Prior to entering your Academy and Preparatory School ● Unwanted Gender-Related Behaviors Among Students at your Academy and Preparatory School
<p>Referencing the 2015 report, USNA saw decreases in USC in both men and women. Unwanted sexual contact among students prior to entering our Academy decreased for women, but remained unchanged for the men. Perceived sexual harassment decreased for women but remained unchanged for the men, and sexist behavior decreased for both men and women. These data are encouraging, but we have room for improvement. We will continue to stress the importance of professional standards, leadership, responsibility, and active intervention in all education and training to prevent USC. By taking the next step to transition midshipman from students to Junior Officers and leaders in the Fleet, we want to teach them to shape their divisions into ones that break down the barriers to reporting sexual harassment and assault and foster dignity and respect to all.</p>
<p>5.10 Provide an approved plan of actions to be taken in the APY16-17 regarding prevention and response to sexual harassment and sexual violence involving cadets/midshipmen or other Academy personnel.</p>
<p>Reference 2.9.</p>

6. Action Items, Secretary of Defense Initiatives, Suggested Enhancements, and Open Action Items from previous MSA reports outlined in the “Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2014-2015”.

6.1 Overarching Action Items

<p>6.1.1 Superintendents directly supervise the Equal Opportunity Office and Sexual Harassment training/education efforts.</p>
<p>The SAPR Program Manager, Lead SARC, and the Command Climate Specialist report directly to the Superintendent and are part of the Superintendent’s Cost Center. The midshipmen CMEO program remains under the Office of the Commandant who reports directly to the Superintendent. Working with the Command Climate Specialist, and SAPR Office, the Commandant’s CMEO continues to lead the sexual harassment training and education efforts.</p>
<p>6.1.2 Strengthen sexual harassment prevention and response efforts.</p> <ul style="list-style-type: none"> ● Review your sexual assault prevention efforts, including training, to find appropriate venues to integrate sexual harassment prevention ● Review your Service materials and 2014-2016 DoD Sexual Assault Prevention Strategy ● Enhance your sexual harassment curriculum to ensure cadets and midshipmen understand the

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<p>complaint process, to tailor the material for each class year, and provide it at sufficient frequency</p>
<ul style="list-style-type: none"> · Service materials and DoD Sexual Assault Prevention Strategy are periodically reviewed and are utilized to update command instructions. · Sexual harassment curriculum review is in progress. With assistance of Command Climate Specialist, a 4-year training plan will be developed and implemented over the next year to provide the most effective training.
<p>6.1.3 Continue efforts to improve sexual assault reporting by cadets and midshipmen.</p>
<p>USNA remains committed to improving sexual assault reporting by all personnel. Efforts highlighted in previous sections of this report all contribute to that goal.</p>
<p>6.1.4 Make available and require use of government-provided means to communicate with and transport victims to the hospital and other appointments.</p> <ul style="list-style-type: none"> • Provide and require Sexual Assault Response Coordinators (SARCs) and Sexual Assault Prevention and Response Victim Advocates (SAPR VAs) to use government means to communicate with and transport victims • Ensure SARCs and SAPR VAs only use government-provided email and phones to speak with victims and ensure SARCs and SAPR VAs do not disclose their personal telephone numbers or email addresses
<ul style="list-style-type: none"> · Access to government vehicles for victim transportation remains limited. There is no provision for the SAPR Response Office to have 24-hour access to government transportation. The current policy requires a 72-hour lead time, making immediate transport of a victim to an off-site medical unit by government vehicle unfeasible. · SARCs and SAPR VAs use issued government phones, office phones, and official email exclusively to communicate with victims. Only those referenced numbers and accounts are shared with response personnel providing care. All SARCs and VAs attach the helpline number to their communications as well as their direct government assigned contact information.
<p>6.1.5 Enhance feedback to cadets and midshipmen by using case studies that represent the broad range of SAPR case outcomes.</p>
<p>In addition to the numerous feedback mechanisms highlighted in previous sections of this report, we are updating the Capstone Case Studies for ACY '16-'17 to fall more in line with the CNO's Chart the Course Program.</p>
<p>6.1.6 Provide military officers, in the chain of command overseeing cadets and midshipmen, a clear case status during CMG meetings to fulfill their responsibility of updating the victim.</p>
<p>Victims choose a military officer or senior enlisted leader in their chain of command to attend all SACMG meetings to provide the Superintendent an updated status report on how victims are doing personally and professionally. Areas where they may be struggling are identified and any pending case status updates are briefed. The Superintendent's guidance is conveyed back to the midshipman through the VAs, VLC, and company chain of command.</p>
<p>6.1.7 Adapt the Department's SAPR metrics to create Academy program metrics as part of larger metrics effort to capture and communicate progress in addressing sexual assault and sexual harassment. (See</p>

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APY 14-15 report for complete list)

The Naval Academy has adapted most of the Department's SAPR metrics and non-metrics to assess efforts and modify curriculum and processes in both prevention and response efforts. Metrics:

1. **Past-Year Prevalence of USC.** Measures Service member experience of USC in the year prior to being surveyed. Provides best estimate of sexual assault incidents involving Service member victims. USNA uses the data provided by the SAGR Survey conducted by DMDC to measure reporting climate and gauge barriers to reporting. Our goal is to drive prevalence delta with actual reports to zero in order to best assess command climate.
2. **Prevalence versus Reporting.** Measures the estimated percentage of Service member victims captured in reports of sexual assault (Restricted and Unrestricted Reports). Provides an estimate of the proportion of the crimes being reported to DoD authorities. USNA uses the data provided by the SAGR Survey conducted by DMDC to measure reporting climate and gauge barriers to reporting. Our goal is to drive prevalence percentage to 100%.
3. **Bystander Intervention Experience in the Past Year.** Measures whether Service members observed a situation that could have led to a sexual assault and, if so, how they intervened. USNA gains this information through victim and reporter interactions with SARCs, VAs, VLC, NCIS, GUIDEs and through SHAPE discussions. Actual events can become updated case studies and best practices for the SHAPE curriculum and other SAPR training sessions.
4. **Command Climate Index – Addressing Continuum of Harm.** Measures Service member perceptions of the extent to which their leadership promotes a climate based on mutual respect and trust. USNA gains this information from yearly DEOMI surveys administered in the Fall of academic year for both the midshipmen and the Faculty/Staff. Results are briefed to all personnel and focus groups help identify ways to address areas of concern.
5. **Investigation Length.** Measures the average and median length of sexual assault investigations conducted by military criminal investigative organizations. Knowledge of the average length of a sexual assault investigation will help inform victims about the investigative progress and allows DoD to assess its resources and investigative capabilities. Local NCIS agents do not track these numbers but make SAPR cases their number one priority and remain committed to completing all cases in 90 days or less.
6. **All Full-time, Certified SARCs and SAPR VAs.** Presents number of full-time civilian SARCs and SAPR VAs and number of full-time uniformed SARCs and SAPR VAs. Indicator of professional capability. USNA SARC keeps an updated list of all fully-certified responders. There is currently one vacancy in a civilian VA position that is covered by both the full-time civilian and uniformed-duty VAs with no loss in short-

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term professional capability.

7. Victim Satisfaction with Services from SARCs, SAPR VAs, and Special Victims' Counsel (SVC)/Victims' Legal Counsel (VLC). Measures the extent to which victims were satisfied with the services provided by the SARC, VA, and SVC (if assigned) to determine if these advocates are meeting victim needs. Identifies means for improving process. Victim care is the number one priority of the response team. Constant interaction and feedback inform the process and through the monthly SACMG, the chain-of-command is informed of areas of concern and able to make command decisions aiding the way forward. Victims are given the opportunity to take an online, anonymous Survivors Experience Survey operated through DMDC and DoD SAPRO. USNA Response Team does not track which survivors elect to take that survey nor are they given any feedback to results of the survey.

8. Percentage of Subjects with Victims Declining to Participate in Military Justice Process. The percentage of subjects that cannot be entered into the military justice process because the victim declines to participate in the justice process. Helps to assess whether the Department's initiatives to encourage greater victim participation are effective. Care is still provided to those who do not participate in the military justice system, so our response efforts remain the same in either case. This metric is not actively tracked but all victims provide feedback through the VAs and VLC of the barriers that contribute to their lack of participation in the military justice system. This information feeds directly back to prevention planning.

9. Perceptions of Retaliation. Victims who report that they experienced retaliation as a result of reporting a sexual assault, according to the SAGR Survey. Service members' beliefs about whether their command or units would retaliate against victims who reported sexual assault, according to command climate surveys. In addition to the SAGR Survey results, USNA also pulls data and feedback from the DEOMI survey to identify areas of concern.

10. Victim Kept Regularly Informed of the Military Justice Process. Victims indicating they were regularly informed of updates as their case progressed through the response process. Determines whether victims are kept informed. USNA's effective SAGMG addresses all cases monthly and keeps all victims updated.

11. Perceptions of Leadership Support for SAPR. Measures Service members' perceptions of command and leadership support for SAPR program, victim reporting, and victim support. Indicator of command climate. USNA pulls this data from both the SAGR Survey administered by DMDC and the DEOMI Survey administered to both midshipmen and Faculty/Staff. Leadership at all levels continues to be our top priority in our strategic plan.

12. Reports of Sexual Assault over Time. Total sexual assault reports (Restricted and Unrestricted Reports) since APY 07-08. Indicator of victim confidence in the response system, the number of victims receiving care, and the number of victims who may be

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willing to participate in the justice system to hold offenders appropriately accountable. Informs prevention work. USNA keeps the data from all previous MSA Reports and SAGR Surveys to show trends of reporting from APY 07-08 to present. This data is also used to help parents, sponsors, and coaches make informed opinions about the Naval Academy and their efforts to eliminate sexual harassment and assault.

NON Metrics:

1. **Command Action – Case Dispositions.** Command action for military subjects under DoD legal authority, displayed by penetrating crimes alleged versus sexual contact crimes alleged. Demonstrates the disposition of sexual assault cases in the military justice process. USNA does not actively track this non-metric but can provide data as requested.

2. **Court Martial Outcomes.** Sexual assault court-martial outcomes, displayed for penetrating crimes charged versus sexual contact crimes charged. Demonstrates subject outcomes in the court-martial process. USNA does not actively track this non-metric but can provide data as requested.

3. **Time Interval from Report of Sexual Assault to Court Outcome.** The mean and median length of time from the date a victim signs a DD2910 to the date that court-martial proceedings concluded. Improves the transparency of the military justice process and helps to inform victims about what to expect. USNA remains committed to providing all victims a timely and fair process. Transparency is best provided through solid SAGMG procedures and leadership involvement with the victim's care providers. USNA does not actively track this non-metric but can provide data as requested.

