



OFFICE OF THE UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

PERSONNEL AND
READINESS

The Honorable Ike Skelton
Chairman
Committee on Armed Services
U. S. House of Representatives
Washington, D.C. 20515-0552

Dear Mr. Chairman:

I am forwarding to you the annual reports on sexual harassment and violence at the three Military Service Academies (MSA) as required by Section 527 of the National Defense Authorization Act for Fiscal Year 2004 (Public Law 108-136).

The reports provide data on reported sexual assaults involving cadets and midshipmen as well as policies, procedures, and processes implemented in response to sexual harassment and violence at the MSAs during Academic Program Year (APY) 2006. The reports also detail each MSA's plan of action to address prevention of and response to sexual harassment and violence during the current APY (See Enclosures 1 - 3).

In spring 2006, the Defense Manpower Data Center (DMDC) conducted a congressionally-mandated survey designed to track the underlying incidence of sexual assault and sexual harassment at the MSAs (See Enclosure 4). This survey introduced a new measurement of sexual assault that will serve as the baseline for future assessments of sexual misconduct, and it also assessed the incidence of stalking at the MSAs for the first time.

Although completing the survey is strictly voluntary, 86 percent of the 6,049 cadets and midshipmen asked to participate agreed to do so, a rate that far exceeds the norm for survey response rates. Their responses highlight the many successes that the MSAs have achieved toward their goal of eliminating sexual misconduct. However, the results also show the need for continued emphasis.

The survey responses underscore each MSA's efforts to provide meaningful sexual assault and harassment training to their student bodies. Almost all cadets and midshipmen attended this training, and the exceptionally high percentage of students who indicated they knew how to prevent, report and respond to sexual misconduct reflects the quality of that instruction.

Experiences of unwanted gender-related behaviors declined for both men and women from 2005 to 2006. Sexist behavior experiences dropped six percent for women and 16 percent for men. Sexual harassment rates declined slightly, and the Academies intend to further reduce incidences of that misbehavior during the current APY.

The survey established a baseline measurement of stalking against which future data can be compared. However, the rates of stalking reported by women at all three MSAs were 38-69% lower than the 13% rate for college women cited in the 1996-1997 National College Women Sexual Victimization study (Fisher, Cullen, & Turner, *Sexual Victimization of College Women, 2000*).

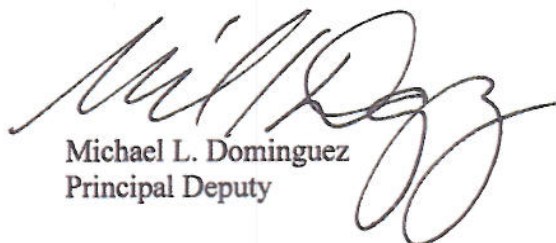
The rate of sexual assaults, based on DMDC's older two-item measure, remained unchanged for women from last year's survey. However, men reported a statistically significant drop in sexual assaults. These results cannot be compared with the new one-item measurement of *unwanted sexual contact* because the latter addresses a broader range of misconduct. Although women at the MSAs reported a rate of *unwanted sexual contact* that is lower than the National College Women Sexual Victimization study found on civilian campuses (9% as compared to 16%), we firmly believe that zero percent is the only acceptable rate of *unwanted sexual contact* at our Academies.

Each MSA's effort to improve their policies and enhance the quality of training reflects their commitment to effecting a cultural change that will reduce and eventually eliminate sexual misconduct. All three Academies employ various formats and media in their training programs, and they use nationally-known speakers and trainers. Students also conduct some of the instruction, and emphasis on small-group training ensures the active participation of cadets and midshipmen.

Eliminating sexual misconduct from the MSAs is a long-term goal, and immediate measures to reduce those behaviors have been fully institutionalized. The APY 2006 survey, focus groups, and commander assessments show that we are making progress. Moreover, most cadets and midshipmen believe their Academies are making headway and expressed confidence that senior leaders, both officer and fellow student, are making honest efforts to combat sexual assault and harassment.

I am sending a similar letter and the three MSA reports to the Chairman and Ranking Member of the Senate Committee on Armed Services.

Sincerely,



Michael L. Dominguez
Principal Deputy

Enclosures:
As stated

cc:
The Honorable Duncan Hunter
Ranking Member



**SECRETARY OF THE ARMY
WASHINGTON**

21-12-2006 P04:19

INFO MEMO

THRU: UNDER SECRETARY OF DEFENSE (PERSONNEL AND READINESS)

FOR: SECRETARY OF DEFENSE

FROM: Frances J. Harvey  **Secretary of the Army**

**SUBJECT: Annual Report (Academy Year (AY) 2006) – Sexual Harassment and
Violence at the United States Military Academy (USMA)**

- The attached annual report of sexual harassment and violence at the USMA for AY06 is forwarded as required by the Public Law 108-136, Section 527, paragraph (c) (2) (TAB A).
- USMA continued to implement their integrated and comprehensive policies, procedures, and programs to achieve the Department of Defense's goal of eliminating this type of behavior.

COORDINATION: None

**Attachment:
As stated**

Prepared by: Mrs. Sullivan, 703-697-2705



OFFICE OF THE SUPERINTENDENT
UNITED STATES MILITARY ACADEMY
WEST POINT, NEW YORK 10996-5000

MASP

Nov 6 2006

MEMORANDUM THRU DEPARTMENT OF THE ARMY, ATTN: DEPUTY CHIEF OF STAFF, G-1, 300 ARMY PENTAGON, WASHINGTON, DC 20310-0300

THRU ACTING ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND RESERVE AFFAIRS), 111 ARMY PENTAGON, WASHINGTON, D.C. 20310-0111

FOR SECRETARY OF THE ARMY, 101 ARMY PENTAGON, WASHINGTON, DC 20310-0101

SUBJECT: Annual Report (Academic Program Year 2005-2006) – Sexual Harassment and Violence at the United States Military Academy (USMA)

1. Reference: Public Law 108-136, Section 527, paragraph (c).
2. General. The National Defense Authorization Act for Fiscal Year 2004 requires the Service Academy Superintendents to submit an annual report through their Military Departments to the Secretary of Defense on sexual harassment/sexual assault involving academy personnel. This memorandum fulfills that requirement.
3. Requirements. Section 527, paragraph (c)(2) details the report requirements. The legislation uses the term “program year,” which we name the Academic Program Year (APY), from 1 June to 31 May, which generally corresponds to the day after graduation, includes the summer training period, to the day of graduation the following year.
4. *The number of sexual assaults by UCMJ offense involving academy personnel that have been reported (separate totals for restricted and unrestricted reports) to academy officials during APY 2006, and the number of unrestricted reports by UCMJ offense that have been substantiated. For the purpose of this report, sexual assault cases include alleged offenses of rape (Article 120, UCMJ), forcible sodomy (Article 125, UCMJ), indecent assault (Article 134, UCMJ; Para 63, Part IV, Manual for Courts-Martial), and an attempt to commit any of these offenses (Article 80, UCMJ).*
 - a. In the period 1 June 2005 to 31 May 2006, USMA had 10 reported unrestricted cases of alleged sexual assault (4 Rape, 5 Indecent Assault, 1 Forcible Sodomy). Of the 10 cases, subject to victim demographics were: cadet-cadet -1; cadet-civilian - 5; soldier-civilian - 3; and civilian-civilian -1. The Criminal Investigative Division (CID) investigated all unrestricted reported cases.
 - b. In the period 1 June 2005 to 31 May 2006, USMA had seven reported restricted cases of alleged sexual assault (3 Rape, 4 Indecent Assault, 0 Sodomy).

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5. *The policies, procedures, and processes implemented by the Secretary of the Army and the leadership of the Academy in response to sexual harassment and sexual assault involving academy personnel during APY 2005-2006.* In APY 2005-2006, the Superintendent continued his efforts to refine the institutional policies and procedures for effective prevention of and response to sexual harassment and sexual assault at USMA. The Superintendent provided guidance regarding sexual harassment and sexual assault at the beginning of APY 2005-2006. During the APY 2005-2006, USMA took the following specific actions:

- a. The Superintendent chaired 12 monthly Sexual Assault Review Board meetings, with representation from USMA, the United States Corps of Cadets (USCC), Keller Army Hospital, and U.S. Army Garrison activities.
- b. Developed an action plan that took the DoD Task Force Report's 44 recommendations and tasked out 108 actions, of which only 29 remained amber at the end of this reporting period (none red, 79 green). Coordinated a visit with BG McClain of the DoD Joint Task Force to share program initiatives.
- c. Revised the USCC SARP and the Sexual Assault Resource Guide for cadets, to include restricted reporting options and procedures. The USMA SARP was drafted and staffed, to be approved in winter 2006.
- d. The Superintendent addressed all staff and faculty and highlighted sexual assault and prevention in the semi-annual Command Information Brief, and at in-processing briefings for all newly assigned personnel.
- e. Confirmed that all first responders (counselors, victim advocates, victim witness liaison, judge advocates, investigators, and sexual assault response coordinators) had adequate annual sexual assault training. Attended DOD Sexual Assault Response Coordinator Training, WPAG SARC-June 2005, and USCC SARC-September 2005.
- f. The Social Development Sub-Committee, under the auspices of The Cadet Leader Development System, developed a Social Maturation Plan that immediately effected change in the cadet activities development area. Initiatives included a new Juice Bar in Arvin Gym, draft revision of the Sponsorship Handbook, Wine Tasting, Ballroom Dance Lessons, expanded cadet trips and class club activities.
- g. The Commandant continued to conduct frequent sensing sessions with both female and male cadets regarding cadet culture and issues relating to sexual harassment and assault at the academy.
- h. Provided regular Board of Visitors updates both in full committee and the Quality of Life Subcommittee.
- i. Used modern survey tools provided by the Defense Manpower Data Center in April 05.

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j. Increased visibility of women warfighters in the Warfighter Lecture Series to include the Veterans Panel, Junior Leader Panel, and the Combat Leader Lecture. Invited prominent women to speak at numerous events (500th Night, and the Flipper Dinner).

k. Conducted the “2006 West Point Women’s Conference” 27-29 April 2006 that honored and celebrated the 30th anniversary of the integration of Women at West Point. Two General Officer women graduates participated as keynote speakers.

l. First Captain Cadet Stephanie Hightower led the Corps with distinction and was selected as a Fulbright Scholar. A distinct position with the Corps of Cadets was designated as the Respect Captain.

m. Increased the number of women selected for Advanced Civil Schooling from 8% to 20%. A woman was selected as the new Department Head for the Department of Law, and a woman Permanent USMA Professor (PUSMA) was selected in the Department of Social Sciences.

n. Established the Alcohol, Social Maturation, and Sexual Assault subcommittees on the Cadet Health Promotion and Wellness Council with direct reporting to the Superintendent.

o. The Superintendent addressed each class before the Army/Navy game on how culture and alcohol affect the incidence of sexual assault and encouraged personal and unit responsibility and reporting.

p. Hired and trained 4 psychotherapists (3 women, 1 man; 3 military, 1 civilian) in The Center for Professional Development (CPD) and established an active outreach program that effectively allowed cadets to utilize their services with minimum negative connotations. The program also established dedicated relationships between the four psychologists and the four regiments.

q. Implemented confidential reporting and conducted briefings to reinforce understanding of the new policies. Trained peers and staff to encourage victims to report to a confidential source as defined by law. Established immunity options and disciplinary punishment sequencing options to ensure a good balance between the need for individual discipline and the need to create an environment that will not deter reporting.

r. Revamped the guest lecturer series for the Professional Military Ethic Education (PME2) Program including follow-up small group discussion of the PME2 lectures with mediation from staff facilitators, making the sessions during academic hours, and incorporating new material obtained from National Sexual Assault Resource Centers.

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- s. Gained more formalized awareness training in our education program through numerous curriculum reviews in various Academic Departments. Curriculum changes focus on mandatory courses for all cadets, with new course objectives that relate to human sexuality, sexual assault, counseling, law, and UCMJ definitions. Numerous classroom scenarios deal with various aspects of sexual harassment, assault or gender prejudice.
- t. Assigned a Colonel to oversee the sexual assault program at the USMA level. A draft Concept Plan is being reviewed to authorize additional SARC positions that are currently filled with Directed Military Overstrength personnel.
- u. Increased the presence of Tactical Officers in Cadet Areas, especially in the evenings and on weekends to help in the area of prevention and on-the-spot corrections.
- v. Initiated an agreement with the civilian community for victim support.
- w. Educated the incoming summer training Task Force (a regular Army infantry unit with combined arms task force support) on harassment and assault issues at the academy.
- x. Continued to place emphasis on the respect and leadership curriculum with over 40 hours of training on values education, sexual harassment, sexual assault, alcohol use, and healthy relationships.
- y. Conducted Spring Break and Army/Navy weekend safety promotional activities to include briefings, pamphlets, emergency contact cards, and a nationally renowned guest speaker (Mark Sterner) lecture that addressed date rape.
- z. Conducted awareness training for cadets prior to departure on summer assignments away from USMA.
- aa. Enhanced barracks security with a policy change that required all cadets to lock their doors each evening from Taps to First Call.
- bb. Continued to conduct events in support of Women's Equality Day and Women's History Month.
- cc. Provided Family Advocacy Program (FAP) training to soldiers assigned to Garrison, battalion and tenant units by the West Point Army Garrison (WPAG) Sexual Assault Response Coordinator (SARC); Sexual Assault Prevention and Response Program (SAPRP) briefed to all newly assigned commanders within 45 days of their assumption of command.
- dd. Briefed all Academic Departments and the Directorate for Intercollegiate Athletics (coaches) on background facts regarding a perceived corrosive culture, reporting procedures, confidentiality, support services, and their role as educators.

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ee. WPAG SARC met with Director of Emergency Services (DES), Provost Marshall Officer (PMO), and Military Police Investigators (MPI) and established a protocol and process for the handling of evidence and property from a restricted report.

ff. WPAG SARC designed a Soldiers Pocket Guide for Sexual Assault Prevention and distributed to all Garrison and tenant unit Soldiers.

gg. Established Victim Advocate services for WPAG Soldiers and other military members in the West Point area, available through FAP SARC.

hh. Assisted the Department of the Army Inspector General (DAIG) during their visit and inspection of USMA's Sexual Assault Prevention and Response Program.

ii. Ran a front page article in the post paper on the Sexual Assault Team personnel and resources available. Each subsequent weekly paper has Sexual Assault contact information. Conducted a poster and flyer campaign by cadets for the Corps living area, and post-wide distribution of handouts for all personnel.

jj. Provided assistance and consultation to the Prep School as they established their program and integrated it into the resources available at Ft. Monmouth.

6. Discuss the results of the APY 2006 survey that the Defense Manpower Data Center (DMDC) conducted. DMDC will release this information in December.

a. The Assistant Director for DMDC, Dr. Anita Lancaster, provided the USMA leadership with preliminary results on 31 August 06. The results were based on a paper and pen type instrument given to 100% of the women and one-quarter of the men in April 2006, with an over 90% response rate. These results are close hold as the final report will not be released until December.

b. The preliminary findings validated our improvements in the educational and training portions of our Sexual Assault Prevention and Response Program, but were underscored by the significant culture and harassment issues still prevalent.

c. Additionally the survey revealed:

i. Cadets are more sensitive to sexual harassment and are more willing to label those behaviors as such, but are still not generally willing to report those incidents.

ii. Experiences of unwanted gender-related behaviors declined slightly, but the percentages are still high (84-87% crude and offensive behavior, 51-55% unwanted sexual attention, and 15-18% sexual coercion).

iii. New unwanted sexual contact (USC) measure concludes that the problem of sexual assault is significant: 10.5% (53 incidents last year).

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iv. 15% of those 53 said they reported the incident in this survey – which equates 8 reports for last year – we had 7 reported (6 restricted and 1 unrestricted).

v. Significant progress in training and education over the past year; 93% reported receiving training; 60% said the training was very or moderately effective.

vi. Of the women who reported, 60% reported multiple offenders for harassment and 16% reported multiple offenders for assault. This behavior warrants a closer look especially at club/team culture where cadet groups may act as one unit.

vii. Levels of reporting are still low; problems with troublemaker labeling and perceptions that reporting takes too much time.

viii. 39% report harassment and 15% report assault prior to entering the academy.

d. This survey provides valid input from which to refine our Sexual Assault and Harassment Program, particularly in reporting, culture and group dynamic behaviors.

7. Describe the plan for the actions that are to be taken in APY 2006-2007 regarding prevention of and response to sexual harassment and violence involving academy personnel.

a. Complete the USMA-level Sexual Assault Prevention and Response Policy. Based on input from the Transition Team and the former Superintendents, I have formed Tiger Teams to make recommendations by mid-December in the areas of Strategic Planning, Moral and Ethical Climate, Cadet Leader Development System, Standards, Military Training, and the Physical Program. I expect those teams to have emerging recommendations that will touch on sexual assault, harassment, gender discrimination and culture issues.

b. Continue academic curriculum reviews.

c. Continue emphasis on diversity of staff and faculty within the Academic Departments, recruiting 20% military women.

d. Increase recruiting of military women who constitute the United States Corps of Cadets (USCC) Staff in various Departments (Department of Military Instruction - 9%, Brigade Tactical Department -12%) to 20%.

e. Complete the Memorandum of Understanding with the Mental Health Association in Orange, Inc. Rape Crisis Service to establish collaborative relationships with civilian authorities for sexual assault victim support.

f. USCC will review Cadet Summer Training requirements for combat-arms coded positions in order to ensure that the leadership, staff, faculty, and cadets model behaviors that reflect and positively convey the value of women in the military.

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g. Tactical (TAC) Officers and Noncommissioned Officers must continue to emphasize spending more time in the cadet areas.

h. To determine future cadet enrollment diversity, USMA has initiated work with G-1, OEMA to conduct analysis to support a decision on the appropriate gender mix at the Academy. Analysis will include operational factors, retention and return on investment, readiness factors, and impacts on the health of branches.

i. Pursue funding for Professor of Character Development position for the Simon Center for Professional Military Ethic (SCPME). SCPME is still seeking to fill this civilian Title X professor position to round out the Academy's character development education, outreach, and research requirements. The Center sees this position as a priority fill requirement and is seeking endowment funding to fill it as soon as possible.

j. Complete "the West Point Experience" Handbook for Staff and Faculty to establish an effective training program for faculty, staff, sponsors, and volunteers who work closely with cadets.

k. Continue to emphasize funding for future renovations of the cadet living areas. These renovations and additional building space will facilitate improved grouping of women's living areas near the latrines.

8. Conclusion. USMA will continue our charge forward by refining our policies and programs to achieve the Department of Defense's goal of eliminating this type of behavior. We have provided a solid program that is a catalyst for change, and will continue assessments and refinements, while taking care of survivors. Education has gone beyond awareness to focus on prevention and promotion of a healthy culture. The Military Academy's goal remains steadfast: to produce Army Strong leaders of character for our nation.

9. The point of contact for this report is the Special Assistant to the Superintendent for Human Relations at (845) 938-5983, DSN 688-5983.



**F.L. HAGENBECK
Lieutenant General, US Army
Superintendent**



DEPARTMENT OF THE NAVY
OFFICE OF THE SECRETARY
1000 NAVY PENTAGON
WASHINGTON, D.C. 20350-1000


NOV 14 2006

MEMORANDUM FOR UNDER SECRETARY OF DEFENSE (PERSONNEL
AND READINESS)

SUBJECT: Academic Program Year 2006 Report on Sexual Harassment and
Violence at the Military Service Academies

The United States Naval Academy report to Congress required by the NDAA 2004, Section 527, is attached for your review. The Academy continues to actively address sexual harassment and assault through education and awareness focused on deterring and preventing sexual misconduct.

