



Appendix A: Army Self-Assessment of the United States Military Academy





SECRETARY OF THE ARMY
WASHINGTON

01 FEB 2024

MEMORANDUM FOR Department of Defense Sexual Assault Prevention and Response Office (DoD SAPRO), 4800 Mark Center, Suite 07G21, Alexandria, VA 22311-8000

SUBJECT: United States Military Academy Report for Academic Program Year 2022-2023

1. I approve the submission of the United States Military Academy (USMA) Academic Program Year 2022-2023 (encl).
2. This report is an annual data call of the USMA Sexual Harassment and Assault Response and Prevention (SHARP) program for the Academic Program Year 2022-2023. This report is a requirement to inform the Department of Defense (DoD) in order to prepare their broader report of SHARP programs at the Military Service Academies.

A handwritten signature in black ink, reading "Christine E. Wormuth", is positioned above the printed name.

Christine E. Wormuth



OFFICE OF THE SUPERINTENDENT
UNITED STATES MILITARY ACADEMY
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OCT 31 2023

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MEMORANDUM FOR Department of Defense Sexual Assault Prevention and Response
Office (DoD SAPRO), 4800 Mark Center Drive, Suite 07G21, Alexandria, VA
22311-8000

SUBJECT: United States Military Academy Report for Academic Program Year 2022-
2023

I approve submission of the United States Military Academy's (USMA) Academic
Program Year 2022-2023 for your review and consideration (encl).

A handwritten signature in black ink, appearing to read "Steven W. Gilland", written in a cursive style.

STEVEN W. GILLAND
Lieutenant General, U.S. Army
Superintendent



United States Military Academy

Academic Year 2022-2023 Programmatic Data Call

Executive Summary

During Academic Program Year (APY) 2022-2023, the United States Military Academy (USMA) continued its efforts toward providing world-class Sexual Harassment and Assault Response and Prevention (SHARP) services to victim/survivors of sexual harassment and assault. The United States Military Academy has significant victim advocacy, medical, legal, and leadership response systems including dedicated and engaged leadership at all echelons, 24/7 forensic medical examination capability, full time Special Victim Prosecutor (SVP), full time Special Victim Counsel (SVC), Criminal Investigation Command (CID) special agents with specialized training and experience, Cadet counseling services, significant behavioral health resources, chaplains, and Military Family Life Consultants (MFLC).

In APY 2022-2023, USMA continued its intentional efforts to expand and improve prevention programming to encompass the prevention of all harmful behaviors. The ACT – Addressing Sexual Assault and Sexual Harassment; Creating Healthy Climates; and Tackling Holistic Health – cadet prevention program conducted peer-prevention efforts throughout the year. Additionally, internal evaluation efforts were fortified by external evaluations, specifically the On-Site Installation Evaluation (OSIE), and have provided USMA with several actions that have already been addressed and plans of action for moving forward. USMA is dedicated to continuing its work on improving policy compliance, prevention, and response efforts, and to the cultivation of a true culture of dignity and respect for all members of the West Point community.

Introduction

The United States Military Academy (USMA) has made considerable progress, including making significant policy and program improvements during Academic Program Year (APY) 2022-2023. Strategic level summaries of DoD-identified actions to address, challenges confronted, and progress made are organized within four categories:

- Policies and Practices
- Climate
- MSA Tools and Abilities
- Program Oversight

Policies and Practices

DoD SAPRO Inquiry: Are SAPR and sexual harassment prevention and response policies and practices at the MSAs consistent with current DoD policy and best practice?

1.1 Actions to Address: Identify and empower prevention decision-makers.

In keeping with the FY22 Independent Review Commission (IRC)-driven hiring actions, USMA remains committed to stopping harmful behaviors before they occur. In so doing, leadership at all echelons is fully committed to implementing IRC reforms and prioritizing specialization and professionalization of West Point's prevention workforce. On 10 August 2023, HQDA published EXORD 351-23 – Integrated Prevention Advisory Groups: Phase II Hiring and Implementation Guidance, enabling hiring timeline allowances, HQDA CHRA hiring assistance, and Integrated Prevention Division (IPD) technical assistance. With support from HQDA G9, USMA is now in the process of hiring its Prevention staff. Positions have been announced publicly, and the hiring actions are ongoing.