4. **Time Interval from Report of Sexual Assault to Nonjudicial Punishment (NJP).** The mean and median length of time from the date a victim signs a DD2910 to the date that NJP process is concluded (e.g., punishment awarded or NJP not rendered). Improves the transparency of the NJP process and helps to set appropriate expectations. USNA remains committed to providing all victims a timely and fair process. Transparency is best provided through solid SAGMG procedures and leadership involvement with the victim's care providers. USNA does not actively track this non-metric but can provide data as requested.

5. **Non-Metric: Time Interval from Report of Sexual Assault to Judge Advocate Recommendations.** The mean and median length of time from the date a report of investigation was provided to command, until the date a judge advocate (JA) made a disposition recommendation to the commander of the accused. Indicator of legal officer resourcing. USNA remains committed to providing all victims a timely and fair process. Transparency is best provided through solid SAGMG procedures and leadership involvement with the victim's care providers. USNA does not actively track

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this non-metric but can provide data as requested.

6. Non-Metric: DoD Action in Sexual Assault Cases Declined or Not Fully Addressed by Civilian or Foreign Justice Systems. Narratives that demonstrate cases that were declined or unable to be pursued by civilians but were undertaken by the military. Will not include subject/victim names and no jurisdiction names. Demonstrates ability of DoD to hold offenders appropriately accountable. USNA does not actively track this non-metric but can provide data as requested.

United States Naval Academy

1. Open Action Items

1.1 Tailor Prevention of Sexual Harassment (POSH) training to each class year and, at a minimum include: identification, prevention, and resolution of sexual harassment cases, and reprisal prevention.

Developing sexual harassment training tailored to individual classes is ongoing. Expected completion and implementation of an updated curriculum is December 2016.

1.2 Share sexual assault case outcomes with the SARCs.

Case outcomes are made available to SARC in two ways:

- **Notifications made at the SACMG**
- **Official notifications provided in SADR**s

1.3 Update Memorandum of Understanding (MOU) with Mercy Hospital to address procedures for Sexual Assault Forensic Exams in accordance with DoD and the Department of the Navy policy to include at a minimum:

- **NCIS is notified, retrieves and stores Sexual Assault Forensic Exam (SAFE) kit after the completion of a SAFE for cases in which a Restricted Report**
- **Unrestricted Report, and a report converted from Restricted to Unrestricted was filed**
- **Healthcare providers turn over SAFE kit to NCIS or NCIS Consolidated Evidence Facility representative or the appropriate Military Service-designated law enforcement agency or MCIO as determined by the selected reporting option**

MOUs with Anne Arundel Medical Center and Mercy Medical Center have been updated to include all of the above provisions.

1.4 Identify more effective accountability means for permanent party sexual harassment complaints.

Complaints against staff members are taken very seriously and investigated with the same procedures as any other complaint. If the complaint is substantiated, appropriate action is taken.

1.5 Enhance feedback to midshipmen by using XYZ cases that represent a broad range of SAPR case outcomes.

A few XYZ case studies are SAPR-related but the majority of XYZ cases address other areas of the conduct system. In order to keep confidentiality and victim trust in the reporting system, we place strict restrictions on SAPR cases. SAPR cases are only published to the midshipmen and faculty/staff if all involved parties are no longer at

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the Naval Academy and we have permission of the victim to use the case as an XYZ case study. The SHAPE Program inserts case studies throughout the curriculum and culminates in the Capstone Program by putting midshipmen into leadership scenarios that force them to deal with leadership challenges that include responding to incidents of sexual harassment and assault within their divisions.

1.6 Ensure military officers in the chain of command overseeing midshipmen companies provide victims with case status updates.

- **SEE 6.1.6**
- In addition, the Response Office meets with each new Company Officer/SEL to identify events and actions that affect a victim's sense of well being and safety and give them tools and resources to help mitigate or eliminate those barriers to healing.

2. Secretary of Defense Initiatives

2.1 Develop and conduct specific prevention programs and initiatives for cadets and midshipmen at the conclusion of their first academic year.

The SHAPE curriculum and Pre-Cruise SAPR Brief have both been modified to address the identified vulnerabilities of midshipmen at the end of their Plebe year. Reference 1.17 and 2.9.

2.2 Assess your Academy's climates and develop a plan to promote greater reporting of sexual assault by cadets and midshipmen.

See previous answers provided in 4.1, 4.5, 4.6, 4.8, 4.10, 4.11, 4.12, 4.13, 4.15, 5.1, 5.3.

3. Suggested Enhancements

3.1 Consider restoring one full Professional Training Experience credit to Block Zero SHAPE and Guide training.

This enhancement is complete. Midshipmen who participate in SHAPE or GUIDE Block 0 training receive a full PTE credit.

3.2 Continue Victim's Legal Counsel (VLC) and USNA SAPRO coordination and collaboration in order to ensure VLC participation in appropriate training.

The SAPRO Program Manager continues to coordinate a collaborative relationship with the Victim's Legal Counsel. The VLC has been critical in providing expert level information at VA Certification training, GUIDE and SHAPE Block 0 training, and Reform briefs given to all midshipmen each semester. The training increases awareness of this unique legal representation and advocacy.

3.3 Consider administering the climate assessment in the fall (September or October).

A DEOMI Command Climate Survey was conducted in the Fall of 2015 for both the midshipmen and the Faculty/Staff. The Commandant's CMEO is currently working with DEOMI to correct some phrasing problems and clarifying some questions on the survey then planning to administer the next one in October 2016.

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<p>3.4 Streamline the feedback process for climate assessment results.</p> <p>The Commandant's CMEO has asked DEOMI for a faster turnaround of analyzed results so focus groups and feedback can be given in December. Response is pending.</p>
<p>3.5 Consider establishing a redundancy with the current 24-hour SAPR response telephones.</p> <p>Redundancy is achieved by the following:</p> <ul style="list-style-type: none"> · <u>USNA Intranet Link.</u> Links directly to both the DoD Safe Helpline and RAINN National Sexual Assault Hotline. · <u>DoD Safe Helpline App.</u> Midshipmen can access help directly from their mobile devices. A direct link to the app is on the USNA Intranet and on the SAPR wallet card handed out to all midshipmen, Sponsors, and Faculty/Staff. · <u>SARC and Civilian VAs Alternate Lines.</u> All response personnel have duty mobile phones that supplement the 24 hour response line monitored by duty VAs.
<p>3.6 Consider employing USMA's sensing session model to gain feedback from cadets and midshipmen as part of the Academies' assessment efforts.</p> <p>The Superintendent conducts periodic question and answer sessions with Battalion Officers, Company Officers, Senior Enlisted personnel, and the midshipmen. Continual feedback from the Commandant about midshipman issues is a vital part of his weekly battle rhythm.</p>
<p>3.7 Consider ways to cost-effectively examine cadet and midshipman social media "footprints" and promote appropriate online behavior.</p> <p>The impacts of social media on midshipmen and the importance of appropriate online behavior are discussed throughout the SHAPE curriculum. SHAPE training continues to evolve with the lifestyles of midshipmen and uses scenarios involving online social platforms to challenge them to think critically about online behavior. USNA leadership stresses appropriate behavior on social media and investigates all retaliation charges including retaliation occurring on social media. Faculty and Staff leadership at all levels, midshipmen SHAPE peer educators, and GUIDEs regularly participate in social media with the Brigade to encourage positive and accurate communication.</p>
<p>3.8 Athletic department consider engaging in efforts to promote healthy relationships, mutual respect, and appropriate boundaries among teammates, review and adopt a practice appropriate to your academy's culture.</p> <p>All athletes are held to the same standards as the Brigade and go through the same SHAPE curriculum. Other resources include:</p> <ul style="list-style-type: none"> · <u>Officer Representatives.</u> Hand-picked from the USNA staff, they serve on each Varsity, Junior Varsity, and Club team as a mentor, supervisor, and conveyor of core values. · <u>Code of Conduct.</u> All NAAA athletes sign a Student-Athlete Code of Conduct which embodies the intent to represent the Naval Academy and their team with responsibility, integrity, good sportsmanship, and commitment to exercise good ethics and morals.

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- **Escalation Training.** Individual sports teams have conducted *Escalation* workshop with their team to promote peer-to-peer conversation on relationship violence and how to seek support.

4. Open Action Items from Previous Reports

4.1 Develop and execute additional metrics for comprehensive program assessment to include prevention.

USNA SAPR Program is limited in staff and resources but utilizes numerous DoD, national, state, and local resources to help assess efforts to end sexual harassment and sexual assault. Besides the data provided by the DMDC SAGR Survey and Focus Groups and the DEOMI Command Climate surveys, the program relies heavily on anecdotal information and feedback from the midshipmen and instructors to assess effectiveness. One of the program's strategic goals is to disseminate best practices to USNA stakeholders, members of the DoD community, other academic institutions, and others in the prevention of sexual harassment and assault. Currently, we are gathering data on two projects: the 4/C SHAPE survey taken by Plebes during Plebe Summer, and focus groups with 1/C SHAPE peer educators. The goal is to assess the impact of the program on individuals as they progress from I-Day to Commissioning Day. The inability to survey the same (positively identified) group of midshipmen multiple times during their tenure at the Academy (due to anonymity requirements for the survey) limits any conclusive results. However the SHAPE peer educator focus groups help us learn about challenges the educators face in leading peer education sessions, obtain feedback to be used for program improvement, and gather suggestions for ways to improve the educator experience.