My point of contact is Ms. Susan Roberts. She may be reached at 703-693-6352 or by email at susan.b.roberts@navy.mil.


William A. Navas, Jr.
Assistant Secretary of the Navy
(Manpower and Reserve Affairs)

Attachment:
As stated

MEMORANDUM FOR SECRETARY OF DEFENSE

SUBJECT: Academic Year 2006 Report on Sexual Harassment and Violence at the Military Service Academies

Reference: UNSECDEF, Memorandum, September 18, 2006

Per the reference, the Naval Academy is forwarding the 2006 Academic Program Year Report. As specified, for purposes of this report, the APY 2006 Report encompasses the period 1 June 2005- 31 May 2006.

Table 1 lists the number of sexual assaults by UCMJ offense involving midshipmen that have been reported to academy officials during APY 2006, and the number of restricted reports by UCMJ offense that military criminal investigators report as substantiated.

UCMJ Offense	# Restricted Reports	# Unrestricted Reports	# Substantiated Unrestricted Reports
Art. 120, Rape	3	9*	0
Art. 125, Sodomy	0	1**	0
Art. 134, Indecent Assault	0	2	1
Art. 80, Attempts	0	0	0

* 2 of these reports were initially restricted reports

** Initially a restricted report

Table 2 lists the number of sexual assaults by UCMJ offense according to the status of the victim and that of the offender.

UCMJ Offense	# MIDN on MIDN	# MIDN on Non-MIDN	# Non-MIDN on MIDN	# Unidentified on MIDN
Art. 120, Rape	5	3	4	0
Art. 125, Sodomy	0	0	1	0
Art. 134, Indecent Assault	2	0	0	0
Art. 80, Attempts	0	0	0	0

While the Naval Academy has long been active in its efforts to prevent and appropriately respond to sexual harassment and assault, Academic Program Year 2006 has been particularly active. In addition to establishing and enforcing relevant standards, the Academy has taken specific actions associated with:

- Implementation of the policies and protocols of the 14 directive-type memorandums of the Joint Task Force on Sexual Assault Prevention and Response;
- Coordination with Defense Manpower Data Center in development and administration of the Service Academies Sexual Assault Surveys; and

- Review, analysis and comparison of data from annual Quality of Life / Values Surveys as well as other internal assessment tools (e.g., focus groups, exit interviews), have intensified the Naval Academy's focus and efforts on addressing this important and challenging issue.
- Hiring of full-time Sexual Assault Prevention and Intervention Specialist (SAPIS), who works in the Midshipman Development Center as a counselor, and who advises on prevention methods and training.

The Defense Task Force on Sexual Harassment and Violence at the Military Service Academies identified findings and accompanying recommendations within seven key areas: Service Academy Culture, Victims' Rights and Support, Offender Accountability, Data Collection and Case Management Tracking, Training and Education, Prevention, and Coordination between Military and Civilian Communities. The recommended actions for improving effectiveness within those areas range from statutory reform, requiring external assistance, to internal process changes. Through the Naval Academy's enhanced emphasis on training and education – prevention and response awareness (curricular and non-curricular); victim support – immediate and continuous; culture – equity, dignity and respect; and resources – adequate and accessible, we are assured of overall improvement and progress in all related areas. Specific improvement actions and initiatives are in varying degrees of implementation within each key area. Accomplishments from APY 2006 are included in Enclosure (1). Specific plans and initiatives for APY 2007 are included in Enclosure (2).

The discussion of the results of the APY 2006 Service Academies Sexual Assault (SASA) Survey administered by Defense Manpower Data Center (DMDC) is included in enclosure (3).

The challenges of addressing sexual harassment, assault and sexist behavior are recognized and steps are being taken to prevent and deter these unacceptable behaviors. Improving the climate at the Naval Academy to where all people treat each other with dignity and respect is among our highest priorities. The Naval Academy will continue its focus on improving gender relations toward the goal of greater dignity and respect among midshipmen, and eliminating sexual harassment, misconduct and assault.

COORDINATION: None.

Attachments:
As stated

Prepared By: CDR A. Hammond, USNA SARC, 410-293-7200

Enclosures:

- (1) Academic Program Year 2006 Policies, Procedures and Processes Implemented in Response to Sexual Harassment and Assault
- (2) Academic Program Year 2007 Policies, Procedures and Processes Implemented in Response to Sexual Harassment and Assault
- (3) Discussion and results of 2006 DMDC SASA Survey

**Academic Program Year 2006 Policies, Procedures and Processes
Implemented in Response to Sexual Harassment and Assault**

- 1) Brought onboard a Senior Officer (O-5) as Program Manager for overall coordination, management, and supervision of the Academy's Sexual Harassment, Misconduct and Assault Prevention and Response Program. Additionally, USNA has filled the Deputy SARC/Training officer billet.
- 2) Conducted focused Sexual Harassment, Misconduct, and Assault Prevention and Response Awareness Training with over 2,100 members of the Naval Academy's faculty, staff, and support personnel. Sessions included senior military and civilian leadership, full professors, and service workers.
- 3) Administered USNA Annual Quality of Life/Values Survey in Oct 2005 to gain perspective of midshipmen's beliefs and experiences in a variety of areas including sexual harassment, misconduct and assault.
- 4) Conducted SAVI Focus Groups (separate female/mixed gender) designed to get direct feedback from midshipmen on a wide-range of issues, from how safe they feel in Bancroft Hall, to assessment of the climate with respect to gender and the prevalence of sexual harassment, misconduct and assault within the Brigade. The Focus Groups provided an opportunity to gain feedback on the SAVI Program, as well as to determine how well it is being implemented and how effective the educational material is in delivering the right message to midshipmen.
- 5) Continued to conduct Equal Opportunity Exit-briefs with every female midshipmen voluntarily separating from the Academy to ascertain their perception of the environment and whether their decision to leave was in any way related to their treatment as a female or any negative perceptions they may have of the Academy environment and its treatment of female midshipmen.
- 6) Produced wallet-sized quick reference Victim Care and Academy Sexual Harassment and Assault Point of Contact Cards for general distribution to midshipmen and Academy personnel.
- 7) Hosted relevant nationally known guest lecturers and presentations including:
 - "Sex Signals" Presentation - "Sex Signals" is a two-person presentation that explores how social norms, mixed messages, unrealistic fantasies, and false preconceptions of the opposite sex, contribute to misunderstanding and miscommunication often found in dating. Through improvisation and audience interaction, the actors demonstrate how these miscommunications can lead to sexual assault, even between two normally well-intentioned people. The presentation serves to address date rape myths and increase audience awareness in an effort to prevent and deter sexual assault.
 - Katie Koestner – a powerful speaker and sexual assault survivor, who gives insight into the painful consequences of sexual assault from the victim's standpoint. Her willingness

to speak out nationally and publicly helped bring the contemporary debate over date rape into the national spotlight.

- One in Four Presentation - "One in Four" is an all-male group of peer educators that present *The Men's Program* at institutions across the country. The name "One in Four" has a dual meaning. First, it refers to the nation-wide research study indicating that one in four college women report surviving rape or attempted rape since their 14th birthday. Secondly, it references that the peer educators seek to be the *ones who inform* other men how to help women recover from a rape experience. *The Men's Program* teaches men how they can be supportive of sexual assault survivors and empowers men to take a positive role in ending the suffering caused by sexual assault.

- 8) Improved outreach within the local community through active participation in the local Sexual Assault Response Team (SART). Other SART members include representatives from: Maryland Coalition Against Sexual Assault (MCASA); Anne Arundel County Police Department; Annapolis Police Department; State's Attorney's Office; forensic nurse examiners; and community crisis counselors (from Anne Arundel Abuse Counseling Center, Sexual Assault Crisis Center, and the Domestic Violence Crisis Center). The objective of SART is to increase coordination and collaboration between local agencies directly involved in handling sexual assault cases to ensure appropriate treatment of victims and handling of cases.
- 9) Conducted specialized training with SAVI contact/response personnel. This training included a focus on the various reporting resources, i.e., identified multiple reporting paths, those which have confidentiality and the level of confidentiality afforded each.
- 10) Conducted specialized sexual assault first responder training for the Academy's DoD Police and Chaplains. Conducted training for Health Care providers on restricted reporting.
- 11) Superintendent published articles addressing USNA sexual harassment and assault policy in the monthly alumni magazine SHIPMATE.
- 12) Continued to increase the percentage of female midshipmen and female officer and senior enlisted role models. The Class of 2009 admitted 19.3% women (237 total), bringing the Brigade closer to a goal of 20% women overall. Female officers continue to hold key leadership positions including Deputy Superintendent/Chief of Staff, Director of Admissions, Division Director of Math and Science, and two of six Battalion Officers.
- 13) Recognition of Sexual Assault Awareness Month (April) via coordinated training for both Midshipmen and Faculty and Staff.
- 14) Briefed organizations including USNA's Board of Visitors (BOV) and Executive Steering Group regarding sexual harassment, misconduct and assault prevention, response, and case management. The Superintendent also addressed policy and ongoing efforts in briefings, discussions and training sessions with midshipmen, Academy faculty and staff and alumni.
- 15) Hosted Navy SARC conference at USNA in April.

**Academic Program Year 2007 Plan of Actions Regarding
Prevention of and Response to Sexual Harassment and Assault**

- 1) Implement DoD and DON Sexual Assault Prevention and Response (SAPR) Program guidance (DoD Directive, DoD Instruction, DON Instruction).
- 2) Comply with the recommendations of the *Report of the Defense Task Force on Sexual Harassment and Violence at the Military Service Academies* to the fullest possible extent. Specific actions to implement key finding recommendations include:
 - a. Continue to increase percentage of female midshipmen and female officer and senior enlisted role models.
 - b. Increase emphasis on midshipmen responsibility and accountability through focused training, additional review and monitoring of midshipmen behavior and assessment tool data.
 - c. Seek Naval leadership support of a thorough and objective review of current occupational specialty restrictions on females toward the goal of removing exclusions to clearly demonstrate equality of women in accomplishing Navy's mission.
 - d. Review Leadership, Ethics, and Law Curricular to expand and enhance existing sexual harassment and assault course content and instructional methods.
 - e. Continue extracurricular awareness training and availability of expanded sexual assault confidential reporting resources to maximize avenues for reporting and support. Increase awareness of confidential reporting options through focused training.
 - f. Continue active liaison with Navy's SAVI Program Management Office for information sharing, program updates, coordination and support.
 - g. Seek Naval leadership support in pursuing action to close Article 32 Hearings to the public in sexual assault cases.
 - h. Seek Naval leadership support in pursuing Congressional action to revise current sexual misconduct statutes to address the full range of sexual misconduct.
 - i. Update and further improve USNA's overall Sexual Harassment, Misconduct and Assault Prevention and Response Plan. Provide Prevention and Response Plan to the Academy's Executive Steering Group for review.
- 3) Issue revised Naval Academy Sexual Harassment, Misconduct and Assault guidance:
 - a. NAVAL ACADEMY INSTRUCTION 5354.5A, Prevention and Deterrence of Sexual Harassment, Misconduct and Assault
 - b. NAVAL ACADEMY PREPARATORY SCHOOL INSTRUCTION 5354.1, Prevention and Deterrence of Sexual Harassment, Misconduct and Assault
 - c. COMMANDANT OF MIDSHIPMEN INSTRUCTION 5354.1B, Equal Opportunity (EO) Program for the Brigade of Midshipmen

- 4) Promulgate additional Naval Academy Sexual Assault Victim Intervention guidance:
 - a. NAVAL ACADEMY PREPARATORY SCHOOL INSTRUCTION 1752.2, Sexual Assault Victim Intervention (SAVI) Program
- 5) Ensure that all SAVI Program points of contact, i.e., Sexual Assault Response Coordinator (SARC), SAVI Liaisons, Victim Advocates and SAVI GUIDEs, participate in relevant training including revised DON/USNA Victim Advocate Training.
- 6) Continue to heighten faculty, staff and support personnel prevention and response awareness through focused recurrent training and ready access to pertinent information:
 - a. Introduction to USNA's Sexual Harassment, Misconduct and Sexual Assault Prevention and Response (SAPR) Program during Academy Newcomers Indoctrination Training
 - b. Annual SAPR refresher training
 - c. USNA SAVI website with key information and links to relevant DON and DoD sites
- 7) Hire three consultants to review current training on sexual harassment, misconduct and assault prevention. These consultants will analyze current training standards, develop a new curriculum for both peer training and integration into academic coursework, and oversee implementation of this new curriculum.
- 8) Administer annual USNA Quality of Life/Values Survey and assist in administration of DoD Service Academies Sexual Assault Survey. Analyze and compare survey results, take appropriate actions to address concerns and keep oversight bodies apprised.
- 9) Complete transition of Sexual Assault Victim Intervention, Command Managed Equal Opportunity, and Alcohol Awareness education to the classroom curricular.
- 10) Establish an Alcohol Use and Abuse Working Group. Coordinate with other Service Academies to host a Service Academy Conference on Alcohol.
- 11) Coordinate with other Service Academies, their preparatory schools, and select public military schools to host a Sexual Assault Prevention Conference.
- 12) Continue addressing USNA policy, prevention and response efforts and progress related to sexual harassment and assault in varied forums, e. g., Midshipman, Faculty and Staff Superintendent Calls and senior leadership meetings; Board of Visitor, Executive Steering Group, and Alumni Meetings; Media Briefs; and training sessions.
- 13) Conduct periodic focused prevention and response awareness training for midshipmen to include participation of Naval Academy, local and national presenters and facilitators:
 - a. Superintendent's Motivational Awareness Brigade Call
 - b. Brigade-wide/Class/Gender specific training sessions
 - c. Midshipmen Company SAVI Training
- 14) Fully implement Faculty Liaison Program (FLP) to expand the readily available resources that provide awareness information, victim guidance and support. FLP is a subsidiary program of the Naval Academy's SAVI Program in which faculty members volunteer and

are trained to act as contact points for faculty, staff and midshipmen seeking information or assistance relating to sexual assault.

- 15) Initiate new and review/update existing formal Memorandums of Understanding with local support/service agencies.
- 16) Complete revamp of the Naval Academy's intranet SAVI Website to ensure that it is more accessible, i.e., quick-link on home page, and that information is complete, relevant, and user-friendly.
- 17) Continue to conduct SAVI Focus Groups to get direct feedback from midshipmen to assess Academy climate and prevalence of sexual harassment, misconduct and assault within the Brigade. Consider feedback in planning to properly focus efforts.
- 18) Continue to conduct Equal Opportunity Exit-Briefs with female midshipmen voluntarily separating from the Academy to ascertain their perceptions of the command climate and whether their departure is gender related. Use feedback to address concerns.
- 19) Publish articles in SHIPMATE monthly Alumni magazine addressing USNA policy, prevention efforts and response to sexual harassment, misconduct and assault.
- 20) Increase variety of venues for education and training, e.g., Saturday morning training, Friday night/on-line forum discussions.
- 21) Implement use of assessments to evaluate effectiveness of education.
- 22) Refine (clarify and simplify) sexual harassment and assault notification and response processes. Train key responders and distribute quick reference flow-charts of processes associated with each type of report.
- 23) Keep oversight bodies apprised of issues/concerns relating to sexual harassment and assault and of efforts to prevent and address such behaviors, including providing statistics and non-identifying case synopses.
- 24) Develop Performance Qualification Standards for added assurance in training of midshipmen SAVI GUIDEs.
- 25) Improve Victim Advocacy Course to include 10 hours of role-play training and a question and answer session with a panel of local experts, i.e., representatives from the local Sexual Assault Response Team.
- 26) Develop a workshop to train facilitators to debrief the annual "Sex Signals" presentation. Specifically, teach peer leaders how to engage others in dialogue regarding concepts found particularly controversial or meaningful in the presentation. ("Sex Signals" is an improvisational and audience interactive presentation that explores how social norms, mixed messages, and false preconceptions of the opposite sex contribute to misunderstanding and miscommunication which can lead to sexual assault, even between two normally well-intentioned people. The presentation serves to increase awareness in an effort to prevent and deter sexual assault.)
- 27) Screen all potential and re-screen current Victim Advocates using appropriate selection criteria (per SAPR guidance) to assure quality crisis intervention and support.

- 28) Conduct monthly multi-disciplinary Sexual Assault Victim Intervention (SAVI) Coordination Committee Meetings to facilitate program updates, discuss process improvements and ensure system accountability and victim access to services.
- 29) Select SAVI GUIDEs (trained midshipmen volunteers) to presented "**Channeling Peer Loyalty to Preventing Sexual Assault**" at a Safe Society Zone Assault Conference in Tampa, FL which focused on sexual assault in our schools. The conference was established to raise awareness and promote prevention of sexual violence in schools across the country. The Naval Academy presentation "**Channeling Peer Loyalty to Preventing Sexual Assault**" is a presentation that talks to the strong tradition in military education and practice of peers protecting each other and holding each other accountable. Naval Academy midshipmen presentation at the conference will be the same as the one given to the general midshipmen population this year tying this theme into prevention and responding to sexual assault.

Discussion of the Results of the Academic Program Year 2006 Survey

Overall, the data of the Gender Relations 2006 Survey is in sync with the Defense Task Force Report and the Naval Academy's internal Quality of Life/Values Survey. The results of the 2006 Gender Relations Survey show progress in most areas, as has also been indicated in a slow, but steady, improvement in the results of the annual administered (since 1996) internal Quality of Life/Values Survey.

Although pleased that the sexual assault incident rates are very low, one incident is too many.

The sexual harassment incident rate indicated an overall decrease for both female and male midshipmen. The indication of crude/offensive behavior as the most often experienced harassing incident reflects national college trends and the situation among college age students.

The results of the Survey's first measure of sexist behavior, indicating it to be the most prevalent type of unprofessional gender-based behavior, make clear the challenge of successfully addressing Academy culture. Sexist behavior is recognized as a significant factor undermining dignity and mutual respect and contributing to sexual harassment and assault. We have initiatives underway which focus on culture issues in an effort to deter behaviors which contribute to a negative culture. The data indicates a reduction at USNA in sexist behavior by both males and females. Unwanted sexual contact data indicated an increase from USNA female respondents when compared to 2005 responses. (2005 4.4 percent, 2006 5.9 percent)

The composite survey result indicating that alcohol is a factor in the majority of sexual assault incidents is not surprising. The irresponsible use of alcohol continues to be a prime concern in midshipmen misconduct. Teaching responsible alcohol use, addressing consequences, and promoting alternative activities remain a central focus of the Naval Academy's officer development efforts.

As sexual assault is the most under-reported violent crime in the nation, indication of not reporting primarily due to victim's thoughts that they could handle it themselves or fear of negative reaction by others is also not surprising. We encourage reporting and have maximized reporting avenues in belief that accessibility and confidentiality will further encourage victims to come forward for help.

Our awareness prevention training efforts, acknowledged by nearly all midshipmen in the survey, are continually being reviewed, revised, and expanded. The classroom integration of education specifically addressing sexual harassment and assault for all midshipmen, as well as many other training venues, provides assurance of the total midshipmen population being trained in the prevention of and response to both sexual harassment and assault.

The results of how we are doing indicate that we are making progress as the majority of midshipmen believe that sexual assault and harassment have become less of a problem. While we are encouraged by the progress made, we realize we have a way to go. The results of the 2006 Gender Relations Survey provide valuable insight and will be used, along with other assessment tools, to help direct our efforts and focus in addressing the challenges of combating sexist behavior, sexual harassment and assault.



