



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

APR 26 2023

The Honorable Jack Reed
Chairman
Committee on Armed Services
United States Senate
Washington, DC 20510

Dear Mr. Chairman:

The Department's response to section 1631 of the Ike Skelton National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2011 (Public Law 111-383), as amended by section 537 of the William M. (Mac) Thornberry NDAA for FY 2021, which requires the Secretary of Defense to submit an annual report on sexual assaults involving members of the Armed Forces during the preceding year, including reports from each of the Military Departments, is enclosed.

The *Department of Defense Fiscal Year 2022 Annual Report on Sexual Assault in the Military* presents statistics and analysis of reports of sexual assault during FY 2022 and discusses policy and program improvements to the Department's Sexual Assault Prevention and Response program. The numerical data and statistics contained in this report respond to reporting requirements outlined in the NDAA's for FYs 2011, 2012, 2013, 2015, 2017, 2018, and 2021.

Throughout FY 2022, the Department and Military Services continued to be fully-focused on supporting and executing the Secretary of Defense initiatives in this mission space, to include working toward completion of the approved recommendations made by the Independent Review Commission on Sexual Assault in the Military.

During this fiscal year, the Department took action to advance several historic reforms, which when fully implemented, will fundamentally change how sexual assault is addressed in the military. These actions included readying the Offices of Special Trial Counsel to take over prosecutorial decisions at the end of this year, with the goal of restoring our Service members' faith that military justice decisions are fair, impartial, and based on evidence. Additionally, the Department continued to make progress in establishing guidance and infrastructure for a dedicated, integrated, and competent prevention workforce to advise commanders in the development of strategies to reduce sexual harassment and sexual assault before they occur. Other significant actions are discussed within the report.

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The Department will remain on track to make the meaningful changes directed by the Secretary of Defense, and we will not rest until sexual harassment and sexual assault are eliminated from our ranks. Our Service members and their families expect and deserve our utmost commitment to these issues, and we will not let them down.

Thank you for your continued strong support for our Service members. I am sending similar letters to the Committees on Veterans' Affairs of the Senate and the House of Representatives, and the Committee on Armed Services of the House of Representatives.

Sincerely,

A handwritten signature in black ink, appearing to read "Gilbert R. Cisneros, Jr.", with a stylized flourish at the end.

Gilbert R. Cisneros, Jr.

Enclosure:
As stated

cc:
The Honorable Roger F. Whicker
Ranking Member



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

APR 26 2023

The Honorable Mike D. Rogers
Chairman
Committee on Armed Services
U.S. House of Representative
Washington, DC 20515

Dear Mr. Chairman:

The Department's response to section 1631 of the Ike Skelton National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2011 (Public Law 111-383), as amended by section 537 of the William M. (Mac) Thornberry NDAA for FY 2021, which requires the Secretary of Defense to submit an annual report on sexual assaults involving members of the Armed Forces during the preceding year, including reports from each of the Military Departments, is enclosed.

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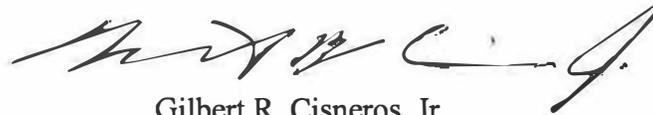
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Gilbert R. Cisneros, Jr.

Enclosure:
As stated

cc:
The Honorable Adam Smith
Ranking Member



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UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

APR 26 2023

The Honorable John Tester
Chairman
Committee on Veterans' Affairs
United States Senate
Washington, DC 20510

Dear Mr. Chairman:

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cc:
The Honorable Jerry Moran
Ranking Member



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APR 26 2023

The Honorable Mike Bost
Chairman
Committee on Veterans' Affairs
U.S. House of Representatives
Washington, DC 20515

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Gilbert R. Cisneros, Jr.