Unrestricted Reports

NAVY MSA APY15-16 UNRESTRICTED REPORTS OF SEXUAL ASSAULTS AT THE UNITED STATES IN THE ACADEMY		
<p>A. APY15-16 REPORTS OF SEXUAL ASSAULT (rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy, and attempts to commit these offenses) BY or AGAINST Cadets/Midshipmen/Prep School Students. Note: The data on this page is raw, uninvestigated information about allegations received during APY15-16. These Reports may not be fully investigated by the end of the APY. This data is drawn from Defense Sexual Assault Database (DSAD) based on Service affiliation of the Sexual Assault Response Coordinator (SARC) who currently manages the Victim case.</p>		APY15-16 Totals
# APY15-16 Unrestricted Reports (one Victim per report)		17
# Cadet/Midshipman/Prep School Student Victims		15
# Non-Cadet/Midshipman/Prep School Student Victims in allegations against Cadet/Midshipman/Prep School Student Subject		2
# Relevant Data Not Available		0
# Unrestricted Reports in the following categories		17
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		8
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student		2
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student		3
# Unidentified Subject on Cadet/Midshipman/Prep School Student		2
# Relevant Data Not Available		2
# Unrestricted Reports of sexual assault occurring		17
# On military installation		9
# Off military installation		8
# Unidentified location		0
# Victim in Unrestricted Reports Referred for Investigation		17
# Victims in investigations initiated during APY15-16		16
# Victims with Investigations pending completion at end of 31-MAY-2016		2
# Victims with Completed Investigations at end of 31-MAY-2016		14
# Victims with Investigative Data Forthcoming		0
# Victims where investigation could not be opened by DoD or Civilian Law Enforcement		1
# Victims - Alleged perpetrator not subject to the UCMJ		0
# Victims - Crime was beyond statute of limitations		0
# Victims - Unrestricted Reports for Matters Occurring Prior to Military Service		0
# Victims - Other		1
# All Restricted Reports received in APY15-16 (one Victim per report)		16
# Converted from Restricted Report to Unrestricted Report* (report made this year and converted this year)		8
# Restricted Reports Remaining Restricted at end of APY15-16		8
B. DETAILS OF UNRESTRICTED REPORTS FOR APY15-16		
	APY15-16 Totals	APY15-16 Totals for Cadet/Midshipman/Prep School Student Victim Cases
Length of time between sexual assault and Unrestricted Report	17	15
# Reports made within 3 days of sexual assault	2	2
# Reports made within 4 to 10 days after sexual assault	4	3
# Reports made within 11 to 30 days after sexual assault	1	1
# Reports made within 31 to 365 days after sexual assault	8	7
# Reports made longer than 365 days after sexual assault	2	2
# Relevant Data Not Available	0	0
Time of sexual assault	17	15
# Midnight to 6 am	5	5
# 6 am to 6 pm	2	1
# 6 pm to midnight	7	7
# Unknown	2	1
# Relevant Data Not Available	1	1
Day of sexual assault	17	15
# Sunday	5	5
# Monday	4	3
# Tuesday	2	2
# Wednesday	0	0
# Thursday	1	1
# Friday	1	1
# Saturday	4	3
# Relevant Data Not Available	0	0

APY15-16 UNRESTRICTED REPORTS (UR) OF SEXUAL ASSAULT - CADET/MIDSHIPMAN/PREP SCHOOL STUDENT STATUS BY GENDER											
C. UNRESTRICTED REPORTS OF SEXUAL ASSAULTS BY OR AGAINST CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS (VICTIM AND SUBJECT GENDER)	Male on Female	Male on Male	Female on Male	Female on Female	Unknown on Male	Unknown on Female	Multiple Mixed Gender Assault	Relevant Data Not Available	APY15-16 Totals		
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	8	0	0	0	0	0	0	0	0	8	
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	2	0	0	0	0	0	0	0	0	2	
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	3	0	0	0	0	0	0	0	0	3	
# Unidentified Subject on Cadet/Midshipman/Prep School Student	2	0	0	0	0	0	0	0	0	2	
# Relevant Data Not Available	0	0	0	0	0	0	0	0	2	2	
APY15-16 UNRESTRICTED REPORTS OF SEXUAL ASSAULT BY MATTER INVESTIGATED TYPE (May not reflect what crimes can be charged upon completion of investigation)											
UNRESTRICTED REPORTS MADE IN APY15-16	Penetrating Offenses				Contact Offenses						
D. UNRESTRICTED REPORTS OF SEXUAL ASSAULTS BY OR AGAINST CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS (MOST SERIOUS CRIME ALLEGED, AS CATEGORIZED BY THE MILITARY CRIMINAL INVESTIGATIVE ORGANIZATION)	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	APY15-16 Totals
D1. Cadets/Midshipmen/Prep School Student and Non-Cadets/Midshipmen/Prep School Student Categories for Cases Reported in APY	2	0	9	0	0	3	0	0	2	1	17
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	1	0	5	0	0	1	0	0	1	0	8
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student	0	0	1	0	0	0	0	0	1	0	2
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0	0	2	0	0	1	0	0	0	0	3
# Unidentified Subject on Cadet/Midshipman/Prep School Student	0	0	1	0	0	1	0	0	0	0	2
# Relevant Data Not Available	1	0	0	0	0	0	0	0	0	1	2
D2. # TOTAL Cadets/Midshipmen/Prep School Student Victims Report in Current APY											
TOTAL Cadet/Midshipman/Prep School Student Victims in APY15-16 Reports	2	0	8	0	0	3	0	0	1	1	15
# Cadet/Midshipman/Prep School Student Victims: Female	2	0	8	0	0	3	0	0	1	0	14
# Cadet/Midshipman/Prep School Student Victims: Male	0	0	0	0	0	0	0	0	0	1	1
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
TIME OF INCIDENT BY OFFENSE TYPE FOR UNRESTRICTED REPORTS OF SEXUAL ASSAULT MADE IN APY15-16											
D3. Time of sexual assault	2	0	9	0	0	3	0	0	2	1	17
# Midnight to 6 am	0	0	4	0	0	0	0	0	1	0	5
# 6 am to 6 pm	0	0	0	0	0	1	0	0	1	0	2
# 6 pm to midnight	2	0	2	0	0	2	0	0	0	1	7
# Unknown	0	0	2	0	0	0	0	0	0	0	2
# Relevant Data Not Available	0	0	1	0	0	0	0	0	0	0	1
D4. Day of sexual assault	2	0	9	0	0	3	0	0	2	1	17
# Sunday	1	0	3	0	0	0	0	0	1	0	5
# Monday	0	0	3	0	0	1	0	0	0	0	4
# Tuesday	0	0	1	0	0	1	0	0	0	0	2
# Wednesday	0	0	0	0	0	0	0	0	0	0	0
# Thursday	0	0	0	0	0	1	0	0	0	0	1
# Friday	0	0	0	0	0	0	0	0	0	1	1
# Saturday	1	0	2	0	0	0	0	0	1	0	4
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

E. SUMMARY OF UNRESTRICTED REPORTS WITH INVESTIGATIONS	APY15-16 Totals
E1. Subjects in Unrestricted Reports Made to Your Service with Investigation Initiated During APY15-16	
Note: This data is drawn from DSAID based on Service affiliation of the SARC who currently manages the Victim case associated with the investigation and Subject below.	
# Investigations Initiated during APY15-16	18
# Investigations Completed as of APY15-16 End (group by MCIO #)	13
# Investigations Pending Completion as of APY15-16 End (group by MCIO #)	5
# Subjects in investigations Initiated During APY15-16	19
# Service Member Subjects Investigated by CID	0
# Your Cadet/Midshipman/Prep School Student Subjects Investigated by CID	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by CID	0
# Other Cadet/Midshipman/Prep School Student Subjects Investigated by CID	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by CID	0
# Service Member Subjects Investigated by NCIS	13
# Your Cadet/Midshipman/Prep School Student Subjects Investigated by NCIS	10
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by NCIS	2
# Other Cadet/Midshipman/Prep School Student Subjects Investigated by NCIS	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by NCIS	1
# Service Member Subjects Investigated by AFOSI	0
# Your Cadet/Midshipman/Prep School Student Subjects Investigated by AFOSI	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by AFOSI	0
# Other Cadet/Midshipman/Prep School Student Subjects Investigated by AFOSI	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by AFOSI	0
# Non-Service Member Subjects in Service Investigations	0
Note: Non-Service Member Subjects are drawn from all CID, NCIS and AFOSI investigations involving a Victim supported by your Service.	
# Unidentified Subjects in Service Investigations	4
Note: Unidentified Subjects are drawn from all CID, NCIS and AFOSI investigations involving a Victim supported by your Service.	
# Service Member Subjects Investigated by Civilian or Foreign Law Enforcement	0
Note: Service Member Subjects are drawn from Civilian or Foreign Law Enforcement investigations involving a Victim supported by your Service.	
# Your Cadet/Midshipman/Prep School Student Subjects Investigated by Civilian or Foreign Law Enforcement	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by Civilian or Foreign Law Enforcement	0
# Other Cadet/Midshipman/Prep School Student Subjects Investigated by Civilian or Foreign Law Enforcement	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by Civilian or Foreign Law Enforcement	0
# Non-Service Member Subjects in Civilian or Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Unidentified Subjects in Civilian or Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Subject or Investigation Relevant Data Not Available	2
E2. Service Investigations Completed during APY15-16	
Note: The following data is drawn from DSAID and describes criminal investigations completed during the APY15-16. These investigations may have been initiated during the APY15-16 or any prior APY.	
# Total Investigations completed by Services during APY15-16 (Group by MCIO Case Number)	13
# Of these investigations with more than one Victim	1
# Of these investigations with more than one Subject	1
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in investigations completed during APY15-16 involving a Victim supported by your Service	15
# Service Member Subjects Investigated by CID	0
# Your Cadet/Midshipman/Prep School Student Subjects Investigated by CID	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by CID	0
# Other Cadet/Midshipman/Prep School Student Subjects Investigated by CID	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by CID	0
# Service Member Subjects Investigated by NCIS	12
# Your Cadet/Midshipman/Prep School Student Subjects Investigated by NCIS	10
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by NCIS	1
# Other Cadet/Midshipman/Prep School Student Subjects Investigated by NCIS	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by NCIS	1
# Service Member Subjects Investigated by AFOSI	0
# Your Cadet/Midshipman/Prep School Student Subjects Investigated by AFOSI	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by AFOSI	0
# Other Cadet/Midshipman/Prep School Student Subjects Investigated by AFOSI	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects Investigated by AFOSI	0
# Non-Service Member Subjects in completed Service Investigations involving a Victim supported by your Service	0
# Unidentified Subjects in completed Service Investigations involving a Victim supported by your Service	2
# Subject Relevant Data Not Available	1
# Victims in investigations completed during APY15-16, supported by your Service	14
# Service Member Victims in CID investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in CID investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in CID investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in CID investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in CID investigations	0
# Service Member Victims in NCIS investigations	12
# Your Cadet/Midshipman/Prep School Student Victims in NCIS investigations	12
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in NCIS investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in NCIS investigations	0
# Service Member Victims in AFOSI investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in AFOSI investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in AFOSI investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in AFOSI investigations	0
# Non-Service Member Victims in Service Investigations	2
# Victim Relevant Data Not Available	0

Unrestricted Reports (continued)