SECRETARY OF THE AIR FORCE
WASHINGTON

DEC 13 2006

MEMORANDUM FOR UNDERSECRETARY OF DEFENSE, PERSONNEL AND
READINESS

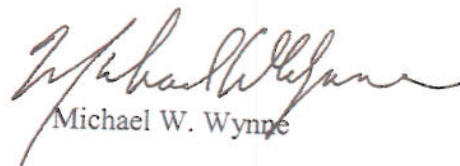
SUBJECT: Academic Program Year 2006 Report on Sexual Harassment and Violence at the
Military Service Academies

Attached is the United States Air Force Academy's (USAFA) annual Report on Sexual Harassment and Violence, as required by the National Defense Authorization Act (NDAA) FY 2004, Sec. 527(c) for Academy Program Years (APY) 2004 - 2008.

The Defense Manpower Data Center (DMDC) is the POC for the "Service Academy 2006 Gender Relations Survey." The change in survey name from the FY 2004 NDAA requirement occurred in conjunction with the 2005 report and reflected the broadened scope of the survey with new measure for "unwanted sexual contact" and "unwanted sexual attention" based on forthcoming implementation of changes to the Uniform Code of Military Justice. Although this year's DMDC survey results are not yet scheduled for public release, they were provided to USAFA in advance and selected DMDC conclusions from the survey are included in this report.

The Air Force Academy continues to aggressively tackle the issue of sexual harassment and violence on their campus. The policies, procedures, processes, and programs they have implemented are showing positive results and are being benchmarked by other organizations across the country.

This report is being forwarded to your office with a courtesy copy to the USAFA Board of Visitors, in accordance with the FY 2004 NDAA.


Michael W. Wynne

Attachment:
As stated

cc:
USAFA Board of Visitors

Report on Sexual Harassment and Violence
United States Air Force Academy (USAFA)
Academy Program Year (APY) 2006

13 October 2006

General: This report is submitted in accordance with Public Law 108-136, Section 527(c) for Academy Program Year (APY) 2006 (1 June 2005 to 31 May 2006). The source for this information is the USAFA Sexual Assault Response Coordinator (SARC) and the Academy Response Team (ART). While the ART responds to all allegations of sexual assault and other sexual offense allegations involving any Academy personnel, this report is divided into two broad categories—allegations with cadet involvement and allegations involving other USAFA military personnel (no cadet involvement). In accordance with the 14 June 2005 DoD policy on reporting sexual assaults, allegations of sexual assault are either restricted or unrestricted reports. With unrestricted reports the victim chooses to notify law enforcement officials and trigger the formal investigation process. With restricted reports the victim chooses not to have the case reported to law enforcement but seeks medical care and counseling and may consider reporting the event to law enforcement. Restricted reports are commonly referred to as confidential reports as these reports are not provided to military or civilian criminal investigators.

The information in this report is presented in three sections: 1) tabular data for Cadet Involvement Only; 2) tabular data for USAFA Military Personnel/Non-Cadet Involvement; and 3) narrative information section. All of the following data are from APY 2006 (1 June 2005 to 31 May 2006). The data are identical to the data presented in the DoD Annual Assessment Report required IAW DoD Directive (DoDD) 1322.22, *Service Academies* para. 6.1. The narrative data in Section 3 is unique to this report and will address the following items as requested by HQ Air Force:

- (A) “The policies, procedures, and processes implemented by the Secretary of the [Air Force] and the leadership of the [Air Force Academy] in response to sexual harassment and sexual assault involving academy personnel during APY 2006. Military Service Academies will comment on specific actions to implement applicable recommendations of advisory committees such as the Defense Task Force on Sexual Harassment and Violence at the Military Service Academies [June 2005] and the Panel to Review Sexual Misconduct Allegations at the U.S. Air Force Academy [Sep 2003, aka The Fowler Commission].”
- (B) “The results of the APY 2006 survey that the Defense Manpower Data Center (DMDC) conducted.”
- (C) “The plan for the actions that are to be taken in APY 2007 (1 June 2006 to 31 May 2007) regarding prevention of and response to sexual harassment and sexual assault involving academy personnel.”

SECTION 1: CADET INVOLVEMENT ONLY

USAF Academy Sexual Assault Summary

Cadet Involvement Only

Academy Program Year (APY) 2006
(1 Jun 2005 – 31 May 2006)

For non-cadet involvement cases, refer to USAFA Military Personnel/Non-Cadet Involvement, Section 2.

1. Data on Sexual Assaults: Table 1 – Type of Reports: Number of sexual assaults by UCMJ offense involving cadets that have been reported to academy officials during APY 2006 and the number of unrestricted reports by UCMJ offense that *military criminal investigators* report as substantiated.

Table 1 – Type of Reports [Cadet Involvement Only]			
UCMJ Offense	# Restricted Report	# Unrestricted Report	# Substantiated Unrestricted Report*
Article 120, Rape	5	3	2
Article 125, Sodomy	0	0	0
Article 134, Indecent Assault	0	2	1
Article 80, Attempts	0	0	0

* Substantiated Unrestricted Reports are a subset of Unrestricted Reports

Table 1, Note 1: Narrative of Reports

- Totals: 10 reports
 - 8 alleged rapes
 - 5 female cadet victims; 3 female non-cadet victims
 - Of the 5 female cadet victims, 3 involved male cadet perpetrators / 2 involved male non-cadet perpetrators
- Restricted: 5: Offense: UCMJ Article 120 (Rape)-5
- Unrestricted: 5
 - UCMJ Article 120 (Rape)-3;
 - UCMJ Article 134 (Indecent Assault)-2
- Gender of Victims: All 10 reports involved separate incidents; each involved female victims and male offenders
- Military Status of Victims and Offenders
 - UCMJ Article 120 (Rape): total 8
 - Cadet Victim / Cadet Offender: 3
 - Cadet Victim / Non-Cadet Offender: 2
 - Non-Cadet Victim/Cadet Offender: 3

- UCMJ Article 134 (Indecent Assault): total 2
 - Cadet Victim / Cadet Offender: 1
 - Cadet Victim/Non-Cadet Offender: 1
 - Non-Cadet Victim/Cadet Offender: 0
- Incident Date of Offense: Of the 10 reports, 2 incidents of UCMJ Article 120 (Rape) occurred prior to the APY 2006 reporting period

Table 1, Note 2: Substantiated Breakout: The term substantiated is defined by Air Force Academy officials as those allegations which have been verified (i.e., excluded as false reports) by *military investigative officials*. Excluded from the definition of substantiated are those allegations in which an investigation is pending, those for which USAFA lacks investigative jurisdiction, those in which the victim has declined to participate in an investigation and those in which it has been determined that the allegation does not meet the definition of sexual assault.

Total Unrestricted Cases:	5
# Substantiated	3
# Under Investigation	0
# Non-USAFA Jurisdiction	2
# Victim Declined Investigation	0
# Doesn't meet definition of sexual assault	0
# False Reports	0

Table 1, Note 3: Outcome of Substantiated Cases

Action	Number of Cases Applicable
Pending General Court Martial	1
Pending UCMJ Article 32 Investigation	1
Pending Command Action	0
General Court Martial	0
UCMJ Article 32 Investigation	0
UCMJ Article 15, Non-Judicial Punishment	0
Command Action - LOR/LOC/LOA	0
Command Action - Other	0
No Action Taken	1

Table 1, Note 4: Substantiation Narrative: Three of five unrestricted cases were substantiated

- Two of the five unrestricted allegations were unable to be substantiated by *military criminal investigators* because the subject is a civilian and the case falls outside USAFA jurisdiction.
- Of the two substantiated UCMJ Article 120 (Rape) allegations, one is pending a general court-martial scheduled for October 2006 and the other is pending an UCMJ Article 32 Investigation, also scheduled for October 2006.

- With the substantiated UCMJ Article 134 (Indecent Assault) allegation, no action was taken because the victim elected not to participate in legal proceedings and there is insufficient evidence to proceed without the victim’s testimony.

[NOTE: As of 30 Oct 06, the substantiated UCMJ Article 120 (Rape) allegation that was pending General Courts Martial was completed and the accused found not guilty. The substantiated UCMJ Article 120 (Rape) allegation that was pending Article 32 proceedings has also reached conclusion—the victim elected not to participate in legal proceedings and there is insufficient evidence to proceed with the Article 32 without the victim’s testimony.]

2. Data on Sexual Assaults: Table 2 – Status of Victim and Offender: Number of sexual assaults by UCMJ offense according to the status of the victim and that of the offender. This data includes restricted and unrestricted reports.

Table 2 – Status of Victim and Offender [Cadet Involvement Only]				
UCMJ Offense	# Cadet on Cadet	# Cadet on non-Cadet	# non-Cadet on Cadet	# unidentified offender on Cadet
Article 120, Rape	3	3	2	0
Article 125, Sodomy	0	0	0	0
Article 134, Indecent Assault	1	0	1	0
Article 80, Attempts	0	0	0	0

Table 2: Narrative of Reports

- There were a total of 10 reports of sexual assault involving cadets in APY 2006. Five cases were restricted; five, unrestricted.
- Restricted Cases: 5 cases
 - All five involved an allegation of UCMJ Article 120 (Rape).
 - Three involved cadet subjects with cadet victims, and two involved non-cadet subjects with cadet victims.
- Unrestricted Cases: 5 cases
 - Three involved allegations of UCMJ Article 120 (Rape) and two involved allegations of UCMJ Article 134 (Indecent Assault).
 - In the three UCMJ Article 120 (Rape) allegations, the subject was a cadet and the victim was a non-cadet.
 - In the two UCMJ Article 134 (Indecent Assault) allegations, one involved a cadet subject with a cadet victim and one involved a non-cadet subject with a cadet victim.

SECTION 2: USAFA MILITARY PERSONNEL/NON-CADET INVOLVEMENT

USAF Academy Sexual Assault Summary

USAFA Military Personnel/Non-Cadet Involvement

Academy Program Year (APY) 2006
(1 Jun 2005 – 31 May 2006)

For cases involving cadets, refer to Cadet Involvement, Section 1.

3. Data on Sexual Assaults: Table 3 – Type of Reports: Number of sexual assaults by UCMJ offense involving USAFA military personnel, excluding cases with cadet involvement, that have been reported to academy officials during APY 2006 and the number of unrestricted reports by UCMJ offense that *military criminal investigators* report as substantiated.

Table 3 – Type of Reports [Non-Cadet Involvement]			
UCMJ Offense	# Restricted Report	# Unrestricted Report	# Substantiated Unrestricted Report
Article 120, Rape	1	2	1
Article 125, Sodomy	0	0	0
Article 134, Indecent Assault	0	1	1
Article 80, Attempts	0	0	0

Table 3, Note 1: Narrative of Reports

- Totals: 4 reports
 - Restricted: 1: UCMJ Article 120 (Rape)-1
 - Unrestricted: 3
 - UCMJ Article 120 (Rape)-2;
 - UCMJ Article 134 (Indecent Assault)-1
- Gender of Victims: The UCMJ Article 134 (Indecent Assault) offense involved a male victim with multiple male offenders. All others involved female victims with male offenders
- Military Status of Victims and Offenders
 - UCMJ Article 120 (Rape): total 3
 - AD Victim / AD Offender: 2
 - AD Victim / Non-AD Offender: 0
 - Non-AD Victim / AD Offender: 1
 - UCMJ Article 134 (Indecent Assault): total 1
 - AD Victim / AD Offender: 1
 - AD Victim / Non-AD Offender: 0

- Non-AD Victim/AD Offender: 0
- Incident Date of Offense: Of the 4 reports, all incidents occurred during the reporting period

Table 3, Note 2: Substantiated Breakout: The term substantiated is defined by Air Force Academy officials as those allegations which have been verified (i.e., excluded as false reports) by military investigative officials. Excluded from the definition of substantiated are those allegations in which an investigation is pending, those for which USAFA lacks investigative jurisdiction, those in which the victim has declined to participate in an investigation and those in which it has been determined that the allegation does not meet the definition of sexual assault.

Total Unrestricted Cases:	3
# Substantiated	2
# Under Investigation	0
# Non-USAFA Jurisdiction	0
# Victim Declined Investigation	1
# Doesn't meet definition of sexual assault	0
# False Reports	0

Table 3, Note 3: Outcome of Substantiated Cases

Action	Number of Cases Applicable
Pending General Court Martial	1
Pending UCMJ Article 32 Investigation	0
Pending Command Action	0
General Court Martial	0
UCMJ Article 32 Investigation	0
UCMJ Article 15, Non-Judicial Punishment	1
Command Action - LOR/LOC/LOA	0
Command Action - Other	0
No Action Taken	0

Table 3, Note 4: Substantiation Narrative: Two of three unrestricted cases were substantiated

- One of the three unrestricted allegations was unable to be substantiated by *military criminal investigators* because the victim, a civilian, declined to cooperate with investigators. No action was taken.
- Of the two substantiated allegations, the allegation of UCMJ Article 120 (Rape) is pending a general court-martial scheduled for December 2006. The allegation of UCMJ Article 134 (Indecent Assault) involved multiple subjects and resulted in UCMJ Article 15 punishment as well as a Letter of Reprimand (LOR) for the involved subjects. Only the highest punishment received was recorded in the chart above.

4. Data on Sexual Assaults: Table 4 – Status of Victim and Offender: Number of sexual assaults by UCMJ offense according to the status of the victim and that of the offender. This number includes restricted and unrestricted reports.

Table 4 – Status of Victim and Offender [Non-Cadet Involvement]					
UCMJ Offense	# Active Duty USAFA on Active Duty USAFA	# Active Duty USAFA on Active Duty Non-USAFA	# Active Duty Non-USAFA on Active Duty USAFA	# Active Duty USAFA on Non-Affiliated	# Non-Affiliated/Unknown on Active Duty USAFA
Article 120, Rape	1	0	1	1	0
Article 125, Sodomy	0	0	0	0	0
Article 134, Indecent Assault	1	0	0	0	0
Article 80, Attempts	0	0	0	0	0

Table 4. Note: Narrative of Reports

- There were a total of 4 reports of sexual assault involving USAFA military personnel, excluding cadets, in APY 2006.
 - One case was restricted and three cases were unrestricted.
 - Of the unrestricted cases, one was originally restricted and converted to unrestricted.
- Restricted Cases: total of 1 case
 - Involves an allegation of UCMJ Article 120 (Rape)
 - The subject is active duty non-USAFA and the victim is active duty USAFA.
- Unrestricted Cases: total of three cases
 - Two involved allegations of UCMJ Article 120 (Rape) and one involved an allegation of UCMJ Article 134 (Indecent Assault).
 - Of the two UCMJ Article 120 (Rape) allegations, in one case the victim and subject are active duty USAFA and in the other the subject is active duty USAFA and the victim is a non-affiliated civilian.
 - In the UCMJ Article 134 (Indecent Assault) allegation there were multiple subjects and one victim, all of which are active duty USAFA.

SECTION 3: NARRATIVE INFORMATION

Part I-A: APY06 in Review: The policies, procedures, and processes implemented by the Secretary of the Air Force and USAFA leadership in response to sexual harassment and sexual assault involving academy personnel during APY 2006.

Policies, Procedures, Processes, and Programs

The Sexual Assault Prevention and Response (SAPR) Program. Originally formed under DoD and Joint Task Force (JTF) SAPR directive-type memoranda, the SAPR program was formally established in Oct 2005 by DoDD 6495.01, *Sexual Assault Prevention and Response (SAPR) Program*. This document outlines DoD policies on SAPR and the responsibilities of offices charged to implement the SAPR program. The USAFA Sexual Assault Response Coordinator (SARC) and the Academy Response Team (ART) participated, through reviews of drafts and recommended changes, in the formation of the Air Force Instruction (AFI), due later this year, to implement DoDD 6495.01. The paragraphs below detail components of the overall SAPR effort in place at the Academy. The Air Force Instruction to implement DoDD 6495.01 is being worked at HQ Air Force.

Restricted Reporting. USAFA implemented a restricted reporting option for victims of sexual assault on 14 June 2005—the effective date for the policy throughout the DoD. This policy change from the former policy of mandatory reporting was publicized to all USAFA personnel through an extensive article in the base newspaper, snapshot briefing to cadets at lunch followed by detailed briefings for all cadets and permanent party personnel throughout the Summer and Fall of 2005. As part of the new restricted reporting policy, USAFA Instruction 51-202, *Academy Response Team*, was rescinded awaiting DoD and Air Force guidance on SAPR.

The Sexual Assault Response Coordinator (SARC). For most of APY 2006, SARC duties were performed by the Vice Commandant for Strategy and Plans (then 34 TRW/CV-P; now Vice Commandant for Strategic Programs or USAFA/CWP), Colonel (Retired) Debra Gray. In August 2005 Dr. Harold Breakey was hired as the USAFA SARC. Dr. Breakey and the entire Academy Response Team were evaluated as part of an exercise run by the USAFA/IG in December 2005 utilizing a deployment scenario with the emersion of a sexual assault victim. Following his local area training and evaluation, Dr. Breakey took over the daily duties and responsibilities of the SARC. Today, the SARC/ART responds to all allegations of sexual assault involving any USAFA personnel and ensures appropriate agencies are involved. Since availability of continuing SARC/ART services is limited to active duty and cadets, the SARC ensures a “warm hand-off” to appropriate civilian agencies when warranted by the status of personnel involved in the incident (dependents, contractors, USAF civilians, etc.). Two items of note for APY 2006: First, the SARC carries a telephone 24/7/365 for the SARC hotline of 333-SARC (333-7272). Second, USAFA hired a full-time SARC Assistant in Feb 2006 to provide administrative assistance and database management. The SARC Assistant also provides SAPR lesson coordination / scheduling and is trained as a lesson facilitator.

The Academy Response Team (ART). The Air Force Academy formed the ART in the wake of the 2003 sexual assault allegations. The ART continues as the core of USAFA’s immediate response team for victims of sexual assault. The ART is divided into two tiers—Tier 1 for immediate responders and Tier 2 for consultation, short-notice response, and long-term case

management. ART Tier 1 includes oversight by the Vice Commandant for Strategic Programs (USAFA/CWP), team leadership from the Sexual Assault Response Coordinator (SARC), and team membership of the Victim Advocate Coordinator (VAC), Victim Advocate (VA), JA Liaison (assigned to the ART), and an OSI Liaison (assigned to OSI).

For APY 2006, the ART, Tier 1 had a full time OSI officer assigned to the team as an advisor for victims regarding the law enforcement investigation process and was also trained as a victim advocate. In May 2006, the incumbent OSI member of the ART was reassigned and the position left vacant by mutual agreement between USAFA and OSI due to critical manning shortages in the OSI career field. Similarly, the Legal Liaison member of the ART is separating in 2007 and this position will also not be backfilled due to manning shortages in the legal career field. These changes will align USAFA sexual assault response staffing more closely with that of operational installations. With these manning changes, invaluable and immediate access to legal and OSI expertise within the ART may be curtailed. The local OSI Detachment has detailed an agent as the single Point of Contact for the ART regarding law enforcement processes and issues. This relationship is working well—a similar relationship with the legal office will be pursued for the future.

ART Tier 2 is composed mainly of representatives from Helping Agencies—the Academy Counseling Center (ACC), Security Forces, Chaplains, OSI, medical group, and legal representatives—as well as a member from the Prep School to keep that mission element engaged with sexual assault prevention and response efforts along with case monitoring when Prep School cadet candidates are involved.