In April 2023, USMA incorporated the Command Climate Assessment (CCA) into the West Point Comprehensive Integrated Primary Prevention (CIPP) Plan of Action and Milestones (POA&M). The implementation plan for USMA's prevention workforce and leadership requirements is still in development and will be submitted to HQDA with a suspense date of 29 September 2023. This new POA&M will include the integration of a community needs assessment with the CIPP and CCA activities. Additionally, the POA&M will include specified and required training for new prevention staff, prevention decision maker, and leaders. West Point's Commander's Ready and Resilient Council (CR2C) will be integrated as the strategic platform to ensure prevention decision-makers and leaders have the tools needed to support prevention efforts.

1.2. Actions to Address: Incorporate the latest Sexual Assault Prevention and Response (SAPR) policies to align with SAPR-related prevention and training efforts, encourage reporting, and improve victim support.

The United States Military Academy updated both the Sexual Harassment/Assault Response and Prevention (SHARP) Policy which applies to all personnel assigned or attached to the West Point Military Reservation and USMA, including tenant units and the SHARP Standard

Operating Procedures (SOP) to incorporate updates from DoDI 6495.02, Volume 3; DoDI 6495.02, Volume 2; Deputy Secretary of Defense Memorandum "Updates to Department of Defense Policy and Procedures for the Sexual Assault Prevention and Response Program and Adult Sexual Assault Investigations; and the Army's "Safe to Report" policies.

In addition to incorporating updates from the above referenced policies, the SHARP SOP was updated to include USMA's Case Management Group (CMG) – the Sexual Assault Review Board – and Quarterly CMG (QCMG) – the Quarterly Sexual Assault Response Team – instructions. These instructions include that the Co-chair of the CMG will ensure that the DD Form 2910-5 is used to document the meeting activities of the CMG and the Co-chair of the QCMG will ensure that the DD Form 2910-6 is used to document the meeting activities of the QCMG. Additionally, in the section detailing Safety Assessment and the High-Risk Response Team (HRRT) the SHARP SOP was updated to ensure the victims' SARC will "utilize the DD Form 2910-7 to document the high-risk response team meeting notes."

The USMA SHARP Program Office utilizes an internal Sexual Assault Report Rationale Form to anonymously track cases of cadet survivors of sexual assault who report under the Army's "Safe to Report" policy. No personally identifiable information (PII) is collected. In APY 22-23, of the 33 reported cases, 6 cadets cited the "Safe to Report" policy influenced their decision to report.

Regarding USMA's use of the Safety Assessment Tool and Safety Assessment Worksheet, both were already directed to be used in previous versions of the SHARP SOP. To ensure the Safety Assessment is conducted in accordance with policy, the SARC addresses any safety concerns in the Commander's Critical Information Requirements (CCIR) notification for both restricted and unrestricted reports of sexual assault. This is detailed in the SHARP SOP. For unrestricted reports of sexual assault, confirmation that the safety assessment has been completed is also included on each victim's slide during the monthly CMG.

Academy personnel are educated on policy changes in several ways. Prior to a policy going into effect, it is reviewed by all directorates at both the Steering Committee and the Policy Board. This allows for all stakeholders to provide input. Once a policy has been implemented, either newly or revised, it is disseminated to all personnel according to the policy's distribution requirements. For the updated SHARP Policy, the Brigade Tactical Officer (BTO) and all Regimental and Company Tactical Officers were briefed on the policy by the SHARP Program Office. Additionally, all personnel were tasked by the USMA G3 office in the Newly Updated and Signed SHARP Policies TASKORD with ensuring the dissemination and understanding of the policy updates throughout their directorate and reporting back to the SHARP Program Office that this was completed. Updates to the SHARP SOP were discussed within the SHARP Program Office to ensure understanding amongst all SHARP personnel.