E3. Subjects and Victims in Investigations Completed by US Civilian and Foreign Agencies during APY15-16	
Note: This data is entered by your Service SARC for cases supported by your Service.	
# Total Investigations completed by US Civilian and Foreign Law Enforcement during APY15-16 (Group by Civilian Law Enforcement Case Number)	0
# Of these investigations with more than one Victim	0
# Of these investigations with more than one Subject	0
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in reports made to your Service and Investigations completed during APY15-16	0
# Service Member Subjects investigated by Civilian and Foreign Law Enforcement	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by Civilian and Foreign Law Enforcement	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian and Foreign Law Enforcement	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by Civilian and Foreign Law Enforcement	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by Civilian and Foreign Law Enforcement	0
# Non-Service Member Subjects in Civilian and Foreign Law Enforcement Investigations	0
# Unidentified Subjects in Civilian and Foreign Law Enforcement Investigations involving a Victim supported by your Service	0
# Subject Relevant Data Not Available	0
# Victims in investigations completed during APY15-16, supported by your Service	0
# Service Member Victims in Civilian and Foreign Law Enforcement investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in Civilian and Foreign Law Enforcement investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in Civilian and Foreign Law Enforcement investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in Civilian and Foreign Law Enforcement investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in Civilian and Foreign Law Enforcement investigations	0
# Non-Service Member Victims in Civilian and Foreign Law Enforcement Investigations in a case supported by your Service	0
# Victim Relevant Data Not Available	0
E4. Subjects and Victims in Investigations Completed by Military Police/Security Forces/Master At Arms/Marine Corps CID (MPs) during APY15-16 (all organizations regardless of name are abbreviated below as "MPs")	
Note: This data is entered by your Service SARC for cases supported by your Service.	
Note: As of 1 Jan 2013, all sexual assault investigations are referred to MCIO for investigation. This section captures remaining Subjects from investigations opened in prior years by Military Police/Security Forces/Master At Arms/Marine Corps CID.	
# Total Investigations completed by MPs during APY15-16 (Group by MP Case Number)	0
# Of these investigations with more than one Victim	0
# Of these investigations with more than one Subject	0
# Of these investigations with more than one Victim and more than one Subject	0
# Subjects in reports made to your Service and Investigations completed during APY15-16	0
# Service Member Subjects investigated by MPs	0
# Your Cadet/Midshipman/Prep School Student Subjects investigated by MPs	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by MPs	0
# Other Cadet/Midshipman/Prep School Student Subjects investigated by MPs	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Subjects investigated by MPs	0
# Non-Service Member Subjects in MPs	0
# Unidentified Subjects in MPs	0
# Subject Relevant Data Not Available	0
# Victims in reports made to your Service and Investigations completed during APY15-16	0
# Service Member Victims in MP investigations	0
# Your Cadet/Midshipman/Prep School Student Victims in MP investigations	0
# Your Service Member (non-Cadet/Midshipman/Prep School Student) Victims in MP investigations	0
# Other Cadet/Midshipman/Prep School Student Victims in MP investigations	0
# Other Service Member (non-Cadet/Midshipman/Prep School Student) Victims in MP investigations	0
# Non-Service Member Victims in MP Investigations	0
# Victim Relevant Data Not Available	0

F. DEMOGRAPHICS ON VICTIMS IN INVESTIGATIONS COMPLETED IN APY15-16	Victim Data From Investigations Completed during APY15-16										APY15-16 Totals
	Penetrating Offenses				Contact Offenses						
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	
F1. Gender of Victims	1	0	7	0	0	3	0	0	3	0	14
# Male	0	0	0	0	0	0	0	0	0	0	0
# Female	1	0	7	0	0	3	0	0	3	0	14
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F2. Age of Victims	1	0	7	0	0	3	0	0	3	0	14
# 0-15	0	0	0	0	0	0	0	0	0	0	0
# 16-19	1	0	2	0	0	3	0	0	0	0	6
# 20-24	0	0	4	0	0	0	0	0	2	0	6
# 25-34	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	0	0	0	0	0	0	0	0	0
# 50-64	0	0	0	0	0	0	0	0	0	0	0
# 65 and older	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	1	0	0	0	0	0	1	0	2
F3. Victim Type	1	0	7	0	0	3	0	0	3	0	14
# Service Member	1	0	6	0	0	3	0	0	2	0	12
# DoD Civilian	0	0	0	0	0	0	0	0	0	0	0
# DoD Contractor	0	0	0	0	0	0	0	0	0	0	0
# Other US Government Civilian	0	0	0	0	0	0	0	0	0	0	0
# US Civilian (including NG Title 32)	0	0	1	0	0	0	0	0	1	0	2
# Foreign National	0	0	0	0	0	0	0	0	0	0	0
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F4. Grade of Service Member Victims	1	0	6	0	0	3	0	0	2	0	12
# E1-E4	0	0	0	0	0	0	0	0	0	0	0
# E5-E9	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	0	0	0	0	0	0	0	0	0
# O4-O10	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	1	0	6	0	0	3	0	0	2	0	12
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F5. Service of Service Member Victims	1	0	6	0	0	3	0	0	2	0	12
# Army	0	0	6	0	0	0	0	0	0	0	6
# Navy	1	0	6	0	0	3	0	0	2	0	12
# Marines	0	0	0	0	0	0	0	0	0	0	0
# Air Force	0	0	0	0	0	0	0	0	0	0	0
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
F6. Status of Service Member Victims	1	0	6	0	0	3	0	0	2	0	12
# Active Duty	0	0	0	0	0	0	0	0	0	0	0
# Reserve (Activated)	0	0	0	0	0	0	0	0	0	0	0
# National Guard (Activated - Title 10)	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	1	0	6	0	0	3	0	0	2	0	12
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

G. DEMOGRAPHICS ON SUBJECTS IN INVESTIGATIONS COMPLETED IN APY15-16 (Investigation Completed within the reporting period. These investigations may have been opened in current or prior Academic Years)											
Subject Data From Investigations completed during APY15-16											
	Rape (Art. 120)	Aggravated Sexual Assault (Oct07-Jun12)	Sexual Assault (After Jun12) (Art. 120)	Forcible Sodomy (Art. 125)	Aggravated Sexual Contact (Art. 120)	Abusive Sexual Contact (Art.120)	Wrongful Sexual Contact (Oct07-Jun12) (Art. 120)	Indecent Assault (Art. 134) (Pre-FY08)	Attempts to Commit Offenses (Art. 80)	Offense Code Data Not Available	APY15-16 Totals
G1. Gender of Subjects	2	0	7	0	0	2	0	0	4	0	15
# Male	2	0	7	0	0	2	0	0	2	0	13
# Female	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	2	0	2
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G2. Age of Subjects	2	0	7	0	0	2	0	0	4	0	15
# 0-15	0	0	0	0	0	0	0	0	0	0	0
# 16-19	2	0	2	0	0	1	0	0	1	0	6
# 20-24	0	0	4	0	0	1	0	0	1	0	6
# 25-34	0	0	0	0	0	0	0	0	0	0	0
# 35-49	0	0	1	0	0	0	0	0	0	0	1
# 50-64	0	0	0	0	0	0	0	0	0	0	0
# 65 and older	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	2	0	2
G3. Subject Type	2	0	7	0	0	2	0	0	4	0	15
# Service Member	2	0	6	0	0	2	0	0	2	0	12
# Drill Instructors/Drill Sergeants	0	0	0	0	0	0	0	0	0	0	0
# Recruiters	0	0	0	0	0	0	0	0	0	0	0
# DOD Civilian	0	0	0	0	0	0	0	0	0	0	0
# DOD Contractor	0	0	0	0	0	0	0	0	0	0	0
# Other US Government Civilian	0	0	0	0	0	0	0	0	0	0	0
# US Civilian	0	0	0	0	0	0	0	0	0	0	0
# Foreign National	0	0	0	0	0	0	0	0	0	0	0
# Foreign Military	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	1	0	0	0	0	0	2	0	3
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G4. Grade of Service Member Subjects	2	0	6	0	0	2	0	0	2	0	12
# E1-E4	0	0	0	0	0	1	0	0	0	0	1
# E5-E9	0	0	0	0	0	0	0	0	0	0	0
# WO1-WO5	0	0	0	0	0	0	0	0	0	0	0
# O1-O3	0	0	1	0	0	0	0	0	0	0	1
# O4-O10	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	2	0	5	0	0	1	0	0	2	0	10
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G5. Service of Service Member Subjects	2	0	6	0	0	2	0	0	2	0	12
# Army	0	0	0	0	0	0	0	0	0	0	0
# Navy	2	0	5	0	0	2	0	0	2	0	11
# Marines	0	0	1	0	0	0	0	0	0	0	1
# Air Force	0	0	0	0	0	0	0	0	0	0	0
# Coast Guard	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0
G6. Status of Service Member Subjects	2	0	6	0	0	2	0	0	2	0	12
# Active Duty	0	0	1	0	0	1	0	0	0	0	2
# Reserve (Activated)	0	0	0	0	0	0	0	0	0	0	0
# National Guard (Activated - Title 10)	0	0	0	0	0	0	0	0	0	0	0
# Cadet/Midshipman	2	0	5	0	0	1	0	0	2	0	10
# Academy Prep School Student	0	0	0	0	0	0	0	0	0	0	0
# Unknown	0	0	0	0	0	0	0	0	0	0	0
# Relevant Data Not Available	0	0	0	0	0	0	0	0	0	0	0

Unrestricted Reports (continued)