ART Updates to Senior Leaders. The SARC provides a detailed case status update to the USAFA Superintendent monthly as well as weekly updates to the Commandant of Cadets. These scheduled updates cover the status of all open ART cases to include the status of any ongoing law enforcement investigations and the legal proceedings associated with ART cases. In April 2006 the ART updates began using a summary report in the format of the data reported for the NDAA report for APY 2005. The ART is revising the ART update materials to reflect the guidance received for this year's report. This allows the senior staff to track the strategic level report throughout the APY.

Cadet Helping Agencies Team (CHAT). The CHAT is a team chaired by the Vice Commandant for Strategic Programs (USAFA/CWP) with representatives from helping agencies around the base and cadet group commanders (Group Air Officer Commanding or AOC). The CHAT is co-chaired by USAFA/CWPX. The purpose of the CHAT is to allow providers and commanders to discuss information within the confines of the Public Law 104-191, the *Health Insurance Portability And Accountability Act Of 1996* (HIPAA) and the Privacy Act of 1974. The CHAT is significant to the SAPR program because of the issues that follow in the wake of a sexual assault. Through the CHAT helping agencies and commanders can discuss the status of cadets proceeding through these stressful conditions and coordinate their efforts in the best interests of all involved parties. The CHAT policy memorandum is located at Appendix 1.

Cadets at Risk List (CARL). The CARL is a tool used by Squadron and Group AOCs to identify cadets undergoing unusually high stresses and to highlight these cadets to senior leaders. The CARL process is run by the operations and training staff with inputs from USAFA/CWP. With the internal reorganization of the Commandant of Cadets' staff in August 2006, the USAFA/CWP is working to better integrate the CARL into the CHAT and other processes

concerned with the welfare of cadets in times of need, such as when they are involved in an allegation of sexual assault (both an alleged perpetrator and the victim may be at risk).

“Cops and Robbers” and “Cadet-X” Report. “Cops and Robbers” is a common term used to describe summary reports regarding incidents of indiscipline. Within USAFA/CW, “Cops and Robbers” tracks cadet indiscipline incidents. From these real-life events, a sanitized “Cadet-X” Character Summary presentation is produced for use throughout USAFA/CW for training and education. For APY 2006 it was found that Cadet-X information was not penetrating to all levels in the Cadet Wing. For APY 2007 USAFA/CWP is working on processes to include scenarios of the indiscipline and to ensure more cadets are reached. These efforts support the SAPR program by including sexual assault incidents as sanitized scenarios for all to consider the context of how sexual assaults occur as well as the outcomes. These revised processes will also address DMDC survey feedback that cadets seek information on actual events and outcomes rather than hypothetical information and scenarios as presented in training programs, such as the Air Force SAPR video or the AETC-produced SAPR accessions program.

Personal Ethics and Education Representatives (PEERs). Cadets created the PEER program as an all-volunteer organization in 2004. PEERs form a peer-to-peer contact program that combined two similar programs and expanded the mandate, training, and credentials of the volunteers. PEERs support the SAPR program as they are provided specific training on what to do if they suspect someone has been a victim of sexual assault or if they become aware of a possible sexual assault incident. USAFA cadet PEERs are BACCHUS Network certified as first-contact points of referral—they are not counselors but they are trained to know the signs of a range of issues common to college students (sexual assault, depression, anxiety, eating disorders, etc.) and to guide their peers to counselors in the Academy Counseling Center (ACC), or the appropriate resource.

The BACCHUS Network is a nationally recognized leader in developing peers to assist peers in getting the help they need. For further information regarding the BACCHUS Network, see their homepage at <http://www.bacchusgamma.org/>. USAFA has the largest PEER program of any college or university in the nation, according to BACCHUS staff members. USAFA has two PEERs per cadet squadron plus one additional member for each cadet group and a wing PEER. For APY 2006 there were over 70 PEERs. The PEER program used in the Cadet Wing is duplicated at the USAFA Prep School which forms a core of PEER candidates once they become sophomores (only cadets in the upper three classes may serve as PEERs). The PEER policy memorandum is located at Appendix 2.

Special Events. National Character and Leadership Symposium (NCLS). The Center for Character Development (USAFA/CWC), one of the Commandant of Cadets’ operational arms, hosts a National Character and Leadership Symposium annually. NCLS is one of the premier national symposiums on character development, bringing together distinguished scholars, armed forces leaders, corporate presidents and others to explore various dimensions of character and leadership. The NCLS also provides cadets the opportunity to engage with visiting undergraduate university student leaders from across the country in seminars and colloquia designed to enhance their own understanding of the importance and challenges of sound moral character and leadership. The 13th NCLS was held at USAFA in February 2006 and featured Air Force Captain Rob Grant—a USAFA graduate whose commissioning was delayed due to the after effects of his being a victim of sexual assault as a child. Captain Grant spoke openly about his experience revealing that men may also be victims and that victims can overcome the trauma.

Training. In last year's report a detailed Four-Year Developmental Training Plan for SAPR, HR, and other USAFA climate and culture issues was included. This Four-Year Developmental Plan was updated and continued for APY 2006. The training philosophy is to start with basic policy early in a cadet's career, moving to discussions with sexual assault survivors, and culminating with thought-provoking and challenging real-life stories that do not have clear "right" and "wrong" actors. Nationally renowned speakers such as Veraunda Jackson (sophomores), Brett Sokolow (seniors), and Dr. Alan McEvoy served as presenters for APY 2006. For APY 2006, all USAFA personnel (cadets and military / civilian permanent party) were trained on Sexual Assault Prevention and Response (SAPR) using the HAF-produced SAPR video. To reach all USAFA personnel, over 80 training sessions were scheduled to maximize the opportunities for personnel to attend and to keep the groups as small as possible. The SARC/ART team, and a handful of selected facilitators, traveled around the base to ensure all personnel received the same consistent message. This same corps of facilitators provided the training with facilitator discussion to all cadets as well. Highlights of the APY 2006 Four-Year Developmental Training Plan for cadets are.

- Basic Cadet Training (BCT)
 - Helping Agencies Brief with a focus on how to contact providers during BCT
 - Gender separated viewing and discussion of *Frank: The Undetected Rapist* video by Dr. David Lisak
- Freshmen
 - Gender Roles / Street Smarts – enlightening and challenging lessons to begin breaking down myths and start building smart decision-making skills
 - Sexual Risk Management – if you are going to have sex, be deliberate (communicate clearly) and know the risks (diseases)
- Juniors and Seniors
 - BCT Cadre Training – how to deal with Basics
 - Cadet First Sergeants Training – looking for trouble signs
 - Cadre training for Summer Seminar (high school students)
 - Cadre training for Sports Camp (10-16 year old children)
- All Cadets
 - Violence Awareness – USAF-wide program customized for cadets that expands the discussion of violence with a contrast of sexual assault violence versus non-sexual assault violence
 - Alcohol Awareness – progressive program, by class year, for responsible behavior
 - Wingman Day – HAF-directed program for all USAF personnel—includes sexual assault prevention and response content
 - Integration of SAPR concepts in Character Development lessons (USAFA/CWC)
 - Human Relations (dignity and respect) lessons

Other SAPR training around USAFA includes:

- Newcomer's Orientation – Core SAPR Policy and Reporting Process Brief for all inprocessing personnel
- New Faculty Orientation – SAPR Policy and Reporting Process Brief with a focus on how to deal with cadets who present as possible sexual assault victims

- Prep School – SAPR Policy and Reporting Process for Cadet Candidates and focused training for faculty
- New AOC/AMT Training – SAPR Policy and Reporting Process from the commander’s perspective
- Participation in Deployment Briefings for cadets and permanent party – provided cadets with SARC contact information for their deployed location. The Academy Counseling Center also participates in the Reintegration process when deployed personnel return to USAFA and are able to make referrals to the SARC, as needed.

Marketing. The SARC/ART provides SAPR information through opportunities such as:

- BCT In-processing – information table at Doolittle Hall for new cadets and their parents
- Information Fair at Newcomers Orientation – in addition to the briefing for all personnel
- Faculty Handbook – includes basic SAPR policy and reporting process
- Cadet Handbook – includes basic SAPR policy and reporting process
- Crisis Cards / Policy Cards – pocket-size cards with restricted/unrestricted reporting services on one side and the SARC contact information on the other
- SARC Poster Distribution – includes basic Restricted Reporting policy and contact information
- Parents Weekend – information table in the McDermott Library for all cadets and visiting parents
- April – Sexual Assault Awareness Month – information table in the McDermott Library for all cadets, also at the base Commissary and AAFES Exchange
- *The Yellow Dress* – a dramatic one-woman play based on the lives of young women who were victims of dating violence. Audiences are clearly moved by the story of a young woman whose relationship begins with passion and promise and ends in tragedy

Community Involvement. The Air Force Academy maintains strong working relationships with the local community of hospitals and care providers. The Academy has forged an informal memorandum of understanding (MOU) with Memorial Hospital for the processes to provide Sexual Assault Nurse Examination (SANE) to victims of sexual assault and is working to formalize the MOU within the mandates of Colorado law (Colorado law requires notification to *civilian* law enforcement agencies which would curtail a victim’s restricted reporting option. Efforts are in place to have notification to Office of Special Investigations or OSI officials meet this requirement.) This MOU is essential to the restricted reporting option in DoDD 6495.01 in order to comply with Colorado law while also maintaining a chain of custody on any evidence and preserving the victim’s option to convert the report to an unrestricted report for investigation and prosecution.

The SARC/ART team also maintains working relationships with the local sexual assault victim advocacy and crisis center, TESSA; maintains membership in CCASA (Colorado Coalition Against Sexual Assault); attends quarterly meetings of the Sexual Assault Coalition (a Colorado Springs sexual assault helping agencies group); and our Victim Advocate Coordinator is credentialed through the local chapter of NOVA (National Organization of Victim Advocates) chapter. Finally, during the National Crime Victims Week, the SARC/ART team staff an information table at the Citadel Mall—the largest mall in Colorado Springs—alongside the Colorado Springs Police Department, El Paso County Sheriff’s Office, and other local agencies.

Miscellaneous. The USAFA SAPR program relies on support from a number of organizations. First of all, the Association of Graduates (AOG) has generously supported SAPR education and training efforts for several years through the AOG Gift Funds program. AOG Gift Funds have specifically supported the PEER training program, attendance at related national conferences for cadets, sponsoring nationally renowned guest speakers that could not be paid through federal appropriated funds, and a range of activities through the Academy Counseling Center. Additional guidance and support of USAFA's culture and climate change campaign—the overarching effort to make significant changes at USAFA with how Air Force members treat each other—is obtained through the Board of Visitors (BOV) and the monthly General Officer Steering Committee (GOSC) and the quarterly Executive Steering Group (ESG) chaired by the Vice Chief of Staff of the Air Force. Next, USAFA has been able to provide the media with updates on our progress in SAPR through requests from the Baltimore Sun, Vanity Fair, and a range of other media outlets. All the service academies are on public record regarding progress in SAPR following the June 2006 testimony before a House subcommittee. The Commandant's message was clear—sexual assault is a crime and it is not a “fix and forget” problem. Supporting this statement, the SARC office received its first dedicated appropriated funds in FY 2006.

Part I-B: APY06 in Review: Comments on specific actions to implement applicable recommendations of advisory committees such as the Defense Task Force on Sexual Harassment and Violence at the Military Service Academies (June 2005) and the Panel to Review Sexual Misconduct Allegations at the U.S. Air Force Academy (Sep 2003)(aka The Fowler Panel).

Defense Task Force (DTF) on Sexual Harassment and Violence at the Military Service Academies (June 2005)

In August 2005, USAFA prepared a response to the *Report of The Defense Task Force on Sexual Harassment and Violence at the Military Service Academies*. That response was a “good news” response as USAFA was already in compliance and/or acting on 41 of 44 primary level recommendations (61 of 64 of the total recommendations). Several recommendations were directed at the Department of Defense and Congress which have adjusted their policies, procedures, and legislation as appropriate. The original August 2005 Response Matrix with the DTF recommendations, USAFA response, way ahead, and linkage to other reports is located at Appendix 3 to provide appropriate historical context. An updated summary of the original USAFA response follows.

- DTF report listed 44 recommendations (64 when broken down into components) that mirror recommendations already acted upon by USAFA from the Agenda for Change, Fowler Commission, and others.
 - 33 recommendations were already implemented by other reports
 - 16 recommendations were implemented by other processes (not tied to reports)
 - 3 new recommendations (#2-value of women, #7-alcohol conference, #36-bathrooms)
 - The value of women: Included as one aspect of an overall human relations course of instruction that discusses the benefits of diversity and the corrosive effects of sexism and racism in accomplishing the mission

- An alcohol conference was scheduled for Feb 2006 (APY 2006) at USNA; however, other major meetings forced moving the conference to Sep 2006 (APY 2007). USAFA attended the conference and gathered information on what the other academies are doing to combat alcohol abuse / underage drinking
- Private bathrooms: No action has been taken on this recommendation as it would require significant demolition and reconstruction of the cadet dormitories
- Programs and policies are having a positive impact
 - Initial data show that sexual assault allegations have declined while the percentage of victims choosing to report has risen (18.6% in 2003; 35.8% in 2004)
 - In the original survey instrument (2003) the above data was directly report.
 - In 2004, the survey instrument was revised, but data mining allowed analysts to arrive at comparable data
 - For 2005, the DMDC survey instrument was significantly revised with a broader question and response options yielding 44% of the cadets who responded as victims stating that they reported the “situation to any authorities, individuals, or organizations”
 - For 2006, the DMDC survey instrument was again revised and there are no comparable data available
 - National average for the percentage of victims that report sexual assault is 16%
 - Victim care is our first priority—collateral misconduct, if any, is handled after the sexual assault allegation is resolved
- Alcohol-sexual assault linkage is clear
 - Alcohol-related infractions remain low, but not as low as leadership desires
 - Cadets understand dangers of alcohol to personal and professional well-being (conclusion based on Cadet Climate Survey data)
- June 2005 DoD policy on restricted reporting implemented without missing a beat
 - Restricted reporting understood and well-received by cadets and permanent party
 - Entire USAFA population—cadets and permanent party (military and civilian) were briefed and made aware of changes—most within 60 days of the policy change
 - July 2005 Newcomer’s Brief incorporated restricted reporting information
- USAFA leading the way with civilian agency cooperation and assisting other local military bases to establish SARC programs
- USAFA SARC (Colonel Debra Gray, now retired) was nationally recognized—keynote speaker to CEOs, SARCs, and community leaders around the nation
- Culture changes slowly, but the indicators are moving in the right direction

Part II: APY 2006 DMDC survey results. The results of the APY 2006 survey conducted by the Defense Manpower Data Center (DMDC). DMDC conducted the annual sexual harassment

and violence survey for APY 2006 in April 2006. The survey was renamed “Service Academy 2006 Gender Relations Survey” (SAGR) from the previous year’s “Service Academy Sexual Assault (SASA) Survey” to reflect the broadened scope of the survey with new measures for *unwanted sexual contact* (USC) based on forthcoming implementation of changes to UCMJ descriptions of USC, feedback from Service Academies’ focus group research, and review of private sector surveys. For USAFA, 629 Women and 1366 Men provided usable responses to the 2006 SAGR Survey, compared to usable responses from 534 Women and 787 Men to the 2005 SASA Survey.

Sexual Harassment and Sexist Behavior. At USAFA between June 2005 and April 2006, 51% of Women and 12% of Men reported being in situations that they considered to be sexual harassment (SH). The most commonly reported offending behavior (71% Women, 38% Men) was Crude/Offensive Behavior (COB), followed by Unwanted Sexual Attention (USA) (39% Women, 9% Men). Compared to the 2005 SASA, the rate of SH is not significantly different. However, cadets reported a decline in sexist behavior from 82% to 79% for Women and from 49% to 32% for Men. The significant gap between the number of Women and Men feeling sexually harassed or subjected to sexist behavior is most notable. At a minimum, it indicates differences in perceptions between the genders and differences in thresholds. The data also show improvement over 2005.

Analysis of written comments on SH indicates that Cadets feel the following situations are contributors to SH:

- Social issues such as immature behavior of some men and lack of free-time socialization opportunities
- Perceptions of gender inequities in military and leadership performance evaluation/selection, punishments, policies that emphasize or exacerbate gender differences, and population difference (20% Women and 80% Men)
- Notable offenders are a bad few that should not have been admitted to USAFA

Despite the gender differences in experiencing offensive behaviors, USAFA Women and Men are more in agreement that SH has become less of a problem since becoming a student and that SH occurs much less often at the Academy than at civilian colleges/universities. Cadets feel most safe from SH on Academy grounds and at Academy events off grounds. Cadet Women feel less safe from SH over the Internet or text messages and during summer experience/training.

Discussion and Way Ahead. Although Cadet Women report experiencing SH at the Academy, they feel safer from it on the Academy than off and perceive the Academy SH climate to be much better than other civilian colleges/universities. However, there is room for SH climate improvement, primarily through addressing immature crude/offensive behaviors and cultivating respect and professional behavior. In addition to on-going character and military professional education, facilitated Cadet open forums (focus groups, etc.) would be an effective means for Cadets to explore and establish acceptable/unacceptable behaviors with regard to gender and other human relations issues. Cadet-led and Cadet-driven solutions empower those affected to find acceptable resolution. This process would take care of most unintentional or unthinking offenses. For the more challenging “bad few,” develop, with Cadets, a reporting and

HR remediation process for repeat or aggressive offenders which provides a usable means for Cadets to identify offenders for counseling and monitoring.

Unwanted Sexual Contact. The 2006 SAGR incorporated a new behavior called Unwanted Sexual Contact (USC), which includes sexual assault, rape as well as less severe assault behaviors such as touching or forced touching. Using the previous 2005 SASA two-item measure for sexual assault, USAFA Women and Men reported a slightly lower rate (5.1% to 4.1% for Women, 2.0% to 1.2% for Men) of unwanted sex (attempted or completed) from 2006 over 2005. These percentages for 2006 equate to 26 Women and 16 Men reporting sex or attempted sex without consent or against their will. However, using the new 2006 SAGR expanded definition measure, 60 (9.5%) Women and 16 (1.2%) Men reported experiencing at least one unwanted sexual contact event that had great affect on them. Of the 60 Women responding to the new “one event” measure, 26 reported completed sex or other sex acts, 29 reported attempted sex or other sex acts, and 49 reported sexual touching. Forty-seven percent of the Women’s “one event” occurred on Air Force Academy (AFA) grounds and 17% occurred during summer experience/training/duty. Eighty-four percent of the Women’s “one event” involved a single, male Academy student offender and 42% involved alcohol use. Prior to their “one event,” 19 (32%) of the Women reported that their offender sexually harassed them and 4 (6%) reported that their offender stalked them. Only 3 (5%) Women reported their “one event” to an authority or organization. Of those that did not report: 60% felt that they took care of it themselves, 54% felt uncomfortable making a report, 42% felt they would be blamed for the assault, and 39% thought reporting would take too much time and effort. DMDC noted that the responses from Men were not statistically reportable in the Tabulation of Responses.

A small percentage of Women and Men at USAFA responded that they experienced USC events. A very small percentage of those reported their USC event. Analysis of comments indicates that the majority of Cadets do not see sexual assault to be a problem at USAFA. Many comments to the question “How can sexual assaults be reduced at your Academy” were the same as those for reducing sexual harassment. Some Cadets also commented that training should focus on what to do to avoid or respond to sexual assault, and less on what not to do. As with sexual harassment, Cadets feel offenders are a bad few that training will not change.