1.3. Actions to Address: Implement a "Return to Health" Policy.

Prior to a policy going into effect, it is reviewed by all directorates at both the Steering Committee and the Policy Board. This allows for all stakeholders to provide input. Once a policy has been implemented, either newly or revised, it is disseminated to all personnel according to the policy's distribution requirements. The United States Military Academy's "Return to Health" policy was specifically discussed during the January 2023 Prevention Deep Dive. The January 2023 Prevention Deep Dive was attended by all cadets and focused on help seeking and the resources available, including the "Return to Health" policy. All incoming cadets were briefed on

the “Return to Health” policy during the SHARP briefing they received on their second day at USMA.

The USMA SHARP Program Office utilizes an internal Sexual Assault Report Rationale Form to anonymously track cases of cadet survivors of sexual assault who report as a result of the “Return to Health” policy. No PII is collected. This data should allow USMA to assess the policy’s impact on sexual assault reporting. In APY 22-23, of the 33 reported cases, 3 cadets cited the “Return to Health” policy influenced their decision to report.

The primary intention of the “Return to Health” policy is to allow victims of sexual assault to formally receive accommodations that increase the health and well-being of the victim while supporting them in completing their academic, military, and physical requirements to graduate and commission. To quantitatively evaluate the impact of the “Return to Health” policy on victim health and well-being, USMA plans to compare the number of victims who utilize the “Return to Health” policy and are placed on a Medical Leave of Absence (MLOA) versus those who do not utilize the “Return to Health” policy and are placed on an MLOA. Additionally, the SHARP Program Office plans to coordinate with the Cadet Professional Development (CPD) Office and Behavioral Health (BH) Office to assess victim progress for those that utilize CPD/BH services, doing our best to compare the progress of those who utilize the “Return to Health” policy versus those who do not while maintaining victim privacy and honoring the confidentiality of CPD/BH providers. To assess the “Return to Health” policy’s impact on cadets completing their academy career, the USMA SHARP Program Office plans to compare the number of known victims who do not graduate and who utilized the “Return to Health” policy versus the number of known victims who do not graduate and who did not utilize the “Return to Health” policy.

1.4. Actions to Address: Issue Policy on the Physical Separation of Cadet and Midshipman Survivors of Sexual Assault and Alleged Perpetrators.

To ensure cadet survivors and alleged perpetrators of sexual assault are able to complete their course of study at USMA without taking classes together or being in close, physical proximity during mandatory activities, USMA implemented Command Policy Letter #13. This new “Physical Separation” policy was reviewed by all directorates at both the Steering Committee and the Policy Board prior to being signed. Once signed, Command Policy #13 was distributed to all USMA directorates and staff. Additionally, all personnel were tasked by the USMA G3 office in the Newly Updated and Signed SHARP Policies TASKORD with ensuring the dissemination and understanding of the policy updates throughout their directorate and reporting back to the SHARP Program Office that this was completed.

To ensure all SHARP personnel are educated on this new policy, it was discussed at a USMA SHARP personnel meeting. Additionally, the “Physical Separation” policy was added to the internal Sexual Assault Report Rationale Form to ensure all victims who elect to file an unrestricted report of sexual assault are made aware of the policy and the actions that will be taken due to the policy.

1.5. Retaliation.

All USMA personnel and cadets are educated on what constitutes retaliation during their initial SHARP training and during all subsequent Annual SHARP Refresher Trainings. The United States Military Academy has not received any official reports of retaliation, though it is presented as a concern of victims when they come forward to report sexual assault. During those conversations, victims are reminded that retaliation is unacceptable and that they should

report it if they experience it. All prevention efforts focused on the prevention of sexual assault discuss the importance of treating everyone with dignity and respect and reiterate that retaliation of any kind is unacceptable.

Climate

DoD SAPRO Inquiry: To what extent does the MSA environment reflect a healthy, culturally responsive climate that supports reporting, freedom from retaliation, and support for victims? Are there strategies in place to provide coping skills and other support to cadet/midshipmen victims who choose not to report their sexual assault incident?