H. FINAL DISPOSITIONS FOR SUBJECTS IN COMPLETED APY15-16 INVESTIGATIONS	APY15-16 Totals	H1. ASSOCIATED VICTIM DATA FOR COMPLETED APY15-16 INVESTIGATIONS	APY15-16 Totals
# Subjects in Unrestricted Reports that could not be investigated by DoD or Civilian Law Enforcement Note: These Subjects are from Unrestricted Reports referred to MCIOs or other law enforcement for investigation during APY15-16, but the agency could not open an investigation based on the reasons below.	1		
# Subjects - Not subject to the UCMJ	0		
# Subjects - Crime was beyond statute of limitations	0		
# Subjects - Matter alleged occurred prior to Victim's Military Service	0		
# Subjects - Other	1		
# Subjects in investigations completed in APY15-16 Note: These are Subjects from Tab1b, Cells B29, B59, B77.	15	# Victims in investigations completed in APY15-16	14
# Cadet/Midshipman/Prep School Student Subjects in investigations opened and completed in APY15-16	9	# Cadet/Midshipman/Prep School Student Victims in investigations opened and completed in APY15-16	10
# Total Subjects with allegations unfounded by a Military Criminal Investigative Organization	1	# Total Victims associated with MCIO unfounded allegations	1
# Cadet/Midshipman/Prep School Student Subjects with allegations unfounded by MCIO	1	# Cadet/Midshipman/Prep School Student Victims involved in MCIO unfounded allegations	1
# Non-Cadet/Midshipman/Prep School Student Subjects (including civilians) with allegations unfounded by MCIO	0	# Non-Cadet/Midshipman/Prep School Student Victims involved in MCIO unfounded allegations	0
# Unidentified Subjects with allegations unfounded by MCIO	0		
# Subjects with Subject data not yet available and with allegations unfounded by MCIO	0	# Victims with Victim data not yet available and involved in MCIO unfounded allegations	0
# Total Subjects Outside DoD Prosecutive Authority	3		
# Unknown Offenders	1	# Cadet/Midshipman/Prep School Student Victims in substantiated Unknown Offender Reports	0
		# Cadet/Midshipman/Prep School Student Victims in remaining Unknown Offender Reports	0
# US Civilians or Foreign National Subjects not subject to the UCMJ	2	# Cadet/Midshipman/Prep School Student Victims in substantiated Civilian/Foreign National Subject Reports	2
		# Cadet/Midshipman/Prep School Student Victims in remaining Civilian/Foreign National Subject Reports	0
# Service Members Prosecuted by a Civilian or Foreign Authority	0	# Cadet/Midshipman/Prep School Student Victims in substantiated reports against a Cadet/Midshipman/Prep School Student who is being Prosecuted by a Civilian or Foreign Authority	0
# Subjects who died or deserted	0	# Cadet/Midshipman/Prep School Student Victims in substantiated reports with a deceased or deserted Subject	0
		# Cadet/Midshipman/Prep School Student Victims in remaining reports with a deceased or deserted Subject	0
# Total Command Action Precluded or Declined for Sexual Assault	6		
# Service Member Subjects where Victim declined to participate in the military justice action	1	# Cadet/Midshipman/Prep School Student Victims who declined to participate in the military justice action	0
# Service Member Subjects whose investigations had insufficient evidence to prosecute	5	# Cadet/Midshipman/Prep School Student Victims in investigations having insufficient evidence to prosecute	3
# Service Member Subjects whose cases involved expired statute of limitations	0	# Cadet/Midshipman/Prep School Student Victims whose cases involved expired statute of limitations	0
# Service Member Subjects with allegations that were unfounded by Command	0	# Cadet/Midshipman/Prep School Student Victims whose allegations were unfounded by Command	0
# Service Member Subjects with Victims who died before completion of military justice action	0	# Cadet/Midshipman/Prep School Student Victims who died before completion of the military justice action	0
# Subjects disposition data not yet available	5	# Cadet/Midshipman/Prep School Student Victims involved in reports with Subject disposition data not yet available	8
# Subjects for whom Command Action was completed as of 31-MAY-2016	0		
# APY15-16 Service Member Subjects where evidence supported Command Action	0	# APY15-16 Cadet/Midshipman/Prep School Student Victims in cases where evidence supported Command Action	0
# Service Member Subjects: Courts-Martial charge preferred	0	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial referrals against Subject	0
# Service Member Subjects: Nonjudicial punishments (Article 15 UCMJ)	0	# Cadet/Midshipman/Prep School Student Victims involved with Nonjudicial punishments (Article 15) against Subject	0
# Service Member Subjects: Administrative discharges	0	# Cadet/Midshipman/Prep School Student Victims involved with Administrative discharges against Subject	0
# Service Member Subjects: Other adverse administrative actions (including Cadet Disciplinary System)	0	# Cadet/Midshipman/Prep School Student Victims involved with Other administrative actions against Subject (including Cadet Disciplinary System)	0
# Service Member Subjects: Courts-Martial charge preferred for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with Courts-Martial referrals for non-sexual assault offenses	0
# Service Member Subjects: Non-judicial punishment for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with Nonjudicial punishment for non-sexual assault offenses	0
# Service Member Subjects: Administrative discharges for non-sexual assault offense	0	# Cadet/Midshipman/Prep School Student Victims involved with administrative discharges for non-SA offense	0
# Service Member Subjects: Other adverse administrative actions for non-sexual assault offense (including Cadet Disciplinary System)	0	# Cadet/Midshipman/Prep School Student Victims involved with Other administrative actions for non-SA offense (including Cadet Disciplinary System)	0
* Restricted Reports that convert to Unrestricted Reports are counted with the total number of Unrestricted Reports.			

Unrestricted Reports (continued)

I. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Sexual Assault Charge). This section reports the outcomes of Courts-Martial for sexual assault crimes completed during APY15-16	APY15-16 Totals
# Total Subjects with Courts-Martial Charge Preferred for a Sexual Assault Charge Pending Court Completion	3
# Subjects whose Courts-Martial action was NOT completed by the end of APY15-16	0
# Subjects whose Courts-Martial was completed by the end of APY15-16	3
# Subjects whose Courts-Martial was dismissed	1
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer	1
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 punishment	0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 acquittal	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment	0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 acquittal	0
# Subjects who resigned or were discharged in lieu of Courts-Martial	0
# Officer Subjects who were allowed to resign in lieu of Courts-Martial	0
# Enlisted Subjects who were discharged in lieu of Courts-Martial	0
# Subjects with Courts-Martial charges proceeding to trial on a sexual assault charge	2
# Subjects Acquitted of Charges	1
# Subjects Convicted of Any Charge at Trial	1
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	1
# Subjects receiving confinement	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving a punitive discharge (Dishonorable, Bad Conduct, or Dismissal)	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects to be processed for administrative discharge or separation subsequent to sexual assault conviction	0
# Subjects receiving UOTHC administrative discharge	0
# Subjects receiving General administrative discharge	0
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Convicted Subjects with a conviction under a UCMJ Article that requires Sex Offender Registration	0
J. NONJUDICIAL PUNISHMENTS IMPOSED (Sexual Assault Charge). This section reports the outcomes of nonjudicial punishments for sexual assault crimes completed during APY15-16	APY15-16 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a Sexual Assault Charge in APY15-16	0
# Subjects whose nonjudicial punishment action was not completed by the end of APY15-16	0
# Subjects whose nonjudicial punishment action was completed by the end of APY15-16	0
# Subjects whose nonjudicial punishment was dismissed	0
# Subjects administered nonjudicial punishment	0
# Subjects with unknown punishment	0
# Subjects with no punishment	0
# Subjects with pending punishment	0
# Subjects with Punishment	0
# Subjects receiving correctional custody	0
# Subjects receiving reductions in rank	0
# Subjects receiving fines or forfeitures	0
# Subjects receiving restriction or some limitation on freedom	0
# Subjects receiving extra duty	0
# Subjects receiving hard labor	0
# Subjects receiving a reprimand	0
# Subjects processed for an administrative discharge or separation subsequent to nonjudicial punishment on a sexual assault charge	0
# Subjects who received NJP followed by UOTHC administrative discharge	0
# Subjects who received NJP followed by General administrative discharge	0
# Subjects who received NJP followed by Honorable administrative discharge	0
# Subjects who received NJP followed by Uncharacterized administrative discharge	0
K. OTHER ACTIONS TAKEN. This section reports other disciplinary action taken for Subjects who were investigated for sexual assault. It combines outcomes for Subjects in these categories listed in Sections D and E above.	APY15-16 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY15-16	0
# Subjects receiving an administrative discharge or other separation for a sexual assault offense	0
# Subjects receiving UOTHC administrative discharge	0
# Subjects receiving General administrative discharge	0
# Subjects receiving Honorable administrative discharge	0
# Subjects receiving Uncharacterized administrative discharge	0
# Subjects whose other adverse administrative action was not completed by the end of APY15-16	0
# Subjects receiving other adverse administrative action for a sexual assault offense	0

L. COURTS-MARTIAL ADJUDICATIONS AND OUTCOMES (Non-sexual assault offense). This section reports the outcomes of Courts-Martial for Subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for Subjects in this category listed in Sections D and E above.		APY15-16 Totals
# Total Subjects with Courts-Martial Charge Preferred for a non-sexual assault offense in APY15-16		0
# Subjects whose Courts-Martial action was NOT completed by the end of APY15-16		0
# Subjects whose Courts-Martial was completed by the end of APY15-16		0
# Subjects whose Courts-Martial was dismissed		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 punishment		0
# Subjects in Charges dismissed subsequent to recommendation by Art. 32 hearing officer followed by Art. 15 acquittal		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 punishment		0
# Subjects in Charges dismissed for any other reason prior to Courts-Martial followed by Art. 15 acquittal		0
# Subjects who resigned or were discharged in lieu of Courts-Martial for a non-sexual assault offense		0
# Officer Subjects and Midshipmen who were officers that were allowed to resign in lieu of Courts-Martial		0
# Enlisted Subjects who were discharged in lieu of Courts-Martial		0
# Subjects with Courts-Martial charges proceeding to trial on a non-sexual assault offense		0
# Subjects Acquitted of Charges		0
# Subjects Convicted of Any Non-Sexual Assault Charge at Trial		0
# Subjects with unknown punishment		0
# Subjects with no punishment		0
# Subjects with pending punishment		0
# Subjects with Punishment		0
# Subjects receiving confinement		0
# Subjects receiving reductions in rank		0
# Subjects receiving fines or forfeitures		0
# Subjects receiving a punitive discharge (Dishonorable, Bad Conduct, or Dismissal)		0
# Subjects receiving restriction or some limitation on freedom		0
# Subjects receiving extra duty		0
# Subjects receiving hard labor		0
# Subjects processed for an administrative discharge or separation subsequent to conviction at trial		0
# Subjects receiving UOTHC administrative discharge		0
# Subjects receiving General administrative discharge		0
# Subjects receiving Honorable administrative discharge		0
# Subjects receiving Uncharacterized administrative discharge		0
M. NONJUDICIAL PUNISHMENTS IMPOSED (Non-Sexual Assault Charge). This section reports the outcomes of nonjudicial punishments for Subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for Subjects in this category listed in Sections D and E above.		APY15-16 Totals
# Total Subjects with Nonjudicial Punishment (Article 15) for a non-sexual assault offense in APY15-16		0
# Subjects whose nonjudicial punishment action was not completed by the end of APY15-16		0
# Subjects whose nonjudicial punishment action was completed by the end of APY15-16		0
# Subjects whose nonjudicial punishment was dismissed		0
# Subjects administered nonjudicial punishment for a non-sexual assault offense		0
# Subjects with unknown punishment		0
# Subjects with no punishment		0
# Subjects with pending punishment		0
# Subjects with Punishment		0
# Subjects receiving correctional custody		0
# Subjects receiving reductions in rank		0
# Subjects receiving fines or forfeitures		0
# Subjects receiving restriction or some limitation on freedom		0
# Subjects receiving extra duty		0
# Subjects receiving hard labor		0
# Subjects receiving a reprimand		0
# Subjects receiving an administrative discharge subsequent to nonjudicial punishment on a non-sexual assault charge		0
# Subjects who received NJP followed by UOTHC administrative discharge		0
# Subjects who received NJP followed by General administrative discharge		0
# Subjects who received NJP followed by Honorable administrative discharge		0
# Subjects who received NJP followed by Uncharacterized administrative discharge		0
N. OTHER ACTIONS TAKEN (Non-sexual assault offense). This section reports other disciplinary action taken for Subjects who were investigated for sexual assault, but upon review of the evidence there was only probable cause for a non-sexual assault offense. It combines outcomes for Subjects in these categories listed in Sections D and E above.		APY15-16 Totals
# Subjects whose administrative discharge or other separation action was not completed by the end of APY15-16		0
# Subjects receiving an administrative discharge or other separation for a non-sexual assault offense		0
# Subjects receiving UOTHC administrative discharge		0
# Subjects receiving General administrative discharge		0
# Subjects receiving Honorable administrative discharge		0
# Subjects receiving Uncharacterized administrative discharge		0
# Subjects whose other adverse administrative action was not completed by the end of APY15-16		0
# Subjects receiving other adverse administrative action for a non-sexual assault offense		0