USAFA Cadets agree that sexual assault has become less of a problem since becoming a student (81% Women, 88% Men) and that sexual assault occurs much less often at the Academy than at civilian colleges/universities (92% Women, 97% Men). Cadets feel safe from sexual assault on Academy grounds and at Academy events off grounds. Off Academy grounds, Cadet Women feel more safe from sexual assault than sexual harassment.

Discussion and Way Ahead. The majority of USAFA Cadets do not consider sexual assault to be a problem; however, a small percentage of Cadets do experience unwanted sexual contact ranging from unwanted touching to completed sex. Most of these Cadets do not report for reasons associated with culture and some for reasons associated with the reporting system. Focus groups will be conducted with Cadets to better understand why Cadets do not report and to clarify the process and misperceptions. Collateral misconduct and not fully understanding restricted reporting may be reasons for not reporting. The reporting options will be clarified in

training, through distribution of information cards, and posting of information on the USAFA Cadet Homepage.

Unwanted Sexual Attention (Stalking). The 2006 SAGR incorporated a new measure for Unwanted Sexual Attention to determine if Cadets experienced specific stalking behaviors and if they felt in danger of physical harm or sexual assault. The terms “unwanted and uninvited behaviors” was used in the survey rather than “stalking.” A very small percentage of Women (4%) and zero Men reported feeling in danger from stalking. Some Cadets reported experiencing behaviors but not feeling in danger (26% Woman, 12% Men). Most Cadets reported that they did not experience stalking. For those Women that experienced stalking and felt in danger, only 5 (21%) reported the experience to their chain of command or Academy official. The most frequently cited reason for not reporting was that they felt they did not need to. Although zero respondents indicated that they did not report because they did not know how, in a previous question on understanding of specific training topics, only 68% of Women and 71% of Men indicated that they knew how to report stalking.

Discussion and Way Ahead. Although the incidence rate for stalking is very low for Women and zero for Men, four Women reported that their USC “one event” was preceded by stalking. Discussion of stalking behaviors and reporting methods will be incorporated into SA training so that Cadets can be made aware of behaviors, potential outcomes, and actions to take. Offenders will be referred for the HR remediation process and/or criminal investigation and prosecution.

Gender Climate. USAFA Cadets perceive that faculty/staff/leaders contribute to the gender gap by means of inequitable treatment of Women and Men. Differences in Women’s and Men’s perceptions of whether they are held to the same standards are greater for military positions than assignment of leadership positions. Perceptions of differences are small for academic achievement and Honor Board decisions. Additionally, 48% of Men feel that Women get lesser punishment for the same offenses, versus 12% of Women feeling the same way. Fifty percent of Men feel that better Men get passed over for leadership positions for equal opportunity reasons, versus 11% of Women feeling that same way. Cadets perceive that Cadet leaders create a climate where sexual assault is not tolerated (87% Women, 91% Men) but the sexual harassment tolerance is not as positive (63% Women, 77% Men). When asked about the climate for confronting sexual harassment, Cadets’ feelings of personal responsibility and action are generally greater than their confidence that others will do the right thing.

Discussion and Way Ahead. Cadet perceptions of gender inequities related to gender are widest for military and leadership positions and then for Honor board decisions. Whether the perceptions of inequity are founded or not will require research into selections, assessments, and decisions. Additionally, any misperceptions can be alleviated through leadership communication of selections and decisions and direct feedback to non-selectees.

Training Effectiveness. Nearly 90% of USAFA Cadets reported understanding specific training topics. However, levels of understanding were lower for topics that include how to report stalking (68% Women, 71% Men) and the difference between unrestricted and restricted reporting of sexual assault (80% Women, 77% Men). There is also some confusion over

Academy policy regarding whether some behaviors (such as spreading false rumors about a persons sexual behaviors, threatening to ruin someone's reputation unless they had sex, or use of Internet sites for sexual misconduct) constitute sexual harassment or assault. Cadet ratings of training effectiveness for reducing/preventing sexual harassment and sexual assault improved substantially compared to the 2005 SASA (from 45% to 67% for sexual harassment, from 50% to 70% for sexual assault). However, 39% of Cadets who wrote in comments regarding training effectiveness commented that repetitive/redundant training results in tuning out and desensitization to sexual harassment and assault.

Discussion and Way Ahead. Cadets recognize that sexual assault training is effective but perceive sexual assault training to be too frequent, redundant and not relevant to them and are tuning it out or becoming desensitized to sexual assault. Training methods and content will be modified to make the graduated training program more distinguishable and relevant for each class. The Air Staff Sexual Assault Prevention and Response chief verified that lack of understanding of the differences between restricted and unrestricted reporting continues to be a challenge across the entire Air Force. That office is continuing to work on raising awareness and improving training across the Air Force. The Academy's SARC will continue to emphasize these options at all training opportunities—without causing cadets to “tune it out” —and also provide pocket-size policy cards that capture the key facets of both options. The overall focus of training will be aligned with the Personal, Interpersonal, Team, and Organizational (PITO) model and values in the Officer Development System (ODS). Four-degree training will be most comprehensive with focus on policies, definitions, and personal responsibilities and implications of sexual harassment and sexual assault through briefings and discussion. Three- and Two-degree training will provide overview of policies and definition and focus on interpersonal and team responsibilities and their affect on sexual harassment and sexual assault climate through scenario examination and discussion. One-degree training will provide brief overview of policies and focus on leadership responsibilities and influence and organizational impacts of sexual harassment and sexual assault through case studies and discussion. Statistics from Cadet surveys will be incorporated into training to add relevance and realism. Feedback also will be provided through Commandant briefings of survey results and way ahead and “Cadet X” letters to communicate incidents and actions taken. These communications will provide more accurate portrayals of Cadet climate than individual Cadets may have a sense for (counters “false consensus effect”).

Part III: The Way Ahead for APY 2007. “The plan for the actions that are to be taken in APY 2007 regarding prevention of and response to sexual harassment and sexual assault involving academy personnel.”

In July 2006, the SARC/ART team moved into offices in Arnold Hall – a facility on the edge of the cadet area that is open to all USAFA personnel and does not require a cadet area security badge. The ART is also developing a long-range training plan from the rescinded USAFA Instruction 51-202 to implement DoD Instruction (DoDI) 6495.02, Sexual Assault Prevention and Response Program Procedures, published 23 Jun 2006. USAFAI 51-202 was formed around the mandatory reporting policy that preceded the 14 Jun 05 DoD implementation of restricted reporting. However, the training and processes described in USAFAI 51-202 are being revised and adapted to meet the challenges of SAPR and the requirements of DoDI

6495.02. Simultaneously, the SARC/ART has been engaged with HAF personnel working on the AFI to implement DoDD 6495.01 and DoDI 6495.02; working with HAF through USAFA/XP to standardize sexual assault data reporting required by the NDAA, DoDD 6495.01, DoDD 1322.22, and AFI 36-3502, *Performance Measurement Program for United States Air Force Academy*. Reconciling and standardizing the data reports will enable the USAFA database on sexual assault allegation to respond to HHQ requests with standardized information based upon a common set of conditions. To support this effort, the ART legal liaison has undertaken to update the USAFA database with fields and available information to meet emerging HAF reporting requirements.

Additional SAPR initiatives include overhauling internet pages with a fresh look and additional resources; hosting the national PEER conference for all BACCHUS Network PEER programs at universities throughout the United States; planning for a USAFA-hosted Service Academy Conference on sexual assault; supporting the Center for Character Development as they finalize speakers and programs for the 14th annual NCLS that is centered on “Human Dignity.” Finally, the SARC/ART has initiated contact with various experts to assist in developing new lessons and presentation content on understanding sexual assault offenders and how to respond. Their expertise will result in training that is both informative and interactive with cadets—an essential requirement as USAFA moves to the next level of combating sexual assault.

Appendix 1: CHAT Charter



DEPARTMENT OF THE AIR FORCE

HEADQUARTERS 34TH TRAINING WING
USAF ACADEMY COLORADO

MEMORANDUM FOR RECORD

APR 26 2006

FROM: 34 TRW/CC

SUBJECT: Cadet Helping Agencies Team (CHAT) Charter

1. This Memorandum for Record formalizes the establishment and functions of CHAT. The CHAT is a group of professionals from all mission elements with the charter of sharing appropriate information to protect the health, morale, and welfare of cadets through cross-functional cooperation and timely interventions, as needed.
2. The CHAT will meet monthly, typically on the last working Tuesday of each month at 1500 in the 34 TRW Conference Room. The purpose of these monthly meetings will be to ensure the proper and appropriate level of coordination for cadets facing acute stresses and those with formal administrative or medical actions pending.
3. Primary members of the CHAT will include:
 - 34 TRW/CV-P (also known as the Ombudsman), Chair
 - 34 TRW/SARC, Sexual Assault Response Coordinator
 - 34 TRW/CVK, Director, Academy Counseling Center
 - 34 TRW/HC, Chaplain for the Commandant of Cadets
 - 34 TRG/CC, 34th Training Group Commander
 - 10 MDG/CC, 10th Medical Group Commander
 - 10 AMDS/CC, Aerospace and Medical Dental Squadron Commander
 - 10 MDOS/SGOMH, Mental Health
4. Alternate members of the CHAT will include:
 - 34 TRW/CVX, Alternate Chair
 - 34 TRG/CD, 34th Training Group Deputy Commander
 - 34 TRW/ART, Lead Victim Advocate
 - 10 AMDS/SGP, Command Flight Surgeon
 - 10 MDOS/SGOMH, Mental Health
5. The CHAT may invite guests to attend specific CHAT meetings to present information or cover specific matters in regards to their area of expertise to assist the CHAT in understanding specific issues. Private medical information will not be discussed in the presence of guests or any other persons that do not have legal authority for access to such information in accordance with the *Health Insurance Portability and Accountability Act of 1996*.



Valor To Victory

6. The focus of CHAT meetings is to raise the awareness of leaders at the O-6 level across the various departments and mission elements regarding the physical, mental, and emotional state of cadets facing acute challenges—stresses, administrative actions, or medical conditions impacting their ability to remain as members of the cadet wing—where the well-being of the cadet is cause for concern. By sharing limited information, helping agency commanders/directors can make appropriate interventions to ensure cadet welfare remains a top priority while accomplishing actions in accordance with the needs of the Air Force and appropriate directives. All CHAT members should strive to ensure conditions facing the cadet are not exacerbated and that cadet privacy is maintained by everyone.


7. Certain medical information is protected by the *Health Insurance Portability and Accountability Act (HIPAA) of 1996* and such information must be safeguarded according to the requirements of the law (Public Law 104-191, 21 Aug 96).

a. To ensure HIPAA information is protected, membership on the CHAT is limited to those named above for normal circumstances.

b. In the event a medical professional cannot attend, a suitable alternate familiar with the handling of HIPAA information may attend.

c. All CHAT members named above will be briefed and trained on the handling of HIPAA information. If these named individuals cannot attend, a suitable alternate may attend in their place, but HIPAA-protected information will not be discussed in their presence.

8. Cadet privacy is a major consideration for all discussions. Only information that needs to be shared to ensure appropriate awareness and interventions will be discussed in the CHAT.


SUSAN Y. BESJARDINS
Brigadier General, USAF
Commandant of Cadets

Appendix 2: PEER Educator Program Policy



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE ACADEMY
USAF ACADEMY, COLORADO

15 March 2006

MEMORANDUM FOR RECORD

FROM: 34 TRW/CV-P

SUBJECT: Personal Ethics and Education Representatives (PEER) Educator Program Policy

1. **General:** This Memorandum for Record (MFR) formalizes and establishes the functions of the USAF Academy's Personal Ethics and Education Representatives (PEER) program. The USAFA PEER program has parallel programs in three USAFA mission elements: the Cadet Wing, the Preparatory School, and the 10th ABW. Each mission element with a PEER program will:
 - a. Appoint a PEER Program Manager from their permanent party (military or civilian) personnel.
 - b. Recruit and train volunteers to serve as PEER members.
 - c. Select from their PEER members a PEER in charge working directly for the program manager. The PEER in charge will lead their mission element PEERs and be known as:
 - (1) The Cadet Wing PEER Cadet-In-Charge (PEER CIC)
 - (2) The Preparatory School PEER Cadet Candidate-In-Charge (PEER CCIC)
 - (3) The 10th ABW PEER-in-Charge (PIC).
 - d. Be provided technical/content oversight by the Director, Academy Counseling Center (ACC), USAFA Life Skills, and appropriate Human Relations experts (MEO/HR personnel).
2. **PEER Program Organization:** The Academy's Ombudsman is the senior position in the PEER organization. Under the Agenda for Change of March 2003, the 34th TRW Vice Commandant for Strategy and Plans (34TRW/CV-P) was designated the role as the Ombudsman for the Academy. Refer to attachment 1 for a graphic depiction of the PEER organizational structure.
 - a. Advisors to the Ombudsman include the Human Relations office within the Commandant of Cadet's staff, the Military Equal Opportunity staff of the 10th ABW (10ABW/ME), the Director, Academy Counseling Center (ACC), and a designated counselor from USAFA Life Skills.
 - b. The second echelon of command in the PEER program consists of the PEER Program Managers from the mission elements with PEER programs.
 - c. The third echelon of command in the PEER program is the PEER in charge. Each mission element with a PEER program may further subdivide PEER volunteers according to their organizational structure to ensure maximum coverage of subordinate units. In the Cadet Wing, the PEER CIC will have four group PEERs as Group CICs, who in turn have PEER volunteers from each of the squadrons in their group reporting to them.
3. **PEER Mission Statement:** The mission of the PEER program is to provide a supportive environment for cadets, cadet candidates and 10th ABW members – an opportunity for people to find help when faced with troubling issues. We support the Cadet Wing, the PL and the 10th ABW through education, outreach, listening, and referral to help all make healthy lifestyle choices.

4. **Initial PEER Training:** The PEERs initial education will consist of twenty classroom hours. Ongoing education consists of monthly one-hour meetings that are mandatory for all PEERs. The purpose of these monthly meetings will be to ensure the proper continuing education on topics selected by the PEERs, the Academy Counseling Center, the PEER Program Manager, or from the Commandant's Ombudsman.
5. **PEER Continuation Training:** The PEER Program Managers, Director of the ACC, MEO office, or PEER in charge may offer suggestions to the Ombudsman for speakers to attend specific meetings to present information or cover specific matters in regards to their area of expertise or the current issues affecting the Cadet Wing. The Ombudsman, with counsel from the Program Managers, will determine the appropriate speakers to be invited.
6. **Program Manager Responsibilities:** The PEER Program Managers are responsible for the day-to-day management, supervision, oversight, and execution of the PEER Program. The Program Managers will:
 - a. Report to the Ombudsman any PEER issues or concerns requiring the Ombudsman's immediate attention.
 - b. Coordinate with the ACC and designated USAFA Life Skills counselor to report to the Ombudsman any PEER issues or concerns the ACC/Life Skills personnel deem to require the Ombudsman's immediate attention.
 - c. Report to the Ombudsman as needed regarding PEER activities, needs of the PEERs, potential program development, and outreach in order to meet the needs of their respective mission element populations (cadets, cadet candidates, 10th ABW).
 - d. Facilitate execution of the training programs including materials, speakers, location, and food.
 - e. Utilize the ACC/HR staff to assist with the execution of the training programs including materials, speakers, locations, and food.
 - f. Consult with the ACC/HR staff for content related emotional and human relations issues of the Cadet Wing, PL and 10th ABW members.
 - g. Accomplish all administrative services, collect and review all PEER contact reports.
 - h. Forward PEER contact reports to the appropriate mission element HR office for review.
 - i. Publish all metrics monthly and report directly to the Ombudsman and PEER advisors (ACC & HR).
 - j. Provide materials and aids to assist PEERs in dealing with clients on various topics. Materials include such as crisis cards, stress balls, pens with hotline phone number, educational posters, and pamphlets on various topics. The PEER budget must reflect these needs.
7. **ACC, Life Skills, and Human Relations Staff Responsibilities:** The ACC, USAFA Life Skills, and mission element Human Relations staff are tasked to collaborate, consult with and support the PEER Program Managers and the PEERs. The ACC, USAFA Life Skills, and mission element Human Relations staff will:
 - a. Collaborate with the PEER Program Managers and PEERs in the development and implementation of pre-service and monthly training for the PEERs.
 - b. Meet bi-monthly with the PEER Program Managers.

- c. Provide visibility of the ACC to the PEERs by attending meetings and programs designed for the PEERs.
 - d. The ACC and Life Skills are the primary referral and consultation sources for the PEERs 24/7 related to emotional problems.
 - e. Receive, review, and follow-up on contact reports submitted by the PEERs. To assess significant issues or trends related to emotional problems.
 - f. Contact PEERs to discuss questions or concerns related to mental or emotional issues in reports, trends, or incidents.
 - g. Provide feedback on metrics to PEER staff with significant additional information.
 - h. Provide other consultation and support to the Program Managers as needed.
8. **PEER-in-Charge Responsibilities:** The CIC, CCIC, and PIC are responsible for the daily operations of the PEER Program and serve as the liaisons between the PEERs, ACC Director and the CV-P. The CIC, CCIC, and AIC will:
- a. Work with the CV-P to execute monthly PEER training in coordination with the Program Manager.
 - b. Ensure the PEER hotline maintains 24/7 operation.
 - c. Ensure PEER presence at all events such as Sexual Assault Training, ACC sponsored events, Mitchell Hall sponsored events on nutrition, presence at the Alcohol Working Group committee sponsored by ACC and any other events the CV-P and/or the Program Manager feel would be educational for the PEERs.
 - d. Meet bi-monthly with the Program Manager and the ACC representative.
 - e. Read, collect, and discuss any activity logs of concern with ACC or the Program Manager on a weekly basis.
 - f. Develop a collaborative relationship with the Cadet Wing leadership to keep abreast of any cadet wing activities where the PEERs can be of assistance.
 - g. Meet with the group PEER representatives bi-monthly.
 - h. Monitor Cadet Wing, PL and 10th ABW activities such as posters, emails and spirit banners for appropriate Human Relations but should never be tasked as an approving official for such functions.
 - i. Plan and execute squadron facilitations within the Cadet Wing for Commanders requesting PEER assistance. Must consult with the ACC Director, ACC representative and the Program Managers.
 - j. Notify Air Officer Commander's (AOC), Faculty staff, PL staff and 10th ABW supervisors if PEERs need to be excused from their classes or positions due to PEER activities. Program Managers will evaluate these situations to prevent excess class or job requirements
 - k. Outreach with multiple agencies to discuss implementation of programs such as Alcohol Awareness month, Sexual assault awareness month, Human relations issues, Suicide Prevention Month, Religious respect, Eating Disorders Month, and other National Health Observances.
9. **PEER Representative Responsibilities:** The PEER Representatives will report to their respective PEER-in-Charge. The PEER Representatives will:

- a. Submit an application with written recommendations from their supervisor (AOC, First Sergeant, etc.) and be interviewed by the ACC Director, Program Managers, Ombudsman, and other invited representatives.
 - b. Attend Initial PEER Training and ALL monthly meetings. If a PEER misses 3 monthly meetings, the Program Managers will meet with the PEER and ascertain any problems. If a PEER must miss a meeting, the PEER must inform their respective Program Managers.
 - c. Make an appointment with their respective AOC, AMT, and Cadet Squadron Commanders, PL Staff and Immediate supervisors within 10 days after completing initial PEER training. Introduce them and review how the PEERs can assist them and their squadrons.
 - d. Document ANY contact with a cadet, PL-CC, or 10th ABW member and submit at least ONE contact report per week. If a PEER fails to submit a contact report in 3 months, they must meet with the Program Manager to discuss any concerns.
 - e. Commit to the time commitment of helping cadets, PL-CC and 10th ABW members.
 - f. Assist and support the implementation and /or National Observances of the following programs: Alcohol Awareness and responsible drinking activities, Human Relations Issues, Suicide Prevention Month, Eating Disorders Month, Red Ribbon Campaign, and ACC sponsored events and Academy Response Team events.
 - g. Work cooperatively with other PEER Representatives and the CIC on tough issues throughout the Cadet Wing, PL-CC and 10th ABW.
10. **Closing:** The PEER program benefits both the academy as an institution and the PEERs personally and professionally. PEERs are the grass-roots ears for all commanders. These skills will be of value to the Air Force as PEERs join the ranks—regardless of career field or level of supervision.

