



PERSONNEL AND
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE

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WASHINGTON, D.C. 20301-4000

MAY 20 2019

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS

SUBJECT: Actions to Address and Prevent Sexual Assault and Harassment at the Military Service Academies

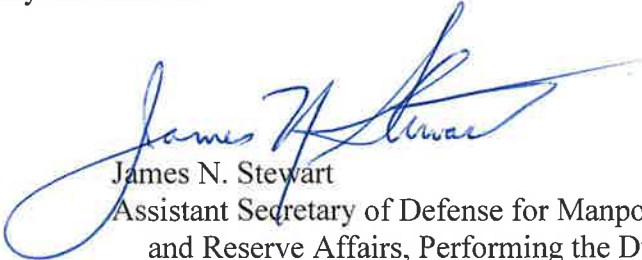
The release of this year's Annual Report on Sexual Harassment and Violence at the Military Service Academies (MSA) for Academic Program Year 2017-2018 and the Fiscal Year 2018 Annual Report on Sexual Assault in the Military remind us that sexual assault and sexual harassment are persistent challenges that do not remit easily – especially in unique academy environments. Effective prevention and response to sexual assault and sexual harassment requires a deliberate and comprehensive approach, focusing on promising practices that may be successful in military environments. We must also revisit policies and critically evaluate efforts regularly to assess indicators of progress.

I join the Acting Secretary of Defense's 'call to action,' as stated in his May 1, 2019 memorandum, "Actions to Address and Prevent Sexual Assault in the Military," and am further providing actions for the MSAs to accomplish. We must remain resolute in our goal to eliminate sexual assault and sexual harassment at the Academies, and to sustain this over time. As such, we must employ approaches that have shown promise, and rely on evidence-based practices. Therefore, each Academy shall:

- **Launch the Catch a Serial Offender (CATCH) Program.** To improve the identification of repeat offenders, the MSAs will ensure all response personnel assigned to the Academies, including Sexual Assault Response Coordinators (SARCs), Sexual Assault Prevention and Response (SAPR) Victim Advocates (VAs), Special Victims' Counsel, Victims' Legal Counsel, and military justice personnel, are trained on the CATCH Program procedures and associated program responsibilities, to include notification of a match. SARCs and SAPR VAs will offer the program to every cadet and midshipman making a restricted report of sexual assault. Academies will provide the number of cadets and midshipmen electing to participate in the CATCH Program in annual reports to the Department. In alignment with your Service approach, provide your Service Academy specific plan of action and milestones for CATCH Program promotion and training of personnel to me, through the DoD Sexual Assault Prevention and Response Office (SAPRO), no later than 120 days after the program is implemented.
- **Enhance Efforts to Select Applicants of the Highest Character.** The MSAs will ensure that the men and women accepted at the MSAs and associated Preparatory Schools are compatible with military core values, and will provide a representative to me, through DoD Accessions Policy Directorate, to participate in the DoD working group, by June 30, 2019.

- **Tailor Efforts to Prepare Cadet and Midshipman Peer Leaders.** To emphasize the responsibilities, senior leadership expectations, and accountability associated with performing peer leader duties, the MSAs will establish and/or enhance preparatory activities for cadets and midshipmen selected to become peer leaders. Such preparation will include the development of the skills necessary to be an effective peer leader, and will be incorporated in the Academies' prevention plans. Submit your plan of action, milestones, metrics, and a description of current and prospective preparatory activities under consideration to me, through DoD SAPRO, no later than December 31, 2019.
- **Support Completion of an Academy Prevention Evaluation Framework.** To improve oversight, assessment, and reporting of Academy efforts to prevent sexual assault, sexual harassment, and related misconduct, the MSAs will support completion of the Department's Academy Prevention Evaluation Framework. Submit a summary of prevention activities to me, through DoD SAPRO, using the template provided by the Department, by May 31, 2019, and submit materials related to this effort as requested by the Department.
- **Employ Experienced Prevention Personnel.** To ensure they have personnel with the requisite skill to develop, implement, and evaluate effective sexual assault and sexual harassment prevention efforts, the MSAs shall aim to hire a dedicated prevention expert to integrate, organize, and incorporate prevention initiatives and best practices into Academy prevention efforts. The prevention expert should have behavioral/social science and/or public health background, with demonstrated experience designing and conducting program evaluations, collecting and interpreting data, and using prevention research to guide actions. Report back to me, through DoD SAPRO, your staffing plan of action and milestones no later than September 30, 2019.

Collectively, we must do everything we can to reduce (with the goal to eliminate) sexual harassment and assault from the military, provide the highest-quality response to Service members, and hold offenders appropriately accountable.



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