Restricted Reports

NAVY MSA APY15-16 RESTRICTED REPORTS OF SEXUAL ASSAULT	
A. APY15-16 RESTRICTED REPORTS OF SEXUAL ASSAULT	APY15-16 Totals
# TOTAL Victims initially making Restricted Reports	16
# Cadet/Midshipman/Prep School Student Victims making Restricted Reports	16
# Non-Cadet/Midshipman/Prep School Student Victims making Restricted Report involving a Cadet/Midshipman/Prep School Student Subject	0
# Relevant Data Not Available	0
# Total Victims who reported and converted from Restricted Report to Unrestricted Report in the APY15-16*	8
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16	8
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16	0
# Relevant Data Not Available	0
# Total Victim reports remaining Restricted	8
# Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	8
# Non-Cadet/Midshipman/Prep School Student Victim reports remaining Restricted	0
# Relevant Data Not Available	0
# Remaining Restricted Reports involving Cadet/Midshipman/Prep School Students in the following categories	8
# Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	4
# Non-Cadet/Midshipman/Prep School Student on Cadet/Midshipman/Prep School Student	0
# Cadet/Midshipman/Prep School Student on Non-Cadet/Midshipman/Prep School Student (entitled to a RR by DoD Policy)	0
# Unidentified Subject on Cadet/Midshipman/Prep School Student	0
# Relevant Data Not Available	4
B. INCIDENT DETAILS	APY15-16 Totals
# Reported sexual assaults occurring	8
# On military installation	3
# Off military installation	4
# Unidentified location	0
# Relevant Data Not Available	1
Length of time between sexual assault and Restricted Report	8
# Reports made within 3 days of sexual assault	1
# Reports made within 4 to 10 days after sexual assault	2
# Reports made within 11 to 30 days after sexual assault	1
# Reports made within 31 to 365 days after sexual assault	0
# Reports made longer than 365 days after sexual assault	1
# Relevant Data Not Available	3
Time of sexual assault incident	8
# Midnight to 6 am	0
# 6 am to 6 pm	0
# 6 pm to midnight	2
# Unknown	5
# Relevant Data Not Available	1
Day of sexual assault incident	8
# Sunday	0
# Monday	0
# Tuesday	3
# Wednesday	1
# Thursday	0
# Friday	0
# Saturday	1
# Relevant Data Not Available	3
C. RESTRICTED REPORTING - VICTIM SERVICE AFFILIATION	APY15-16 Totals
# Cadet/Midshipman/Prep School Student Victims	8
# Army Victims	0
# Navy Victims	8
# Marines Victims	0
# Air Force Victims	0
# Coast Guard Victims	0
# Relevant Data Not Available	0

Restricted Reports (continued)

D. DEMOGRAPHICS FOR APY15-16 RESTRICTED REPORTS OF SEXUAL ASSAULT	APY15-16 Totals
Gender of Victims	8
# Male	0
# Female	8
# Relevant Data Not Available	0
Age of Victims at the Time of Incident	8
# 0-15	0
# 16-19	3
# 20-24	5
# 25-34	0
# 35-49	0
# 50-64	0
# 65 and older	0
# Relevant Data Not Available	0
Grade of Service Member Victims	8
# E1-E4	0
# E5-E9	0
# WO1-WO5	0
# O1-O3	0
# O4-O10	0
# Cadet/Midshipman	8
# Academy Prep School Student	0
# Relevant Data Not Available	0
Status of Service Member Victims	8
# Active Duty	0
# Reserve (Activated)	0
# National Guard (Activated - Title 10)	0
# Cadet/Midshipman/Prep School Student	8
# Academy Prep School Student	0
# Relevant Data Not Available	0
Victim Type	8
# Service Member	8
# DoD Civilian	
# DoD Contractor	
# Other US Government Civilian	
# Non-Service Member	0
# Foreign National	
# Foreign Military	
# Relevant Data Not Available	0
E. RESTRICTED REPORTING FOR A SEXUAL ASSAULT THAT OCCURRED PRIOR TO JOINING SERVICE	APY15-16 Totals
# Cadet/Midshipman/Prep School Student Victims making a Restricted Report for Incidents Occurring Prior to Military Service	0
# Cadet/Midshipman/Prep School Student Making A Restricted Report for an Incident that Occurred Prior to Age 18	0
# Cadet/Midshipman/Prep School Student Making a Restricted Report for an Incident that Occurred After Age 18	0
# Cadet/Midshipman/Prep School Student Choosing Not to Specify	0
# Relevant Data Not Available	0
F. RESTRICTED REPORTS CONVERSION DATA (DSAID USE ONLY)	APY15-16 Totals
Mean # of Days Taken to Change to Unrestricted	34.55
Standard Deviation of the Mean For Days Taken to Change to Unrestricted	57.06
Mode # of Days Taken to Change to Unrestricted	1
G. TOTAL VICTIMS WHO REPORTED IN PRIOR YEARS AND CONVERTED FROM RESTRICTED REPORT TO UNRESTRICTED REPORT IN THE APY15-16	APY15-16 Totals
Total Victims who reported in prior years and converted from Restricted Report to Unrestricted Report in the APY15-16	3
# Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16	3
# Non-Cadet/Midshipman/Prep School Student Victims who converted from Restricted Report to Unrestricted Report in APY15-16	0
# Relevant Data Not Available	0
* The Restricted Reports are reports that converted to Unrestricted Reports are counted in the total number of Unrestricted Reports listed in Worksheet 1a, Section A.	

Support Services

NAVY MSA APY15-16 SUPPORT SERVICES FOR VICTIMS OF SEXUAL ASSAULT	
<i>NOTE: Totals of referrals and military protective orders are for all activities during the reporting period, regardless of when the sexual assault report was made.</i>	
A. SUPPORT SERVICE REFERRALS TO CADETS/MIDSHIPMEN/PREP SCHOOL STUDENTS VICTIMS FROM UNRESTRICTED REPORTS:	APY15-16 Totals
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	73
# Medical	10
# Mental Health	13
# Legal	12
# Chaplain/Spiritual Support	12
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	14
# DoD Safe Helpline	11
# Other	1
# CIVILIAN Resources (Referred by DoD)	4
# Medical	1
# Mental Health	0
# Legal	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	3
# Victim Advocate	0
# DoD Safe Helpline	
# Other	0
# Cases where SAFEs were conducted	0
# Cases where SAFE kits or other needed supplies were not available at time of Victim's exam	0
# Military Victims making an Unrestricted Report for an incident that occurred prior to military service	0
B. APY15-16 MILITARY PROTECTIVE ORDERS (MPO) * AND EXPEDITED TRANSFERS - UNRESTRICTED REPORTS	APY15-16 TOTALS
# Military Protective Orders issued during APY15-16	6
# Reported MPO Violations in APY15-16	2
# Reported MPO Violations by Subjects	2
# Reported MPO Violations by Victims of sexual assault	0
# Reported MPO Violations by Both	0
*In accordance with DoD Policy, Military Protective Orders are only issued in Unrestricted Reports. A Restricted Report cannot be made when there is a safety risk for the Victim.	
# Unit/Duty expedited transfer requests by Cadet/Midshipman/Prep School Student Victims of sexual assault	4
# Unit/Duty expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims of sexual assault	0
# Installation expedited transfer requests by Cadet/Midshipman/Prep School Student Victims Denied	0
C. SUPPORT SERVICE REFERRALS FOR MILITARY VICTIMS IN RESTRICTED REPORTS	APY15-16 TOTALS
# Support service referrals for Victims in the following categories	
# MILITARY Resources (Referred by DoD)	29
# Medical	2
# Mental Health	6
# Legal	3
# Chaplain/Spiritual Support	7
# Rape Crisis Center	
# Victim Advocate/Uniformed Victim Advocate	7
# DoD Safe Helpline	4
# Other	0
# CIVILIAN Resources (Referred by DoD)	0
# Medical	0
# Mental Health	0
# Legal	0
# Chaplain/Spiritual Support	0
# Rape Crisis Center	0
# Victim Advocate	0
# DoD Safe Helpline	
# Other	0
# Cases where SAFEs were conducted	0
# Cases where SAFE kits or other needed supplies were not available at time of Victim's exam	0