//signed//
DEBRA D. GRAY, Colonel, USAF
Ombudsman

Attachment:
PEER Organization Chart

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAF OPR	USAF OCR	USAF Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
	Implemented by other reports						
	Implemented by other processes						
	Action agency above USAFA level						
	"New" recommendation						
1A	Midshipmen and cadets must assume more responsibility for holding others accountable by intervening, confronting, and correcting each other for infractions such as alcohol misuse, sexual harassment, and other related respect issues. Use modern survey and management tools on a permanent basis to provide oversight bodies, Academy leaders, cadets, and midshipmen a mechanism for measuring the extent of sexual harassment and assault and the effectiveness of prevention and response efforts.	TRW	AH, DF, ABW	AFCWMAN 36-3501, The Cadet Sight Picture, fully embraces this concept. RE: Chapter 2, specifically 2.2.4, 2.6.5, and 2.6.16; chapter 4, specifically 4.10. This concept is specifically taught in BCT during sexual assault prevention and response lessons--cadets must hold cadets accountable.	Integrate this concept across the spectrum of military training and education lessons as well as in appropriate DF-courseware (i.e. military history, behavioral science, etc.)	No data	AFCWMAN 36-3501
1B		XP	TRW	The Defense Manpower Data Center (DMDC) survey has taken the place of the initial SH/SA survey instruments developed and employed at USAFA. The DMDC instrument includes broad culture and climate questions and this survey is conducted annually in the Spring.	Continue to work with DMDC to refine the survey instrument reduce the lag time between survey administration and results promulgation.	No data	DMDC Survey
1C	Oversight bodies for the Academics must periodically monitor and ensure progress in combating sexual	XP	TRW	The DMDC survey data (and similar prior data) are briefed to the Board of Visitors annually. In addition, the BOV is updated on the status of SA cases during	Continue with BOV updates and refine internal and external reports / processes to assess progress (such as	No data	DMDC Survey

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAF A OPR	USAF A OCR	USAF A Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
	harassment and assault.			quarterly meetings. Also, the GOSC is updated regularly on the status of ART cases.	AFI 36-3502)		
2	The leadership, staff, faculty, cadets and midshipmen must model behaviors that reflect and positively convey the value of women in the military.	CC	TRW, DF, AH, ABW	This is beyond the scope and authority of USAFA/CC to solely impact--it is a culture issue DOD-wide and is clearly reflected in the Congressional debates regarding combat roles and missions appropriate for women. Clearly, military and academic materials can be reviewed to emphasize the importance of the team and the contributions that each member makes to the mission; however, this must be done carefully to avoid an over-emphasis that would prove counter to the objective.	USAFA is a leadership laboratory--for the cadets, their units, and for the development of officers of character. Over time, significant inroads can be made to embed the worth and value of all members of the team through the integration of this concept into military and academic lesson plans, as appropriate.	No data	
3A	Increase the number and visibility of female officers and NCOs in key positions to serve as role models for both male and female cadets and midshipmen.	DP		USAFA has taken a strong lead in this area. The Dean of Faculty is a brilliant academic and gifted leader--and a woman. Similarly, the senior Vice Commandant is also a gifted officer that is well-respected throughout the base--and a woman. USAFA has many women--officers and NCOs--in key leadership billets serving as role models and active mentors daily. Women are also well-represented in at the squadron and group levels.	USAFA will continue to recruit the finest officers and NCOs to lead and develop cadets and ensure that women continue to receive equal consideration for all leadership positions and grow them into more senior leadership roles.	No data	USAFA Demographics
3B	Increase the percentage of women cadets and midshipmen at the Academies, within current service operational constraints.	DP		This is related to recommendation 2 by the caveat phrase, "within current service operational limits." USAFA (and all the academies) could increase its recruiting efforts towards women more effectively		No data	USAFA Demographics

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAF OPR	USAF OCR	USAF Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
3C	Ensure consistent opportunities for women to be involved in leadership and decision making, including representation on admissions boards, on academic boards, in athletic discussions, and in other senior-level forums.	DP	TRW, AH, DF, ABW	USAF has a wide diversity of faculty and staff with many women in key positions throughout all the departments and mission elements.	As published in the report. USAFA will continue advance all qualified personnel while ensuring a diversified mix of men and women to provide role models to all cadets and permanent party members.	No data	USAF Demographics
4	Build on the success achieved through the Honor Program to elevate the regard cadets and midshipmen have for other important values—in particular, dignity and respect for all.	CWC		In addition to elevating the basic Air Force Core Values, the USAFA Center for Character Development promotes respect for others, moral courage, and loyalty to institutional values throughout its programs: 8 basic training honor lessons, 4 basic training core values lessons, 17 academic year honor lessons, character seminars for each of the four cadet classes, the National Character and Leadership Symposium and the Falcon Heritage Forum.		No data	
5	Assess the issue of cadet and midshipman authority and its possible misuse. In this evaluation, consider...	TRW		The four-class system and developmental approach for leadership is fully embraced in the Cadet Sight Picture. In particular, third-class cadets are required to observe as an apprentice at least two NCO leadership functions per semester, in addition to their assigned position. The focus of the third-class year has also been	This is a major climate change that is now getting solid traction two years into the change for a fourth-class system to a four-class system. Continued oversight of cadet authority over other cadets will be a standing requirement—a fact of age	AFC AI # 11b: [X] 27 May 03 - Commandant's Guidance 09-7 outlined broader warrior responsibilities for the entire team to include SH/SA/Alcohol [X] 31 Aug 03 - Ensured Character Development Programs (mandatory graduation requirements) include discussion on respect, responsibility, ethical use of power, etc.	ODS

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAFA OPR	USAFA OCR	USAFA Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
6A	Increase opportunities for cadets and midshipmen to engage in constructive interaction with a broader range of peers in order to decrease counterproductive peer loyalty.	TRW	AH, DF, TRG	dramatically altered with the adoption of the four-class system to one of mentoring the fourth-class, rather than one of simply issuing orders and corrections. USAFA assigns cadets to different units / organizations at key points in their tenure--following their fourth-class year cadets change squadrons; during summer programs cadets are assigned to a new group for each summer program; academic majors, intercollegiate and intramural athletics are yet more groups that expose cadets to a wide cross-section of their class and members of the wing. Two additional sub-groups are associated with athletic programs--similar skill sets from the men's and women's teams typically train together--i.e. distance runners with distance runners; sprinters (track and swimming) with sprinters, etc. and men's teams typically provide support to the women's teams (and vice versa) for timers, scorekeeping, etc.	A USAFA instructor is planning research regarding the mix of roommates and their performance. This research would support any decision to move to an assignment of roommates versus self-assigned roommates, as is currently the norm. There are many performance pitfalls to assigning roommates, so this is not to be taken lightly.	[X] Jun 04 - Draft USAFAI outlining training requirements [X] Sep 04- interaction of each group to be codified in USAFAI 51-202 AFC AI # 21a-f: [X] Sep 03 - CG 09-7 discusses misplaced loyalty [X] Dec 03 - Final review of new Officer Development Model which will address all aspects of this issue. (only a back-up lesson plan during BCT at present) [X] 30 Jan 04 - 'Cadet Accountability' documented in Draft 34 TRG OI 36-3004, Cadet Military Training [X] Mar 04 Guidance for item 20 e,f incorporated in Draft Cadet Handbook--Originally considered to be part of USAFAI that outlines punishments for ostracizing or retribution toward victims of SA. (21e)--these are removed as LtCol Luetke stated "not just a sexual assault issue"--TRG waiting to accumulate all necessary changes to Cadet Handbook thru the summer [X] Sep - Revisions to Cadet Handbook complete -- ACES and LIFT are required programs that might cover 21a and 21c/ART for 21d --awaiting request for closure from USAFA	
6B	Academy, cadet, and midshipman leaders must not tolerate cadet and midshipman behavior or attitudes that reflect placement of greater value on peer loyalty than on personal	TRW	AH, DF, CWC, ABW	Condonation of misconduct is clearly discussed in the Cadet Sight Picture--it is an offense punishable by the spectrum of administrative and UCMJ processes. This concept is directly linked to the accountability concepts of recommendation 1.	The USAFA Center for Character Development promotes moral courage, community excellence, peer support and accountability, loyalty to institutional values and responsibility in its four	AFC AI # 21a-f: [X] Sep 03 - CG 09-7 discusses misplaced loyalty [X] Dec 03 - Final review of new Officer Development Model which will address all aspects of this issue. (only a back-up lesson plan during BCT at present) [X] 30 Jan 04 - 'Cadet Accountability'	AFCWMAN 36-3501

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAF A OPR	USAF A OCR	USAF A Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
	accountability			Also, a sophisticated schedule of calls requires intercollegiate athlete cadets to declare a primary season for IC training and then to fully participate with their squadrons during other periods--forcing a mix and reinforcing personal accountability.	character seminars, honor education classes, and core values education classes.	documented in Draft 34 TRG OI 36-3004, Cadet Military Training [X] Mar 04 Guidance for item 20 e,f incorporated in Draft Cadet Handbook- Originally considered to be part of USAFAI that outlines punishments for ostracizing or retribution toward victims of SA. (21e)--these are removed as LtCol Luedtke stated "not just a sexual assault issue"--TRG waiting to accumulate all necessary changes to Cadet Handbook thru the summer [X] Sep - Revisions to Cadet Handbook complete -- ACES and LIFT are required programs that might cover 21a and 21c/ART for 21d --awaiting request for closure from USAFA	
7	Host a multi-academy conference run by the cadets and midshipmen to develop realistic and implementable policies on alcohol, to include sanctions for violations, ways to encourage and practice responsible drinking, and opportunities for cadets and midshipmen to socialize and relax without alcohol.	TRW	TRG, AH, DF	This is a superb initiative that can be incorporated a number of ways--a research project for upper-level behavioral science students, extra credit project, student leadership conference, etc. Having students research and present creates buy-in that cannot be obtained so easily by presentation from experts. This could be a major component of a culture embedding mechanism regarding the proper use of alcohol.		Not addressed	
8A	Provide training to all Academy personnel on the various reporting resources and the level of confidentiality afforded to each.	SARC	TRG	As mentioned in comments for recommendation 35A below, the USAFA sub-campaign plan for sexual assault prevention and response training is provided to ALL USAFA personnel and is codified in USAFAI 51-202. This	USAF A I 51-202 is currently under revision in order to incorporate and implement new DoD reporting procedures.	See AFC AI # 8b&c, 9 and 11: 8b-c: [X] 6 Oct 03 - Training by Ending Violence Against Women (EVAW) project, which included experts in VA, Prosecution, and Investigation. Dr. David Lisak (Nationally recognized expert) briefed victim and perpetrator	USAF A I 51-202 and AFI 36-3501 (draft)

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAF OPR	USAF OCR	USAF Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
				<p>instruction was published in March 2005 and is under revision again to incorporate the new restricted reporting option processes. The operational overview of the sexual assault sub-campaign plan training and education piece is known as the "Horse Blanket" and is available for review. Also available is the developmental 4-year training plan for the cadets that show the diverse training we provide. Significantly, all Air Officers Commanding (AOCs) are enrolled in a Master's degree program in counseling through the University of Colorado, Colorado Springs (UCCS) as well as advance military training on counseling and leadership that is also provided to all Academy Military Trainers (AMTs)--the enlisted members of the squadron leadership team. These leaders receive training on sexual assault prevention and response above and beyond other USAFA members due to their immediate responsibilities directly supervising cadets.</p>		<p>psychologies. Training also covered confidentiality, consent, investigation, and prosecution. Training provided to over 300 USAFA leaders, faculty, AOC/AMTs, cadets, ABW, OSI, MDG, SF, JA, HC, etc. [X] Jun 04 - Future training requirements, processes, procedures codified in draft USAFAI outlining annual training for ART team, CVK, AOCs/AMTs, and other leadership. 9: [X] Jun 03 - BCT emphasized Sexual Assault reporting procedures to new cadets in class of 07. [X] 15 Nov 03 - Draft AY 04-05 4-year integrated training plan on alcohol, sexual assault, and human relations completed showing these areas as foundation of military training plan. [X] Aug-Dec 03 - Academy Response Team briefs each cadet squadron independently to discuss sexual assault reporting. [X] 31 Dec 03 - Spring 2004 materials approved by TRW/CV-S [X] 30 Apr 04 - BCT 2004 materials approved. [X] Jun 04 - Draft USAFAI outlining requirement for annual SA training. 11: [X] 15 Nov 03 - Draft AY 04-05 4-year integrated training plan on alcohol, sexual assault, and human relations completed showing these areas as foundation of military training plan [X] Aug-Dec 03 - ART Breakfasts with each cadet squadron established to educate on reporting requirements and procedures</p>	

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAF OPR	USAF OCR	USAF Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
8B	Further maximize the use of existing and potential avenues for victims' support and reporting.	SARC		<p>The SARC and the ART work closely and partners with a variety of on-base and off-base helping agencies (TESSA; Family Advocacy; Emergency personnel) We encourage base personnel to seek help from a variety of resources and have recently integrated a base-wide resource contact card that includes on-base and off-base helping agencies/resource numbers. The new DoD policy allows standard briefing on reporting to include information about medical providers as an additional avenue for assistance as well one way to preserve the Restricted Reporting option.</p>		<p>[X] Jun 04 - Draft USAFAI outlining training requirements [X] Sep 04- USAFAI 51-202 approved See AFC AI # 8b&c, 9 and 11: 8b-c: [X] 6 Oct 03 - Training by Ending Violence Against Women (EVAW) project, which included experts in VA, Prosecution, and Investigation. Dr. David Lisak (Nationally recognized expert) briefed victim and perpetrator psychologies. Training also covered confidentiality, consent, investigation, and prosecution. Training provided to over 300 USAFA leaders, faculty, AOC/AMTs, cadets, ABW, OSI, MDG, SF, JA, HC, etc. [X] Jun 04 - Future training requirements, processes, and procedures codified in draft USAFAI outlining annual training for ART team, CVK, AOCs/AMTs, and other leadership. 9: [X] Jun 03 - BCT emphasized Sexual Assault reporting procedures to new cadets in class of 07. [X] 15 Nov 03 - Draft AY 04-05 4-year integrated training plan on alcohol, sexual assault, and human relations completed showing these areas as foundation of military training plan. [X] Aug-Dec 03 - Academy Response Team briefs each cadet squadron independently to discuss sexual assault reporting. [X] 31 Dec 03 - Spring 2004 materials approved by TRW/CV-S [X] 30 Apr 04 - BCT 2004 materials approved. [X] Jun 04 - Draft USAFAI outlining</p>	Crisis Card

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAFA OPR	USAFA OCR	USAFA Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
8C	<p>Cadets and midshipmen, as peers, are often the first resource a victim will disclose to and therefore should be trained on both official reporting procedures and confidential options. If victims of sexual assault are unwilling to report, peers should strongly encourage victims to seek care from a confidential source.</p>	SARC		<p>Current training emphasizes the likelihood that peers are often a victim's first resource. Our cadets are trained on encouraging the victim to call the SARC for additional assistance. We also have an official Personal Ethics and Education Representative (PEER) program, nationally certified by Bacchus and Gamma that is highly advertised amongst the cadet wing and within the squadrons. PEERs are trained on a variety of issues to include sexual assault response. Recently the 34th Training Group reorganized the cadet leadership structure and removed the cadet First Sergeant role in direct recognition of the fact that PEERs are best able to assist cadets in need of assistance given the training they receive. Of note, USAFA PEERs are certified by the nationally renowned and</p>		<p>requirement for annual SA training. 11: [X] 15 Nov 03 - Draft AY 04-05 4-year integrated training plan on alcohol, sexual assault, and human relations completed showing these areas as foundation of military training plan [X] Aug-Dec 03 - ART Breakfasts with each cadet squadron established to educate on reporting requirements and procedures [X] Jun 04 - Draft USAFAI outlining training requirements [X] Sep 04- USAFAI 51-202 approved</p> <p>We do not train the entire population of cadets. We do however, train AOCs, AMTs and staff in accordance with</p>	Crisis Card

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAF OPR	USAF OCR	USAF Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
9A	<p>Congress should create a statutory privilege protecting communications made by victims of sexual assault to health care providers and victim advocates. This privilege should extend to both medical and mental health care providers and to those victim advocates designated and trained to perform that duty in a manner prescribed by DoD regulation. This expansion will accomplish the following:</p>	SARC		<p>BACCHUS and GAMMA peer education network.</p> <p>No input required, email from Lt Col Price, 30 Aug 05</p>		<p>No input required, per email from Lt Col Price, 30 Aug 05</p>	
9B	<p>Based on the following guidelines, the Academies should establish a plan to implement the new DoD Sexual Assault Response policy and protocol and submit their plan to the Services in accordance with the statute.</p>	SARC		<p>USAF had USAFAI 51-202, Academy Response Team, in place prior to the new DoD policy implemented confidential reporting. The AF also implemented AFI 36-3501 which establishes guidelines on the leadership positions and responsibilities regarding sexual assault response, education and prevention. Recently, we have developed a roll-out plan that reflects the way ahead for USAFA in accomplishing the required AF training base-wide.</p>	<p>USAFAI 51-202 is currently under revision in order to incorporate and implement new DoD reporting procedures. USAFA recently provided input to Air Staff for revisions to AFI 36-3501 in order to capture the new policies given recent DoD guidance in the area of sexual assault.</p>	<p>AFC AI #3a: [X] 27 May 03 - Commander's Guidance on Sexual Assault reporting policies, procedures, and definitions published after staffing through air staff [X] Jun 04 - Once SECAF approves updated SA reporting procedures, codify in Draft USAFA Instruction [X] Sep 04 - USAFAI 51-202 approved Newest policy not released.</p>	<p>USAFAI 51-202; Horse Blanket; AFI 36-3501 (draft)</p>

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAF A OPR	USAF A OCR	USAF A Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
10A	<p>The Victim Witness Coordinator at each Academy should both receive the required annual Victim Witness Assistance Program training and ensure that the following Academy personnel receive annual training on their role and responsibilities under this program:</p>	SARC		<p>HQ USAFA/SJA has appointed the JA liaison on the Academy Response Team as the VWAP liaison in all cases of sexual assault. The JA liaison works closely with the assigned Victim Advocate to ensure that all required notifications are made to the victims and witnesses involved in these cases. USAFAI 51-202 specifically details this relationship and the responsibilities of the JA liaison with regard to the Victim-Witness Assistance Program.</p>	<p>USAF A I 51-202 is currently under revision in order to incorporate and implement new DoD reporting procedures.</p>	<p>Fowler AI #14 and 15: Proposing a role for CASIE as part of the new USAFA policy on reporting sexual assault. 12: [X] 29 Jul 03 - Job description re-written to codify that Vice Commandant oversees Counseling Center (requires coordination with DP for permanent codification. [X] Aug 03 - Vice Commandant and her staff have built relationships with the Denver Rape Assistance and Awareness Staff, the Colorado Springs TESSA Staff, and the Ending Violence Against Women Project Staff. Outreach is also accomplished via Vice Commandant and Staff attendance at national and regional conferences in the areas of counseling, victim support, and sexual assault. [X] Jun 04 - Draft USAFAI outlining Vice Commandant's role to direct counseling center and liaison with community counseling agencies. 13a-e: [X] 27 May 03 - Commander's Guidance 05-8 outlined CV's role, the ART team, reporting policies and procedures, privacy, etc. [X] Jun 04 - ART, CV's Role, privacy, victim support, etc. codified in draft USAFAI. 13f: [X] 1 Aug 03 - Group support initiated, however, this capability is being reevaluated to ensure best support to victims. [X] Jun 04 - Group support processes and procedures described in CVK OI 14: [X] Sep 03 - ART established process for separating alleged assailants from victims on a case-by-case basis.</p>	<p>USAF A I 51-202 and AFI 36-3501 (draft)</p>

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAF OPR	USAF OCR	USAF Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
10B	Require Victim Witness Coordinators to make contact with a victim at the onset of an investigation and ensure that victims are afforded their rights through every phase of the case.	SARC		This is accomplished by the Victim Witness Coordinator providing initial victim information and assigning the JA liaison from the ART team as the follow-on VWAP liaison for the remainder of the case. USAFI 51-202 (which is currently under revision given new DoD policies) explains the relationship between the Victim Witness Coordinator and JA liaison.	USAFAI 51-202 is currently under revision in order to incorporate and implement new DoD reporting procedures.	[X] Jun 04 - Processes and procedures codified in USAFAI (CVK will work with the 34 TRG and JA) and sent out for coordination 15: [X] Sep 03 - The ART Team initiates process with the Commandant, TRG, and JA to feed results to the Cadet Wing on weekly basis -- feedback informs cadets on cases and punishments without providing identifying information. See details below. [X] Jun 04 - Processes and procedures for dissemination of information codified in USAFAI (CVK will work with the 34 TRG and JA) and sent out for coordination [X] Sep 04 - USAFAI 51-202 approved; Awaiting OSD approval of policy	USAFAI 51-202 and AFI 36-3501 (draft)
11A	DoD should update the Victim Witness Assistance Program to eliminate the current confusion between the roles of the Victim Witness Coordinator and Victim Advocate.						