2.1. Actions to Address: Broaden the Skills of MSA Leaders to Assess and Act on Climate Factors Impacting their Cadet/Midshipman Units.

In March 2023, the USMA Superintendent selected appointees to support the DoD's Sexual Assault Prevention and Response Training and Education Center of Excellence (SAPRTEC)-led working group. The Superintendent appointed the interim Violence Prevention Program Integrator (VPPI), the Director of the West Point Leadership Center, USCC Tactical Officers, and Senior Enlisted Leaders that oversee the TAC Academy and/or Eisenhower Leader Development Program (ELDP) and Benavidez Leader Development Program (BLDP) courses. USMA shared an overview of TAC officer and NCO leader preparation programs, to include summaries of all the ELDP and BLDP courses, with the working group. The United States Military Academy's SAPRTEC working group members attended all meetings, participating in discussions, and supporting the development of a MSA Leader/Training POA&M to broaden the skills of MSA leaders to assess and act on climate factors impacting their cadet/midshipman units.

Within USMA, two courses from the ELDP and BLDP were identified to be modified to better support TAC integration into CCA and prevention education: LD710 – Quantitative Research Methods: Quantitative studies of human behavior and data investigative research questions of interest and LD740 - Leader(ship) Development: Developing individual leaders and creating cultures of leadership development.

Additionally, USMA will provide TACs with the most recent CCA and DEOCS data for their respective assigned company, to utilize within their data analysis projects for more TAC-relevant/ cadet-related data. USMA will leverage the TAC Academy to provide prevention education and training updates, as needed.

2.2. On-Site Installation Evaluations (OSIEs).

The United States Military Academy's OSIE was conducted 12-18 March 2023. Many of the findings in the 2023 Military Service Academies On-Site Installation Evaluation Report were consistent with ongoing internal assessments concurrently being evaluated through the CR2C and supporting structures within the CR2C.

Many of the cross cutting MSA recommendations are areas where USMA was identified as already having "strength" in that area. In example, related to the immediate recommendations of "Allow cadets and midshipmen the time and privacy required to seek and use mental health care or other helping resources, as appropriate" and "Encourage and promote a range of mental health and non-medical support services available to cadets and midshipmen, such as training,

skill building, or other support services that could be available prior to needing mental health services,” USMA’s highlighted strengths included “Referrals to help for those in need occur on a regular basis” and “Embedded Military and Family Life Counselors (MFLC) are widely viewed as an asset.” The United States Military Academy has MFLCs embedded within every regiment throughout USMC to provide non-clinical counseling and support services to help Cadets work through challenges at the lowest level and mitigate the need for (clinical level) mental health counseling.

Of the remaining cross-cutting MSA recommendations, many are areas where USMA had already identified similar findings from internal assessments and has started implementing actions to address these findings. For example, related to the intermediate recommendation of “Fully integrate prevention, character development, and leadership development efforts within each MSA,” USMA has developed and implemented a 47-month prevention plan concept, directly integrating prevention skills, character education, and leadership development starting with a more concise and deliberate course in the 4th class to provide them with the foundational skill set necessary at their development level. This plan will also support the leadership competencies being met as outlined in DoDI 6400.11.

The OSIE report included one immediate recommendation specific to USMA – “Repair and maintain barracks rooms locks to ensure physical safety.” This was immediately addressed by the Brigade Tactical Officer, in which the status of any remaining broken locks was identified and immediately repaired.

The OSIE included three long term recommendations specific to USMA – “Review and enhance preparation of peer leaders,” “Provide evidence-informed small group training led by subject matter experts on harmful behaviors and prevention,” and “Ensure NCOs are sufficient in number and represent diverse backgrounds will continue to encourage cadet engagement.” To address the first two of these recommendations, USMA has included them in the 47-month prevention plan concept – revising and enhancing the education for peer leaders, specifically the ACT prevention cadets and revising/enhancing small group trainings on harmful behaviors and prevention. To address the third recommendation, the 47-month prevention plan concept will incorporate this need in the long-term implementation plan, with an initial progress report and summary of actions taken completed by 31 January 2024.