APFIS-14 Service Member Sexual Assault Synopses Report, NAVY																						
No.	Most Serious Sexual Assault Allegation Subject Is Investigated For	Incident Location	Victim Affiliation	Victim Pay Grade	Victim Gender	Subject Affiliation	Subject Pay Grade	Subject Gender	Subject Investigation For Sex Assault?	Subject Moral Males/ Accession?	Subject Referral Type	Case Disposition	Most Serious Sexual Assault Offense Charged	Most Serious Other Offense Charged	Court/City or Article 15 Outcome	Reason Charges Dismissed at Art 15 Hearing, if applicable	Most Serious Offense Connected	Administrative Discharge Type	Must Register as Sex Offender	Alcohol Use	Case Synopsis Note	
1	Sexual Assault (Art. 120)	UNITED STATES	Marine Corps	US Civilian	Female	Navy	M-3	Male	No	No	02 (January-March)	Courts-Martial Charge Preferred	Sexual Assault (Art. 120)		Convicted		Conduct unbecoming (Art. 132)	None			Both Victim and Subject	Courts-Martial discharge: None. Confinement: No. Forfeiture of Pay and Allowance: No. Fine: No. Restriction: No. Reduction in rank: No. Hard Labor: No. Notes: Victim reported that she was sexually assaulted at an off-base party at a local hotel when Subject penetrated her vagina with his penis without her consent. NCIS investigated and charges were preferred for an Art. 15 hearing. Preliminary Hearing Officer found no probable cause to support the Art. 120 charge. SPC/CA found one charge of violation of Art. 132 (conduct unbecoming) to a Special Court-Martial. Subject pled guilty to the charge and received a punitive letter of reprimand.
2	Sexual Assault (Art. 120)	UNITED STATES	Navy	Cadet/Midshipman	Female	Unknown		Unknown	No	No	03 (April-June)	Offender is Unknown									Unknown	Notes: Victim reported a sexual assault by unknown civilian. Subject NCIS was notified and initiated an investigation. Victim declined to participate in either investigation or provide any other information. Both cases were administratively closed.
3	Sexual Assault (Art. 120)	UNITED STATES	Navy	Cadet/Midshipman	Female	Navy	C-3	Male	No	No	02 (January-March)	Subject is a Civilian or Foreign National									Both Victim and Subject	Notes: Subject allegedly sexually assaulted Victim during summer training. Subject is a foreign national and was attending the US Naval Academy on a 4-year exchange program. Legal review determined subject was outside DoD legal authority due to Subject's nationality. After consultation with SA, the SA IDA was precluded from further action due to lack of jurisdiction.
4	Sexual Assault (Art. 120)	UNITED STATES	Navy	Cadet/Midshipman	Female	Navy	Retired O-2	Male	No	No	03 (April-June)	Subject is a Civilian or Foreign National									Both Victim and Subject	Victim reported that Subject forced Victim and placed his hand inappropriately on her back. Subject was a retired/retired O-2 at the time of the incident. Due to a lack of jurisdiction, case was referred to US Attorney's Office for action. US Attorney's Office declined to prosecute the case.
5	Sexual Assault (Art. 120)	UNITED STATES	Navy	Cadet/Midshipman	Female	Unknown		Male	No	No	02 (January-March)	Subject is a Civilian or Foreign National									Both Victim and Subject	Notes: Victim reported that Subject #1 attempted to force her in the back seat of Subject #2's car. Victim and both Subjects returned to Subject #2's hotel room, where Subject #1 pulled Victim into a bathroom, began removing her clothes, and forced Victim to perform oral sex. Victim reported Subject #2 also forced Victim to perform oral sex and then digitally penetrated her anus. Victim reported Subject #2 also performed oral sex on Victim against her will. Following the Article 15 hearing, the SA IDA dismissed all charges based on Victim's report and the Staff Judge Advocate's recommendations.
6	Sexual Assault (Art. 120)	UNITED STATES	Navy	Cadet/Midshipman	Female	Navy	O-1	Male	No	No	04 (July-September)	Courts-Martial Charge Preferred	Sexual Assault (Art. 120)		Acquitted						Both Victim and Subject	Notes: Victim reported that Subject sexually assaulted Victim in an off-base residence while she was substantially incapacitated. Subject claimed the sexual act was consensual. NCIS investigated the incident and charges were preferred. An Article 15 hearing was held and the case was subsequently referred to a General Court-Martial. Military Judge found Subject not guilty of all specifications listed in the charge of violating Article 120.
7	Sexual Assault (Art. 120)	UNITED STATES	Navy	Cadet/Midshipman	Female	Navy	C-2	Male	No	No	01 (October-December)	Courts-Martial Charge Preferred	Sexual Assault (Art. 120)		Charges dismissed subsequent to recommendation by Art. 15 hearing officer.	Evidence did not support a recommendation for prosecution.					Both Victim and Subject	Notes: Victim reported that Subject sexually assaulted her in the bathroom of DOD Hotel room on base. Victim stated she was significantly impaired by alcohol and would not have consented to sexual intercourse with Subject if she were sober. Subject maintained all sexual activity was consensual. Victim did not report the offense until almost one year later. Subsequent to recommendation by Art. 15 Preliminary Hearing Officer, SA IDA dismissed the charges and closed the case with no further action.

U.S. NAVAL ACADEMY
APY 15-16 SEXUAL HARASSMENT INCIDENTS

A. TOTAL NUMBER OF SEXUAL HARASSMENT COMPLAINTS.
In this section, record the total number of formal and informal complaints in each requested sub-category. The total number of formal and informal complaints should equal the sum of the sub-categories (for example, the total number of formal complaints should equal the sum of substantiated, unsubstantiated, and pending formal complaints).

A1. Formal Complaints	0
# Total Formal Cadet/Midshipman Complaints	0
# Formal substantiated complaints	0
# Formal unsubstantiated complaints	0
# Pending formal complaints	0

A2. Informal Complaints	5
# Total Informal Cadet/Midshipman Complaints referred for Investigation/Inquiry	5
# Informal substantiated complaints referred for investigation/inquiry	5
# Informal unsubstantiated complaints referred for investigation/inquiry	0
# Pending informal complaints referred for investigation/inquiry	0

B. COMPLAINTS INVOLVING THE SAME (REPEAT) OFFENDER.
In this section, record the number of formal and informal complaints in each sub-category involving the same or “repeat” offender(s). The total number of formal and informal complaints should equal the sum of the sub-categories (for example, the total number of formal complaints should equal the sum of substantiated, unsubstantiated, and pending formal complaints).

B1. Formal Complaints	0
# Total Formal Cadet/Midshipman Complaints Involving the Same Offender	0
# Substantiated formal complaints involving the same offender	0
# Unsubstantiated formal complaints involving the same offender	0
# Pending formal complaints involving the same offender	0

B2. Informal Complaints	0
# Total Informal Cadet/Midshipman Complaints Involving the Same Offender	0
# Substantiated informal complaints involving the same offender	0
# Unsubstantiated informal complaints involving the same offender	0
# Pending informal complaints involving the same offender	0

C. DISPOSITION FOR REPEAT OFFENDERS IN SUBSTANTIATED COMPLAINTS.
In this section, record the corrective action(s) taken for repeat offenders in formal and informal substantiated complaints. Use your analysis section to describe unusual circumstances (e.g., more than one offender in a complaint or more than one type of corrective action administered to one offender).

C1. Formal Substantiated Complaints	0
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U.S. NAVAL ACADEMY
APY 15-16 SEXUAL HARASSMENT INCIDENTS

# Repeat offenders in formal substantiated complaints	0
# Repeat offenders pending corrective action as of the end of reporting fiscal year	0
# Corrective actions administered to repeat offenders as of the end of reporting fiscal year	0
# Courts-martial	0
# Non-judicial punishments	0
# Discharges in lieu of court-martial	0
# Cadet Disciplinary System Actions	0
# Discharges in lieu of disciplinary action	0
# Adverse or administrative actions	0
# Other (include comments in the analysis section of your report)	0

C2. Informal Substantiated Complaints	0
# Repeat offenders in informal substantiated complaints	0
# Repeat offenders pending corrective action as of the end of reporting fiscal year	0
# Corrective actions administered to repeat offenders as of the end of reporting fiscal year	0
# Courts-martial	0
# Non-judicial punishments	0
# Discharges in lieu of court-martial	0
# Discharges in lieu of disciplinary action	0
# Cadet Disciplinary System Actions	0
# Adverse or administrative actions	0
# Other (include comments in the analysis section of your report)	0

D. NOTIFICATIONS TO GENERAL COURT MARTIAL CONVENING AUTHORITY (GCMCA).

In this section, record the following: (1) the number of formal and informal complaints that resulted in notification of the GCMCA; (2) the number of formal and informal complaints reported to the GCMCA within 72 hours; and (3) the number of formal and informal complaints reported to the GCMCA beyond 72 hours.

D1. # Total Formal Complaints (Total number from Section A1.)	0
# Formal Cadet/Midshipman Complaints that Resulted in GCMCA Notification	0
# Formal complaints reported to GCMCA within 72 Hours	0
# Formal complaints reported to GCMCA beyond 72 Hours	0

D2. # Informal Complaints (Total number from Section A2.)	0
# Informal Cadet/Midshipman Complaints that Resulted in GCMCA Notification	0
# Informal complaints reported to GCMCA within 72 Hours	0
# Informal complaints reported to GCMCA beyond 72 Hours	0

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E. LENGTH OF TIME BETWEEN WHEN THE INCIDENT OCCURRED AND WHEN THE COMPLAINT WAS REPORTED BY COMPLAINANT.

DoD MEO policy encourages reporting of complaints within 60 days of the incident. In this section, record the following: (1) the total number of formal and informal complaints (2) the number of formal and informal complaints reported within 60 days following the incident; (3) the number of formal and informal complaints reported beyond 60 days of the incident; and (4) the number of formal and informal complaints where the time is unknown between when the incident occurred and when the complainant reported the incident.

E1. Total Complaints	5
# Total of Formal and Informal Cadet/Midshipman Complaints	5

E2. Formal Complaints	0
# Total Formal Cadet/Midshipman Complaints	0
# Formal complaints made less than or equal to 60 days following the incident	0
# Formal complaints made more than 60 days following the incident	0
# Formal complaints where the time is unknown between when the incident occurred and when the complainant reported the incident	0

E3. Informal Complaints	5
# Total Informal Cadet/Midshipman Complaints	5
# Informal complaints made less than or equal to 60 days following the incident	3
# Informal complaints made more than 60 days following the incident	2
# Informal complaints where the time is unknown between when the incident occurred and when the complainant reported the incident	0

F. OCCURRENCE OF SUBSTANTIATED COMPLAINTS.

F1. Formal Substantiated Complaints	0
# Total Number of Cadet/Midshipman Substantiated Complaints	0
# On Duty (i.e., during duty hours)	0
# Off Duty (i.e., during time off)	0
# Unknown/Unreported	0

F2. Informal Substantiated Complaints	5
# Total Number of Cadet/Midshipman Substantiated Complaints	5
# On Duty (i.e., during duty hours)	4

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# Off Duty (i.e., during time off)	1
# Unknown/Unreported	0

G. NATURE OF ALLEGATIONS IN SUBSTANTIATED COMPLAINTS.

In this section, record the number of formal and informal substantiated complaints occurring in the sub-categories of allegations identified below. The numbers in this section may not be additive since one complaint may contain several allegations.