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAF OPR	USAF OCR	USAF Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
11B	Train Academy personnel on the distinct roles of the Victim Advocate and Victim Witness Coordinator and the importance of each.	SARC		Prior to the implementation of the new DoD Confidentiality policy, the standard Academy Response Team (ART) briefing included an explanation of the JA liaison's role and interaction with the Victim Witness Coordinator and VWAP program. The JA liaison on the ART made the distinction between her role in the VWAP liaison capacity and the victim advocate role. Under current policy, emphasis has shifted towards explaining Restricted Reporting. Recommend that VWAP Coordinators and Victim Advocates partner to provide worthwhile training to base personnel on both of these vital programs.		See Above	
12A	Preserve the commander's discretion to handle victim and witness misconduct on a case-by-case basis.	CC	TRW, AH, DF	USAF policy is to handle the crime first and delay any actions on collateral misconduct until after the sexual assault allegation has been resolved. In any case, collateral misconduct by the victim or witness is handled on a case-by-case basis and disciplinary actions, if any, are significantly less than they would be if the offense were not associated with a sexual assault.		Fowler AI #18: Tiger Team reviewed and benchmarked USNA and USMA procedures 15-18 Oct. SECAF blanket amnesty policy in effect until Mar 04. DoD IG AI #2: Per MFR, dated 10 Dec 2004, SAF/MR, terminated the amnesty policy and advised all commanders shall exercise discretion in cadet disciplinary matters on a case-by-case basis.	AFCWMAN 36-3501
12B	Offer victims who commit misconduct the option to delay disposition of their disciplinary cases. A "flexible sequencing"	CC	TRW	USAF policy is consistent with the published sub-components of this recommendation. USAFA's first priority is victim care.		Nothing specifically relating to delaying disposition of discipline.	AFCWMAN 36-3501

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAF OPR	USAF OCR	USAF Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
13	option strikes a good balance between the need for individual discipline and the need to create an environment that will not deter reporting. Assign an additional chaplain to each of the Academies.	HC	DP	USAF/HC is fully manned with 16 chaplains assigned. These chaplains are engaged throughout USAFA with permanent party (4) and cadets (12) in a variety of roles. Of those assigned to the cadet area, 4 are directly assigned to the cadet groups (one per group); 1 is assigned to the Center for Character Development; 1 is assigned to the training wing; and others are assigned duties that directly impact cadets religious and spiritual needs daily (AH, DF, ABW, etc). One chaplain is assigned as a liaison to the Academy Response Team (ART) that reports directly to the sexual assault response coordinator (SARC). Through these various roles, the USAFA chaplain team is meeting and exceeding all the elements of this recommendation as published in the report.	USAF/HC just initiated a religious accommodation NOTAM (RAN) system to alert commanders of upcoming holy days, services, and general background information for faiths that are not well known but present within the cadet wing. The RAN is for commanders to use in accommodating the needs of their unit members. Similarly, chaplains are active facilitators in the honor and ethics programs provided to each class. These programs cover an array of leadership topics and the chaplains add a distinct perspective to the warrior ethos.	No data	
14	Require psychotherapists to receive specialized education and training in sexual assault and response to victims in the military prior to	SARC	MDG	The ART currently trains the psychotherapists assigned to the ART case management team on an as-needed and annual basis.	Might want to consider formalizing this as training for all psychotherapists assigned to USAFA. Currently, only psychotherapists assigned to the ART	Fowler AI #14 and 15: Proposing a role for CASIE as part of the new USAFA policy on reporting sexual assault. 12: [X] 29 Jul 03 - Job description re-written to codify that Vice Commandant oversees Counseling Center (requires coordination with DP for permanent	

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAF OPR	USAF OCR	USAF Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
	<p>assignment at the Academies.</p>				<p>receive more advanced training.</p>	<p>codification. [X] Aug 03 - Vice Commandant and her staff have built relationships with the Denver Rape Assistance and Awareness Staff, the Colorado Springs TESSA Staff, and the Ending Violence Against Women Project Staff. Outreach is also accomplished via Vice Commandant and Staff attendance at national and regional conferences in the areas of counseling, victim support, and sexual assault. [X] Jun 04 - Draft USAFAI outlining Vice Commandant's role to direct counseling center and liaison with community counseling agencies. 13a-e: [X] 27 May 03 - Commander's Guidance 05-8 outlined CV's role, the ART team, reporting policies and procedures, privacy, etc. [X] Jun 04 - ART, CV's Role, privacy, victim support, etc. codified in draft USAFAI. 13f: [X] 1 Aug 03 - Group support initiated, however, this capability is being reevaluated to ensure best support to victims. [X] Jun 04 - Group support processes and procedures described in CVK OI 14: [X] Sep 03 - ART established process for separating alleged assailants from victims on a case-by-case basis. [X] Jun 04 - Processes and procedures codified in USAFAI (CVK will work with the 34 TRG and JA) and sent out for coordination 15: [X] Sep 03 - The ART Team initiates process with the Commandant, TRG, and</p>	

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAF OPR	USAF OCR	USAF Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
15	Enhance safety policies and practices, especially for living areas, to maximize cadet and midshipmen safety while ensuring accountability to the chain of command.	TRW	AH, DF, ABW	Safety and operational risk management (ORM) are key topics discussed in AFCWMAN 36-3501, the Cadet Sight Picture (chapter 4). Similarly, accountability--personal, peer, and team--is defined and discussed in chapter 2. Together, these concepts mutually reinforce individual responsibility. For example, cadets that jog during the period from 30 minutes before sunset to 30 minutes after sunrise are required to wear reflective vests / straps, but they must also file a jogging plan with their squadron so that they can be found if they do not return on time. USAFA also has used a cadet patrol system for the remote cadet parking areas to ensure safety.	USAF will continue to critically examine all facets of its operations, such as those cited in the Agenda for Change, to minimize risk and maximize training commensurate with safety.	JA to feed results to the Cadet Wing on weekly basis -- feedback informs cadets on cases and punishments without providing identifying information. See details below. [X] Jun 04 - Processes and procedures for dissemination of information codified in USAFAI (CVK will work with the 34 TRG and JA) and sent out for coordination [X] Sep 04 - USAFAI 51-202 approved; Awaiting OSD approval of policy AFC AI # 18a-b, 19 a-d; Fowler AI #10: CLOSED; Already being accomplished: Females have separate rooms during First BCT and live in separate tents in Jack's Valley. Summer Program Dorm Management identified rooms for females to be clustered near female latrines for both Vandenberg and Sijan Hall. For second half of BCT, billeting arrangements already in compliance per AFI 32-6005, Unaccompanied Housing Management-(Field Conditions, para 1.5.5), which assigns cadets to separate tents by gender. CLOSED; Codified in updated TRG OI 24-601, Dormitory Standards, and in TRG OI 31-102, Dormitory Security. Currently no restrictions on use of phones and there are accessible private pay phones. When cadets use these phones, they are not required to provide an answer if they are asked purpose of call. All cadets are permitted to have cell phones. This is a change this year for the 4 degrees. USAFA working plan for Basic Cadet Training (BCT).	AFCWMAN 36-3501

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAF OPR	USAF OCR	USAF Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
16	Congress should revise the current sexual misconduct statutes to more clearly and comprehensively address contemporary sexual misconduct.			NOTE: Public Law 109-163 (6 Jan 06) created new definitions and classifications of rape and sexual assault (effective Oct 07). It also created the offense of Stalking (effective Jul 06).		None	
17	Specialized training focused on sexual assault cases should be mandatory and consistent for both investigators and prosecutors.					AFC AI # 8b-c: [X] 6 Oct 03 - Training by Ending Violence Against Women (EVAW) project, which included experts in VA, Prosecution, and Investigation. Dr. David Lisak (Nationally recognized expert) briefed victim and perpetrator psychologies. Training also covered confidentiality, consent, investigation, and prosecution. Training provided to over 300 USAFA leaders, faculty, AOC/AMTs, cadets, ABW, OSI, MDG, SF, JA, HC, etc. [X] Jun 04 - Future training requirements, processes, and procedures codified in draft USAFAI outlining annual training for ART team, CVK, AOCs/AMTs, and other leadership. [X] Jun 04 - draft USAFAI out for coordination [X] Jul 04 changed to Sep04 - USAFAI 51-502 approved FOWLER RECOMMENDATION #13	
18	Congress should amend Article 32 to explicitly permit commanders to close the hearings.					No data	
19	The Naval Academy Superintendent's designee should inform Company and Battalion	CC	SARC	The SARC informs the Vice Superintendent that a sexual assault has been alleged via restricted reporting -- only basic		[X] Discipline matrix statistics reviewed weekly in 'Cops & Robbers' mtg to USAFA/CC and TRW	AFI 36-3501 (Draft)

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Rec #	Recommendation	USAFA OPR	USAFA OCR	USAFA Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
	<p>officers and Senior Enlisted Leaders about reported cases involving midshipmen under their supervision.</p>			<p>information that an event has been reported via this channel is provided and no other commanders are notified about this type of report. If a report is unrestricted, the SARC (who is currently an O-6) seeks permission from the victim before telling lower-level commanders that they have alleged a sexual assault.</p>		<p>[X] Discipline, disenrollment and discharge decisions briefed monthly to Superintendent. Working with USAFA/JA to take action on starting a process to draft SUPT disenrollment decision memos and a process for a board to review all disenrollment decisions semi-annually. Put on calendar as recurring Jan/Jul event - DODAAR annually in new AFI--discipline is being tracked monthly and enrollment by AY-- considering codifying in master calendar [X] Sep 04 - After a cadet graduates, their UPRG is forwarded to their next unit, this includes any UCMJ actions and UIFs; also, awards/ decs received as cadets or before as prior enlisted or preppie; their cadet personnel record is destroyed after 90-days...this emulates the AF process in that a personnel record is kept for 90-days when an officer or enlisted person PCSs to a new base [X] Oct 04 - reviewing possible sources for data and plan for report</p>	
20A	<p>Ensure staff, faculty, and students are better educated and informed about the outcome of cases once they have been adjudicated.</p>	CC	TRW	<p>TRW leadership produces and disseminates sanitized disciplinary outcomes briefs quarterly. Known as "Cadet X slides," these disciplinary outcomes spread quickly throughout the cadet wing.</p>	<p>TRW is examining means to disseminate disciplinary outcomes more rapidly, while maintaining confidentiality, throughout the cadet wing and throughout the permanent party. It is important that permanent party understand the consequences of cadet infractions on both cadets and permanent party</p>	<p>[X] Sep 03 - ART initiates process with the Commandant, TRG, and JA to feed results to the Cadet Wing on weekly basis -- feedback informs cadets on cases and punishments without providing identifying information. See details below [X] Jun 04 - Processes and procedures for dissemination of information codified in USAFAI (CVK will work with the 34 TRG and JA) and sent out for coordination [X] Sep 04 - Every month the entire cadet wing receives via e-mail the Cadet Wing</p>	

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Rec #	Recommendation	USAF A OPR	USAF A OCR	USAF A Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
20B	The Department of Defense should revise the regulations implementing the Privacy Act to permit the dissemination of adverse administrative action within the command affected by the action.				members who unwittingly facilitate discipline infractions.	Conduct Summary; this includes any ongoing sexual assault case as well as new reports; CCL receives this report every month (per DS) [X] Sep 04 - USAFAI 51-202 approved	
21	The Army should authorize and fund a defense counsel billet at the US Military Academy.					No data	
22	Implement a permanent system, common to both Academies, to record and maintain data about all reported cases of sexual harassment and assault to enable detailed future information gathering and trend analysis.	SARC	ART	The ART Team has tracked all reported cases of sexual assault. Our Cadet Human Relations function tracks reports or inquiries regarding sexual harassment received in that office. 10 ABW/MEO tracks the official numbers for sexual harassment allegations/complaints and is the official source of historical data on sexual harassment complaints made base-wide.		AFC AI # 6a, 6f; AFC AI 56a-b: [X] Aug 03 - ART (CVX) established and now maintains database of open/closed cases. Briefed to Supt bi-weekly and forwarded to air staff for review. [X] Nov 03 - Proposed File plan on case folders complete [X] Jun 04 - Draft USAFAI on Sexual Assault reporting with database format as appendix [X] Jul 04 changed to Sep04 - USAFAI 51-202 approved [X] Dec 03 - Annual Assessment Plan presented to USAFA Supt for approval [X] Jun 04 - Future USAFA assessment process codified in draft USAFAI and AFI- Social Climate survey annual requirement to be codified in USAFAI to	ART Update Brief and ART database

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAFA OPR	USAFA OCR	USAFA Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
23	Congress should provide a statutory limitation on the use of indexing information for any purpose other than law enforcement.					include coordination with AFPC for development of survey...Standard AF UCA tools consulted, but not relied upon completely as they may not provide complete assessment required by CCs [X] Aug 04 changed to Sep 04 - USAFAI 36-3501 approved and AFI 36-3502 approved and master assessment plan approved	
24	Only the agent in charge of a criminal investigative office should have the authority to decide to index a suspect.					No data	
25	Input data into DIBRS to the same extent as do other Department of Defense agencies.					No data	
N/A	N/A	N/A	N/A			N/A	
27A	Adapt existing programs to incorporate cadet and midshipman education on sexual harassment and assault into a mandatory academic graded curriculum that addresses these subjects in a larger context of military leadership and/or ethics.	DF	SARC	The current method of providing this training to USAFA cadets is under review. One outcome has been the removal of a sexual assault lesson from the core Behavioral Sciences 110 course. After close coordination with the counseling center, the counseling center now provides approximately 10 hours of comprehensive sexual assault education during the four degree	USAFA has formed a curriculum integration committee charged with normalizing the placement of military training and education lessons with the broader academically accredited courses provided by the Dean.	No data	BCT-II lesson

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAFA OPR	USAFA OCR	USAFA Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
27B	Federal law regarding victim and witness rights should be incorporated into cadet and midshipman and military justice curricula.	DF	SARC	<p>year. The BehSci 110 lesson had become redundant and that all education efforts reside with the counseling center. Incoming Basic Cadets receive initial UCMJ training and initial sexual assault/sexual harassment training during Basic Cadet Training. In their four degree (freshmen) year they receive four, one-hour lessons on the UCMJ. The above-mentioned training is mandatory.</p> <p>Law 220 spends 1 lesson on sexual offenses and includes discussion of victim and witness rights</p>	<p>Commensurate with the curriculum integration efforts mentioned above, USAFA is seeking the best fit for this information in the training and education lessons provided throughout cadets' time at USAFA.</p> <p>No data</p>		
28	Classes addressing sexual harassment and/or assault should be graded, conducted during academic hours, instructed by qualified faculty members, and incorporate a variety of instructional methods.	DF	SARC	<p>Development and introduction of a core course on these topics is under review. One outcome has been the removal of a sexual assault lesson from the core Behavioral Sciences 110 course. After close coordination with the counseling center, the counseling center now provides approximately 10 hours of comprehensive sexual assault education during the four degree year. The BehSci 110 lesson had become redundant and that all education efforts reside with the counseling center.</p>	<p>Commensurate with the curriculum integration efforts mentioned above, USAFA is seeking the best fit for this information in the training and education lessons provided throughout cadets' time at USAFA.</p> <p>AFC AI 11a-d addresses direct use of training, but not academic graded curriculum.</p>		

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAF OPR	USAF OCR	USAF Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
29A	Establish routine assessments of existing training and education programs in conveying key concepts relating to sexual harassment and assault services.	DF	SARC	All coursework is evaluated in some manner. Academic classes use pass-fail, letter grades, points, etc on all graded work. Similarly, military training is evaluated by various means--typically pass-fail. Sexual assault prevention and response concepts are "tested" directly by the annual DMDC survey, and by HAF policy, USAFA does not ask survey questions related to sexual harassment. In the classroom, sexual assault materials are covered in small groups--typically 20-30--to allow for interaction and for the facilitator to assess whether or not the students understand the concepts using interim summaries, group verbal responses, and other means.	The USAF instructional systems development (ISD) processes are well known and established. The USAFA vision is to continue to make USAFA military training among the toughest--but professional--military training in the nation.	AFC AI #11d: [X] Aug 03 - Annual climate survey now includes multiple items to determine climate factors associated with SH, SA, Alcohol, Condonation, Toleration, and Trust/Confidence in leadership [X] Sep 03 - ART established process for monthly tracking of SA and serious SH cases and provides metrics to TRW/CC and Supt. [X] Jun 04 - Process described in USAFAI to measure and review SA metrics [X] Sep 04 - USAFAI approved. AFA is measuring now, monthly 60+ page brief of related metrics, codified in draft USAFAI 90-203, 4.5.3	
29B	Military history and leadership curricula should integrate gender issues.	DF		In History 202, our core military history course, the growing role of women in combat is discussed during lessons starting with World War II and going through Desert Storm. In addition, the history department made two special presentations to USAF Academy cadets and faculty last year on the history of women in the military. This was done in support of Women's History Month.	Also, we have conducted a special history course (History 495) on the History of women in combat and may be offering a similar history 495 in the Fall of 2006.	No data	
29C	Address the military ethos as it relates to the appropriate use of force and aggression within the profession of arms.	DF	TRW	Academically, our core military history course, History 202, discusses historical examples of the use of force as it relates to total war, limited war, asymmetric war,	Military ethos and the appropriate use of force are continuous lessons that must be revisited throughout an airman's	AFC AI # 42a: [X] Aug 03 - Gender Roles training during BCT 03 for Class of 07 also provided empowerment options to cadets. [X] Sep 03 - ART Breakfasts with each	AFCWMAN 36-3501