MSA Tools and Abilities

DoD SAPRO Inquiry: Do the MSAs have the tools and abilities required to effectively fulfill the requirements in DoD policy? Is SAPRO and/or ODEI technical assistance needed?

3.1. Actions to Address: Communicate the Importance of Military Justice Reform.

In preparation for the implementation of the military justice reforms, personnel from the Office of Special Trial Counsel (OSTC) and the Trial Counsel Assistance Program (TCAP) traveled to West Point to train Office of the Staff Judge Advocate (OSJA) personnel to train others. OSJA personnel have conducted small group trainings and discussions about the military justice reforms with commanders, SHARP, and CID. The Staff Judge Advocate (SJA) and Superintendent are briefing the Corps of Cadets about military justice reforms in a manner similar to the way they briefed the Corps in advance of the release of the SAGR Survey

results in March 2023. Additionally, the OSJA is in the process of preparing a video to educate the Corps of Cadets on the military justice reforms.

3.2. Defense Sexual Assault Incident Database (DSAID).

The SHARP SOP states that all SHARP personnel at USMA are required to document SAPR-Related Inquiry (SRI) entries in DSAID or, if one does not have access to DSAID, relay the information to be entered by a SHARP professional with access within 48-hours of the inquiry. The only barrier that exists to meeting the DSAID entry requirement is if the SHARP professional on-call with the 24/7 local hotline phone does not have access to DSAID and receives an SRI late Friday night or early Saturday morning. In that scenario, the SRI would not be entered until Monday morning by a SHARP professional with access, potentially outside of the 48-hour window.

At USMA, DSAID is utilized as a tool for documenting victim care and advocacy for sexual assault reporters, non-reporters, and those alleging retaliation related to a sexual assault report. This documentation allows for on-going trend analysis which assists in USMA's prevention efforts.

In the recent update to SHARP Policy, a provision was added to more accurately account for the number of victims seeking support from non-SHARP personnel. This provision dictates that "all permanent party individuals employed at or with duty at West Point who are not named as having confidentiality or not named as being a mandatory reporter, are required to report all allegations of sexual assault – any awareness or knowledge of an incident that may be categorized as sexual assault to include anything from a victim's disclosure of sexual assault to a rumor about an incident of sexual assault – to the SHARP Program Office," sharing only the victim's gender and class year. It further states that "the SHARP Program Office will appropriately document the allegation as an SRI in DSAID".

3.3. Training.

Since APY 20-21, USMA SHARP has been following the Comprehensive SHARP Prevention Plan finalized that year. As detailed in the plan, several platforms are used to provide trainings for cadets and USMA faculty and staff which are managed by the SHARP Program Office.

All cadets receive virtual training through the Vector Solutions (formerly EverFi) platform. These trainings are customized by the USMA SHARP Program staff to include local resources and content specific to USMA. The courses offered by Vector Solutions have built-in surveys that assess the effectiveness of the trainings. The SHARP Program Office is able to receive the raw data files from Vector Solutions which are analyzed internally with the support of USMA data analysts. The data received through Vector Solutions provides an insight into the baseline of the Corps of the Cadets, especially as the incoming class takes their training prior to arrival at USMA.

Large-scale, in-person briefings are given to both cadets and staff/faculty. In APY 22-23, two Prevention Deep Dives were briefed to the Corps of Cadets. In the September 2022 SHARP Deep Dive the training was focused on "Empathy, Compassion, Vulnerability and Hope." In the January 2023 Prevention Deep Dive, the training was focused on "Respect and Healing." Each of the 1 over 1000 person Prevention Deep Dives, separated by class, were followed by Officer-led, small group discussions within each company. In the fall, the Tactical Officers received a Fall 2022 Guided Reflection and Discussion Guide to support the officers in leading the

discussion. An After-Action Review (AAR) survey was offered to the cadets following each Deep Dive. These AAR Results were reviewed to inform the January 2023 Prevention Deep Dive. Following each of the January Prevention Deep Dive Briefings, along with the Spring 2023 Guided Reflection and Discussion guide, the Tactical Officers received a supplement of questions specific to each class. The AAR Survey results from Spring 2023 will be used to inform APY 23-24 Prevention Deep Dives.