G1. Identify Nature of Allegation(s) in Substantiated Cadet/Midshipman Formal Complaints	
# Substantiated incidents of crude/offensive behavior	0
# Substantiated incidents of unwanted sexual attention	0
# Substantiated incidents of sexual coercion	0

G2. Identify Nature of Allegation(s) in Substantiated Cadet/Midshipman Informal Complaints	
# Substantiated incidents of crude/offensive behavior	5
# Substantiated incidents of unwanted sexual attention	1
# Substantiated incidents of sexual coercion	0

H. FIRST-TIME OFFENDERS AND REPEAT OFFENDERS (TOTAL) IN SUBSTANTIATED COMPLAINTS.

In this section, record the number of all offenders in substantiated complaints; the number of all offenders pending receipt of corrective actions as of the end of the reporting fiscal year; and the number of the types of completed corrective actions as of the end of the reporting fiscal year. Report this information for formal and informal substantiated complaints. Use your analysis section to describe unusual circumstances (e.g., more than one offender in a complaint or more than one type of corrective action administered to one offender).

H1. Formal Substantiated Cadet/Midshipman Complaints	0
# Total offenders in formal substantiated complaints	0
# Total offenders pending corrective action as of the end of reporting fiscal year	0
# Corrective actions administered to all offenders as of the end of reporting fiscal year	0
# Court-martial	0
# Non-judicial punishments	0
# Discharges in lieu of court martial	0
# Discharges in lieu of disciplinary action	0
# Cadet disciplinary system actions	0
# Adverse or administrative actions	0
# Other (include comments in the analysis section of your report)	0

H2. Informal Cadet/Midshipman Complaints	5
# Total offenders in informal substantiated complaints	6

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# Total offenders pending corrective action as of the end of reporting fiscal year	1
# Corrective actions administered to all offenders as of the end of reporting fiscal year	7
# Court-martial	0
# Non-judicial punishments	4
# Discharges in lieu of court-martial	0
# Discharges in lieu of disciplinary action	1
# Cadet disciplinary systems actions	1
# Adverse or administrative actions	1
# Other (include comments in the analysis section of your report)	0

I. OFFENDER CHARACTERISTICS IN SUBSTANTIATED FORMAL COMPLAINTS.

II. Male Offender(s) by Pay Grade and Employment	
# 1st Class (Senior Academy Student)	0
# 2nd Class (Junior Academy Student)	0
# 3rd Class (Sophomore Academy Student)	0
# 4th Class (Freshman Academy Student)	0
# E1-E4	0
# E5-E6	0
# E7-E9	0
# W01-W05	0
# O1-O3	0
# O4-O6	0
# O7-O10	0
# Civilian employee	0
# Contractor	0
# Other	0

I2. Female Offender(s) by Pay Grade and Employment	
# 1st Class (Senior Academy Student)	0
# 2nd Class (Junior Academy Student)	0
# 3rd Class (Sophomore Academy Student)	0
# 4th Class (Freshman Academy Student)	0
# E1-E4	0
# E5-E6	0
# E7-E9	0
# W01-W05	0
# O1-O3	0
# O4-O6	0
# O7-O10	0
# Civilian employee	0
# Contractor	0

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# Other	0

J. OFFENDER CHARACTERISTICS IN SUBSTANTIATED INFORMAL COMPLAINTS.

J1. Male Offender(s) by Pay Grade and Employment

# 1st Class (Senior Academy Student)	0
# 2nd Class (Junior Academy Student)	1
# 3rd Class (Sophomore Academy Student)	1
# 4th Class (Freshman Academy Student)	3
# E1-E4	1
# E5-E6	0
# E7-E9	0
# W01-W05	0
# O1-O3	0
# O4-O6	0
# O7-O10	0
# Civilian employee	0
# Contractor	0
# Other	0

J2. Female Offender(s) by Pay Grade and Employment

# 1st Class (Senior Academy Student)	0
# 2nd Class (Junior Academy Student)	0
# 3rd Class (Sophomore Academy Student)	0
# 4th Class (Freshman Academy Student)	0
# E1-E4	0
# E5-E6	0
# E7-E9	0
# W01-W05	0
# O1-O3	0
# O4-O6	0
# O7-O10	0
# Civilian employee	0
# Contractor	0
# Other	0

K. COMPLAINANT CHARACTERISTICS IN SUBSTANTIATED FORMAL COMPLAINTS.

K1. Female Cadet/Midshipman Complainant(s) by Pay Grade

# 1st Class (Senior Academy Student)	0
# 2nd Class (Junior Academy Student)	0
# 3rd Class (Sophomore Academy Student)	0

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# 4th Class (Freshman Academy Student)	0
K2. Male Cadet/Midshipman Complainant(s) by Pay Grade	
# 1st Class (Senior Academy Student)	0
# 2nd Class (Junior Academy Student)	0
# 3rd Class (Sophomore Academy Student)	0
# 4th Class (Freshman Academy Student)	0

L. COMPLAINANT CHARACTERISTICS IN SUBSTANTIATED INFORMAL	
L1. Female Cadet/Midshipman Complainant(s) by Pay Grade	
# 1st Class (Senior Academy Student)	0
# 2nd Class (Junior Academy Student)	1
# 3rd Class (Sophomore Academy Student)	1
# 4th Class (Freshman Academy Student)	3

L2. Male Cadet/Midshipman Complainant(s) by Pay Grade	
# 1st Class (Senior Academy Student)	0
# 2nd Class (Junior Academy Student)	0
# 3rd Class (Sophomore Academy Student)	0
# 4th Class (Freshman Academy Student)	0

M. RELATIONSHIP OF OFFENDER(S) TO COMPLAINANT(S) IN SUBSTANTIATED FORMAL AND INFORMAL COMPLAINTS.	
In this section, record the number of offenders in substantiated formal and informal complaints described in the sub-categories below. Use the "other" sub-category to capture a relationship not described below. Provide an explanation of the number in the other sub-category in your analysis section.	
M1. Relationship of Offender(s) to the Complainant(s) in Substantiated Formal Complaints	
# Academy Cadet/Midshipman Class Mate	0
# Academy Member in cadet's/midshipman's chain of command	0
# Academy Member of higher rank/grade who is not in cadet/midshipman chain of command	0
# Other military person(s)	0
# Person in the local community	0
# Civilian	0
# Contractor	0
# Same unit or assigned classroom	0
# Other	0
# Same gender	0
# Different gender	0

M2. Relationship of Offender(s) to the Complainant(s) in Substantiated Informal Complaints	
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# Academy Cadet/Midshipman Class Mate	3
# Academy Member in cadet's/midshipman's chain of command	1
# Academy Member of higher rank/grade who is not in cadet/midshipman chain of command	0
# Other military person(s)	1
# Person in the local community	0
# Civilian	0
# Contractor	0
# Same unit or assigned classroom	5
# Other	0
# Same gender	0
# Different gender	5

N. ANALYSIS

This section should be used to help provide a clear understanding of the relationship between the information and data displayed in the template. Examples would be to identify trends, anomalies, or factors bearing on Military Service, National Guard, or DoD policy guidance related to prevention of sexual harassment efforts. The remarks in this section may also include any pertinent information related to data collected regarding service members accused of multiple incidents of sexual harassment and explanations of gaps or missing data in your report resulting from existing Military Service and National Guard policies or procedures.

For the items in this spreadsheet that ask for further explanation, please explain the information as it pertains to "other" (if applicable).

C1. Other corrective actions administered to repeat offenders in formal complaints during the fiscal year.

C2. Other corrective actions administered to repeat offenders in informal complaints during the fiscal year.

H1. Other corrective actions administered to all offenders in formal complaints during the fiscal year.

H2. Other corrective actions administered to all offenders in informal complaints during the fiscal year.

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There were zero formal complaints in FY15. There were 5 informal complaints, with 1 still under investigation. 4 out of 5 informal complaints were female Midshipmen making a complaint about a male Company-mate. One complaint was against an enlisted sailor while the Midshipman was on summer cruise. One of the cases involved 2 offenders who told sexually explicit jokes/comments at the lunch table with several other Midshipmen present; multiple Midshipmen complained to the Company Officer, who counseled the two offenders and gave them extra instruction. One of the offenders was pending administrative hearing for separation when he elected to resign from the Naval Academy. Four out of the five cases occurred on Academy grounds, with 1 occurring on a ship. One complainant cited several incidences by the same individual prior to making a complaint, going back over 24 months. The one case still under investigation as of 31 May 16 was being investigated by NCIS and was completed in July. The complaint was found substantiated and the subjects in the process of being adjudicated through the Midshipmen conduct system.

K. INDIVIDUAL COMPLAINT REPORT INFORMATION												
Complaint Identification Number	Days between incident & formal report	Forwarded to GCMCA	On- or off-duty	Offender Grade	Offender Gender	Complainant Grade	Complainant Gender	Allegation	Relationship	Unit	Disciplinary/Corrective Actions Taken	Other comments
1	1	No	On	E-3	Male	MIDN 3/C	Female	Unwanted touching/attention	Part of Ship's company	LSD 41	MPO, guilty at NJP- 3 days bread/water in the Brig and removed from ship while MIDN was aboard	Incident happened over MIDN summer cruise
2	1	No	On	MIDN 4/C	Male	Multiple	Male/Female	Repeated sexually explicit jokes/comments	Squad members	16th Co	Counseled , given an LOI and required to give Company level sexual harassment training	
3	6	No	On	MIDN 3/C	Male	MIDN 4/C	Female	Went through personal clothing and left a box on condoms on desk	Squad members	7th Co	Found guilty at adjudication and forwarded to Superintendent for hearing. MIDN resigned prior to seeing the Superintendent	
4	20-30	No	Off	MIDN 4/C	Male	MIDN 4/C	Female	Made poster with sexual slurs and posted on the MIDN's door	Companymates	13th Co	Found guilty at Deputy adjudication. Awarded Dignity and Respect Remediation for 4 months and 100 demerits and 60 days of restriction	
5	over 1 yr	No	On	MIDN 3/C	Male	MIDN 3/C	Female	repeatedly made arm motions representing sex noises	Classmates	14th Co	Found guilty of sexual harassment and retained by the Superintendent with remediation, 60 days restriction and 100 demerits	Event occurred almost 2 years previously during summer training, but didn't come to light until the complainant wanted to swap academic classes due to continued discomfort around the accused
** All cases were informal complaints												