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAF OPR	USAF OCR	USAF Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
				and determining appropriate centers of gravity. Many of the historical examples include the economic warfare of the American Civil War, campaigns against the American Indians, the air campaigns of World War II, and Operations Rolling Thunder and Linebacker in Vietnam. The Department of History is also involved in the interdisciplinary courses that deal with the Holocaust (Hum 430) and war crimes and genocide (PS 423). Aggression, as it relates to human relations education and gender roles training, is provide to cadets during basic cadet training. Aggression and the use of force within the military context of warfare are covered in lessons on the Law of Armed Conflict (LOAC)--an ancillary training requirement for all active-duty personnel. Furthermore, the warrior spirit and military ethos are central themes throughout the AFCWMAN 36-3501, the Cadet Sight Picture.	career. As one advances in rank, the responsibility for the damage and destruction under their command increases exponentially--this theme is evident in lessons throughout the curriculum.	cadet squadron established to stress importance of finding your voice and saying no to include holding other cadets accountable. [X] Sep 03 - Commander's Guidance 09-7 highlighted cadet responsibilities to hold others accountable. [X] Jun 04 - Policy and training requirements for ethical use of power and right to say no codified in draft USAFAI related to sexual assault/gender training. [X] Sep04 - USAFAI 51-202 approved	
30A	Improve the quality and delivery of instructional materials.					No data	
30B	Establish an annual evaluation and update process in order to improve instructional materials used in education related to	DF		All academic courses are reviewed annually by course directors, department chairs, and peer instructors.	The USAF instructional systems development (ISD) processes are well known and established. The USAFA vision is to continue to make	No data	

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Rec #	Recommendation	USAF OPR	USAF OCR	USAF Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
	sexual harassment and assault.				USAF academic majors among the most highly respected programs in the world.		
31	To ensure adequate long-term continuity in sexual harassment and assault education programs, the Academics should incorporate either permanent military faculty or career civilian employees into an adequate number of the key positions.	CC	SARC	USAF has permanent military faculty for continuity in academics--similarly, a full-time civilian position for the sexual assault response coordinator (SARC) was recently created and a highly qualified civilian hired. The USAFA experience with sexual assault has not been an easy one, but it is one from which all military organizations can learn to uncover the extent of the problem in their unit and begin to work remedies.	The current SARC, Col Gray, is providing extensive training and orientation to the newly hired SARC as USAFA prepares for the long term program management and integration of the SARC into USAFA operations.	The entire experience and reports from early 2003 onwards could be linked to this outcome--just look at the AF-wide SARC training and positions that have only very recently been created.	
32	Establish a formal indoctrination process for all newly assigned Tactical or Brigade Staff Senior Noncommissioned and Chief Petty Officers.	TRG	DP	All GAOC/AOC/AMTs are instructed in an indoctrination course and certified. This course is normally opened by the USAFA/CC, TRW/CC. This is documented in their training folders upon course completion.		[X] Aug 03 - AF Specialty Code (AFSC) 8B100 Master JQS implemented [X] Mar - 04 MOA between AETC/USAF on Enlisted Training Course. Now at '3-Letter office symbol' at AETC--aiming for 1 Mar 04 [X] 31 Jul 04 - New course for USAFA Enlisted developed by AETC to Correspond with updated Classification. Initial course will be followed by In-Service/ongoing training. See 8a and 8b: 8a: [X] 27 May 03 - Commander's Guidance on Sexual Assault reporting policies, procedures, and definitions published after staffing through air staff. [X] Jun 04 - Once SECAF approves updated SA reporting procedures, codify in Draft USAFA 8b: [X] 6 Oct 03 - Training by Ending Violence Against Women (EVAW)	

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Rec #	Recommendation	USAF A OPR	USAF A OCR	USAF A Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
33	Establish an effective training program for faculty, staff, sponsors, and volunteers who work closely with cadets and midshipmen.	TRW	SD	Newcomers Briefings (All personnel), AOC/AMT training, mandatory sponsor training, Cadet Sight Picture testable to all TRW personnel		No data	Sponsor pamphlet and Newcomers Brief
34	Establish a training program for newly assigned commanders, chaplains, psychotherapists, counselors, medical personnel, victim advocates, and law enforcement personnel outlining Academy-specific policies regarding sexual assault victim support and confidentiality.	SARC		ART case management meetings, which occur bi-weekly, provide the main platform through which we provide a majority of this type of training. The SARC provides annual briefings detailing new and/or local policies, victim support and confidentiality at a variety of base-wide annual training sessions (e.g. Newcomer's Orientation).		See AFC AI # 8b&c, 9 and 11: 8b-c: [X] 6 Oct 03 - Training by Ending Violence Against Women (EVAW) project, which included experts in VA, Prosecution, and Investigation. Dr. David Lisak (Nationally recognized expert) briefed victim and perpetrator psychologists. Training also covered confidentiality, consent, investigation, and prosecution. Training provided to over 300 USAFA leaders, faculty, AOC/AMTs, cadets, ABW, OSI, MDG, SF, JA, HC, etc. [X] Jun 04 - Future training requirements, processes, and procedures codified in draft USAFAI outlining annual training for ART team, CVK, AOCs/AMTs, and other leadership. [X] Sep04 - USAFAI 51-202 approved FOWLER RECOMMENDATION #13	

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAFA OPR	USAFA OCR	USAFA Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
						<p>draft USAFAI outlining annual training for ART team, CVK, AOCs/AMTs, and other leadership.</p> <p>9: [X] Jun 03 - BCT emphasized Sexual Assault reporting procedures to new cadets in class of 07.</p> <p>[X] 15 Nov 03 - Draft AY 04-05 4-year integrated training plan on alcohol, sexual assault, and human relations completed showing these areas as foundation of military training plan.</p> <p>[X] Aug-Dec 03 - Academy Response Team briefs each cadet squadron independently to discuss sexual assault reporting.</p> <p>[X] 31 Dec 03 - Spring 2004 materials approved by TRW/CV-S</p> <p>[X] 30 Apr 04 - BCT 2004 materials approved.</p> <p>[X] Jun 04 - Draft USAFAI outlining requirement for annual SA training.</p> <p>11: [X] 15 Nov 03 - Draft AY 04-05 4-year integrated training plan on alcohol, sexual assault, and human relations completed showing these areas as foundation of military training plan</p> <p>[X] Aug-Dec 03 - ART Breakfasts with each cadet squadron established to educate on reporting requirements and procedures</p> <p>[X] Jun 04 - Draft USAFAI outlining training requirements</p> <p>[X] Sep 04- USAFAI 51-202 approved</p>	
35A	Develop an institutional sexual harassment and assault prevention plan that is evaluated and updated annually.	SARC		USAFA has a robust campaign plan for cultural change that includes sub-campaigns for substance abuse and religious accommodation, as well as sexual	The SARC has a SA prevention and response plan, known as the "Horse Blanket" the maps out the USAFA units	<p>Fowler AI #12: See AFC AI # 9b:</p> <p>[X] 15 Nov 03 - Draft AY 04-05 4-year integrated training plan on alcohol, sexual assault, and human relations completed showing these areas as foundation of</p>	Horse Blanket

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Rec #	Recommendation	USAF OPR	USAF OCR	USAF Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
				<p>harassment and sexual assault. The sexual harassment and sexual assault sub-campaigns are provide training on the prevention of and response to sexual assaults--the premier program in the USAF and the model for the new DoD policy. This program has been continuously evaluated and updated since inception--and with the new DoD-wide restricted reporting option, the sexual assault response coordinator (SARC), the OPR charged with the institutional sexual assault prevention and response plan, and her staff have been actively engaged with permanent party and cadets since the new policy became effective 14 Jun 05.</p>	<p>against a timeline for recurring SA training, to include the new AF-produced SA prevention and response video from Gen Brady. The vision for the SA program is dual sided--we seek to reduce sexual assault incidents while increasing the percentage of incidents that are reported. Perpetrators of sexual assault are incompatible with military service and airmen deserve the best treatment available should a SA event happen.</p>	<p>military training plan. [X] Dec 03 - Spring 2004 materials approved by TRW/CV-S [X] 30 Apr 04 changed to 10 May - BCT 2004 materials approved [X] Jun 04 - AY 04-05 materials approved [X] Jun 04 - Draft USAFAI outlining requirement for annual SA training [X] Sep 04 - USAFAI 51-202 approved</p>	
35B	<p>All sexual harassment and assault prevention programs at both Academics should ultimately be overseen and directed by a 0-6 level officer or civilian equivalent on the Superintendent's staff.</p>	SARC		<p>USAFA's current SARC is an O-6 on the Commandant's Staff who reports basic information of a restricted report to the Vice-Superintendent. The current proposed plan is to move the SARC from the Commandant's staff and have that position report directly to the Vice Superintendent.</p>		<p>Fowler AI #14 and 15: Proposing a role for CASIE as part of the new USAFA policy on reporting sexual assault. 12: [X] 29 Jul 03 - Job description re-written to codify that Vice Commandant oversees Counseling Center (requires coordination with DP for permanent codification. [X] Aug 03 - Vice Commandant and her staff have built relationships with the Denver Rape Assistance and Awareness Staff, the Colorado Springs TESSA Staff, and the Ending Violence Against Women Project Staff. Outreach is also accomplished via Vice Commandant and Staff attendance at national and regional conferences in the areas of counseling, victim support, and sexual assault.</p>	CV-P Org Chart

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Rec #	Recommendation	USAFSA OPR	USAFSA OCR	USAFSA Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
						<p>[X] Jun 04 - Draft USAFAI outlining Vice Commandant's role to direct counseling center and liaison with community counseling agencies.</p> <p>13a-e: [X] 27 May 03 - Commander's Guidance 05-8 outlined CV's role, the ART team, reporting policies and procedures, privacy, etc.</p> <p>[X] Jun 04 - ART, CV's Role, privacy, victim support, etc. codified in draft USAFAI.</p> <p>13f: [X] 1 Aug 03 - Group support initiated, however, this capability is being reevaluated to ensure best support to victims.</p> <p>[] Jun 04 - Group support processes and procedures described in CVK OI</p> <p>14: [X] Sep 03 - ART established process for separating alleged assailants from victims on a case-by-case basis.</p> <p>[X] Jun 04 - Processes and procedures codified in USAFAI (CVK will work with the 34 TRG and JA) and sent out for coordination</p> <p>15: [X] Sep 03 - The ART Team initiates process with the Commandant, TRG, and JA to feed results to the Cadet Wing on weekly basis -- feedback informs cadets on cases and punishments without providing identifying information. See details below.</p> <p>[X] Jun 04 - Processes and procedures for dissemination of information codified in USAFAI (CVK will work with the 34 TRG and JA) and sent out for coordination</p> <p>[X] Sep 04 - USAFAI 51-202 approved; Awaiting OSD approval of policy</p>	

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Rec #	Recommendation	USAF OPR	USAF OCR	USAF Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
36	Future renovations of cadet and midshipman living areas should be consistent with DoD directives eliminating communal toilet or bathing facilities in favor of smaller facilities in the individual living areas.	SD	RA	DOD Manual 4165.63 specifies dormitory room standards but does not address cadets specifically. This recommendation is complex and would require significant integration of mission elements to execute and extensive planning for the funding, renovation and movement plans, loss of living spaces, etc. that would impact USAFA operations and production of officers.	There are no plans at this time for renovations on the scale of this recommendation.	Not being worked	
37A	Tactical and Brigade Staff Officer, Senior Noncommissioned Officer, and Senior Enlisted Leader duties need to be clearly defined and provide for greater direct interaction and involvement with cadets and midshipmen, particularly during evening and weekend hours.	TRW	TRG	34 Training Group Operational Instruction, 36-12, "Officer and Enlisted Personnel Duties and Responsibilities" outlines these duties		AFC AI #19 c: CLOSED; 9 Sep 03. Codified in TRG OI 31-102, Cadet Dormitory Security, dated 9 Sep 03, chapter 4.4.1 "Officer of the Day/NCO of the Day," establishing a night shift. 34 TRG OI 31-102, Cadet Dormitory Security Plan which specifically outlines this requirement.	
38A	Admissions offices should expand the selection process to obtain a summary of secondary school conduct.	CC	RR	USAF admissions are made with a review of secondary school conduct and a standardized assessment of applicants.	Research in the behavioral sciences is always looking for means to identify those with the potential to excel and the aptitude to do so. USAFA will continue to research the literature and refine the admissions process to incorporate the best science from these studies.	No data in AFC--related to the ANSER report.	Admissions forms and RR background paper

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAF A OPR	USAF A OCR	USAF A Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
38B	The Academy's admission offices should incorporate a standardized assessment of applicants' attitudes and values into the selection process to ensure compatibility with Academy and military values.	CC	RR	The USAF A admissions process includes questionnaires that applicants submit--including questions about if they have been arrested, convicted, or fined for violations of the law. Applicants must also submit forms completed by their high school teachers regarding the teacher's evaluation of the student with regard to character, dignity, respect, and conduct in class.	Research in the behavioral sciences is always looking for means to identify those with the potential to excel and the aptitude to do so. USAF A will continue to research the literature and refine the admissions process to incorporate the best science from these studies.	No data in AFC--related to the ANSER report.	Admissions forms and RR background paper
39	Admissions committee membership should be restructured to ensure that it is representative of the diversity of the applicant pool.	CC	RR	USAF A Admissions is addressing finding #39 considering diversity with respect to women. Two Air Force Academy Selections panels consist of 9-10 members each. Two or three members of each panel are female. Past panel chairpersons have included the current Dean of the Faculty for USAF A, Brigadier General Dana Born, and USAF A Professor of Management Department, Colonel Rita Jordon, and USAF A Professor of Foreign Language, Colonel Jill Crotty.		No data	Admissions forms and RR background paper
40A	Follow the DoD policy regarding establishing collaborative relationships with civilian authorities for sexual assault victim support.	SARC		USAF A is in full compliance with the DoD policy and has established collaborative relationships with civilian helping agencies, Ft Carson, Peterson AFB, and Schriever AFB SARCs. The local USAF A OSI detachment is also in daily contact with local law enforcement officials and the ART OSI liaison maintains appropriate ties with the local OSI	USAF A has continuously sought only the best advice from national experts on sexual assault--and will continue to do so, whether as helping agencies or curriculum developers in order to combat this national problem.	AFC AI # 8F: CLOSED due to AFI 51-201, Chapter 7, "Victim/Witness Assistance Program"	Draft MOU

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Rec #	Recommendation	USAF OPR	USAF OCR	USAF Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
40B	<p>Assign liaison personnel, such as a Sexual Assault Response Coordinator (SARC), to facilitate coordination between Academies and the multiple civilian agencies responding to sexual assault.</p>	SARC		<p>detachment. Local medical and rape crisis counseling professionals maintain a close relationship with the USAFA SARC.</p> <p>The USAFA SARC cultivated these relationships during a period of high stress and national attention--today, civilian helping agencies in and around USAFA form a mutual assistance relationship in order to focus on the first priority in cases of sexual assault--victim care.</p>	<p>The current SARC is providing extensive orientation to the new civilian SARC in order to maintain these important relationships.</p>	<p>Fowler AI #14 and 15: Proposing a role for CASIE as part of the new USAFA policy on reporting sexual assault. 12: [X] 29 Jul 03 - Job description re-written to codify that Vice Commandant oversees Counseling Center (requires coordination with DP for permanent codification. [X] Aug 03 - Vice Commandant and her staff have built relationships with the Denver Rape Assistance and Awareness Staff, the Colorado Springs TESSA Staff, and the Ending Violence Against Women Project Staff. Outreach is also accomplished via Vice Commandant and Staff attendance at national and regional conferences in the areas of counseling, victim support, and sexual assault. [X] Jun 04 - Draft USAFAI outlining Vice Commandant's role to direct counseling center and liaison with community counseling agencies. 13a-e: [X] 27 May 03 - Commander's Guidance 05-8 outlined CV's role, the ART team, reporting policies and procedures, privacy, etc. [X] Jun 04 - ART, CV's Role, privacy, victim support, etc. codified in draft USAFAI. 13f: [X] 1 Aug 03 - Group support initiated, however, this capability is being reevaluated to ensure best support to victims.</p>	Draft MOU

Appendix 3: Historical DTF Response Matrix

Rec #	Recommendation	USAFA OPR	USAFA OCR	USAFA Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
						<p><input type="checkbox"/> Jun 04 - Group support processes and procedures described in CVK OI 14: <input checked="" type="checkbox"/> Sep 03 - ART established process for separating alleged assaultants from victims on a case-by-case basis.</p> <p><input checked="" type="checkbox"/> Jun 04 - Processes and procedures codified in USAFAI (CVK will work with the 34 TRG and JA) and sent out for coordination</p> <p><input checked="" type="checkbox"/> Sep 03 - The ART Team initiates process with the Commandant, TRG, and JA to feed results to the Cadet Wing on weekly basis -- feedback informs cadets on cases and punishments without providing identifying information. See details below.</p> <p><input checked="" type="checkbox"/> Jun 04 - Processes and procedures for dissemination of information codified in USAFAI (CVK will work with the 34 TRG and JA) and sent out for coordination</p> <p><input checked="" type="checkbox"/> Sep 04 - USAFAI 51-202 approved; Awaiting OSD approval of policy</p>	
41	Document any existing informal relationships with community agencies, and incorporate such documentation into procedures.	SARC		Written MOU with Memorial Hospital and verbal MOA with local rape crisis center, TESSA was in place prior to new DoD policy.	Both MOU/MOA are being revised and documented. USAFA's ART team met with Memorial Hospital on 24 Aug 05 and drafting of a revised MOU is underway which incorporates new ability to provided SANE exams to victims who make a restricted report.	See Above	Draft MOU
42A	Collaborate with local community crisis	SARC		USAFA has actively collaborated with local community		See Above	Draft MOU

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Rec #	Recommendation	USAF OPR	USAF OCR	USAF Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
42B	counseling centers, where appropriate, in order to augment sexual assault expertise into military training programs and to exchange non-identifying sexual assault data involving military personnel. Actively publicize information about available community resources and incorporate it into the sexual assault prevention and awareness training.	SARC		organizations for the past two years. Additionally, the developmental training plan and campaign plan on this topic has relied extensively on local, regional and national level experts in this field. Information is presented in various formats to include Newcomers Orientation, Senior NCO Course, and base newspaper articles and a newly revised base-wide resource wallet card.		See Above	ART Homepage
43	Endorse and validate, through documentation, relationships with local law enforcement agencies. The Military and Naval Academies should fully integrate the preparatory schools into the prevention, training, and response programs and initiatives at each of the Academies. Any evaluation and oversight of the Academies' progress in addressing sexual harassment and assault should include the	SARC		Through AFOSI Liaison assigned to ART and the AFOSI Detachment, relationships are developed and maintained and documented by AFOSI Detachment		No data	
44		CC	SARC	The USAFA Preparatory School is included in the training plan/initiatives prepared for USAFA cadets. Additionally, the Preparatory School has their own PEER program.	The USAFA SARC training plan fully includes the preparatory school in its SA training and PEER programs. The Prep School is the core of the next class--our future--and time with them is time well spent.	USAFAI 51-202 addresses the USAFA Preparatory School during response and reporting procedures.	PEER Homepage

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Rec #	Recommendation	USAF OPR	USAF OCR	USAF Comments	The Future	History / Linkage to Prior Reports	Supporting Documents
	preparatory schools.						