Prior to Spring Break in March 2023, all staff/faculty and cadets were briefed on the results of the April 2022 SAGR survey. In addition to this Superintendent-led SAGR Brief, in a similar format as the Prevention Deep Dives, the Tactical Officers were provided frequently asked questions about the SAGR Survey and instructed to have company-level smaller group discussions about the larger briefing during a small group discussion.

The United States Military Academy also conducts Bystander Intervention Training annually. This three-hour, in-person training is comprised of two hours of vignettes in which cadets have the opportunity to take on being a bystander within a role-played scenario of harmful behaviors such as treating others with disrespect, followed by one hour of guided reflection. The Corps of Cadets is divided into mixed class and gender groups within each company such that no group is comprised of more than 25 individuals. The vignette section of the training is led by a trained cadet facilitator. The guided reflection is led by a trained staff or faculty member who observes the first two hours of the training to be better able to relate the reflection to what occurred within each room. The vignettes are written by the Theater Arts Guild (TAG) cadets to incorporate scenarios experienced by cadets for cadets. To assess the effectiveness of the training, cadets were asked to take both a pre- and post- survey. With the support of G5, the survey results were analyzed to provide sustains and improves for the APY 23-24 Bystander Intervention Training.

In addition to the above trainings, all cadets, staff, and faculty receive the trainings mandated in DoDI 6495.02, volume 2. This includes the initial SHARP brief within 14 days of arrival given by SHARP professionals, the Annual SHARP Refresher Training as described in the October 2021 Training Support Package which is leader-led, and all new commanders and leaders are briefed within 30 days on their responsibilities related to sexual assault and sexual harassment by a SHARP professional.

3.4. Catch a Serial Offender (CATCH) Program.

All incoming cadets were briefed on the CATCH Program during the SHARP briefing they received on their second day at USMA. The CATCH Program was also discussed in the Annual SHARP training all cadets receive each year. To further publicize the CATCH Program, the CATCH Program logo was printed on water bottles which were distributed to the entire Corps of Cadets. As per regulation, throughout APY 22-23, the CATCH Program was available to any victim of sexual assault who filed a report of sexual assault – restricted or unrestricted – as long as those filing an unrestricted report of sexual assault had not disclosed the name of the subject to CID. CATCH Program eligibility has since expanded to include victims who have not filed a report of sexual assault but who have made a SAPR Related Inquiry with SHARP Personnel. The expanded eligibility was briefed with the Class of 2027 during the SHARP Brief they received on their second day and will be included in the Annual SHARP training throughout APY 23-24.

Program Oversight

4.1 Report Transmission.

All completed MSA reports transmitted to the Secretary of Defense are also transmitted to the Board of Visitors (BOV).

4.2. Discuss other SAPR and sexual harassment prevention and response policies and programs not previously addressed in this data call that your MSA is implementing.

During APY 22-23, USMA had the opportunity to implement the ACT Program that had been conceived of in APY 21-22. Three prevention weeks were observed throughout the year, each focusing on the prevention of a different area of harm with events coordinated and run by the ACT cadets. Teal Ribbon Week was observed from 12 – 17 September 2022, and focused on the prevention of sexual assault and sexual harassment. Holistic Health Week was observed from 7 – 11 November 2022 and focused on the prevention of self-harm. Creating Healthy Climates week was observed from 13 – 18 March 2023 and focused on the prevention of bullying and hazing. In addition to these large-scale events, the ACT cadets were asked to complete an online survey detailing their activities within their company. Based on this self-reported data, throughout APY 22-23 the ACT cadets conducted 502 prevention activities including “Ongoing Initiatives,” “Company Events,” and “Company Trainings.” The ACT cadets also had 226 one-on-one interactions with their peers in their capacity as an ACT cadet. All of the ACT cadets and staff/faculty were offered a Comprehensive Prevention Resource Guide which contains information regarding all harmful behaviors USMA is committed to preventing as well as the available resources to support victims of harm.