Enclosure:
As stated

cc:
The Honorable Mark Takano
Ranking Member



Department of Defense Annual Report on Sexual Assault in the Military

Fiscal Year 2022





*Department of Defense
Annual Report on Sexual Assault in the Military
Fiscal Year 2022*

The estimated cost of this report for the Department of Defense is approximately \$591,000 for the 2022 Fiscal Year. This includes \$147,000 in expenses and \$444,000 in DoD labor.

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REPORTING REQUIREMENT:

- Congress requires the Department to provide an annual report on sexual assault involving members of the United States Armed Forces under the jurisdiction of the Secretary of Defense. This report satisfies that requirement.
- The Department uses the term “sexual assault” to refer to a range of crimes, including rape, sexual assault, forcible sodomy, aggravated sexual contact, abusive sexual contact, and attempts to commit these offenses, as defined in the Uniform Code of Military Justice.
- **No sexual assault prevalence survey for the active force was required or conducted this year. The next sexual assault prevalence survey of military members is planned for Fiscal Year 2023.**

THIS YEAR’S FINDINGS:

- The Department received a total of 8,942 reports of sexual assault, which is an increase of 76 reports over the 8,866 received in Fiscal Year 2021. Of the 8,942, 5,941 were Unrestricted Reports of sexual assault and 3,001 were Restricted Reports at the end of the year.
- The Department continued implementation of key Secretary of Defense Sexual Assault Prevention and Response initiatives and recommendations informed by the Independent Review Commission on Sexual Assault in the Military.
- Implementation of the Commission’s recommendations, as approved by the Department, is underway.

Executive Summary

The Fiscal Year 2022 Annual Report on Sexual Assault in the Military provides an update on Department of Defense efforts to counter sexual assault and sexual harassment in the military. The report includes sexual assault reporting information and military justice outcomes as required by Congress. This year, the report includes summaries of the steps taken to implement prevention and response initiatives and recommendations of the Independent Review Commission on Sexual Assault in the Military, as approved by the Secretary of Defense. The report covers Fiscal Year 2022 (October 1, 2021 to September 30, 2022).

Key Fiscal Year 2022 Sexual Assault Reporting Data

The Department encourages greater reporting to promote more help-seeking by Service members and to hold alleged offenders appropriately accountable. In total, the Department received 8,942 reports of sexual assault involving Service members as victims and/or subjects in Fiscal Year 2022, an increase of 1 percent from the 8,866 received in Fiscal Year 2021. Of the 8,942, 5,941 were Unrestricted Reports of sexual assault and 3,001 remained Restricted at the end of the year.

Of the 8,942 reports, 7,378 were from Service members reporting an incident that occurred to them during military service. This reflects a 1.6 percent increase from the 7,260 such reports received in 2021.

The Military Departments reported case outcomes (dispositions) for 3,928 cases in Fiscal Year 2022. Of those 3,928 cases, military commanders had sufficient authority and/or jurisdiction to consider 3,188 cases for possible action against the accused. The evidence supported command action in 2,117 cases. Commanders were precluded from action or respected victims’ desire to not further participate in the justice process in 1,031 cases. Forty of the 3,188 cases were determined to be unfounded, meaning false or baseless.

WAY FORWARD

- Continue readying the Offices of Special Trial Counsel to take over prosecutorial decisions in Fiscal Year 2024.
- Assign sufficient personnel with appropriate training and expertise to the Offices of Special Trial Counsel for full operational capacity.
- Professionalize the sexual assault response workforce to provide response personnel enhanced skills to better assist victim recovery.
- Professionalize and revise the sexual assault response workforce structure.
- Continue prevention workforce hiring.
- Accomplish On-Site Installation Evaluations to identify and address command challenges.

FULL REPORT IS AVAILABLE AT
WWW.SAPR.MIL

Secretary of Defense Sexual Assault Prevention and Response Initiatives

Throughout Fiscal Year 2022, the Department and Military Services continued to support and execute initiatives directed by the Secretary of Defense that impacted the Sexual Assault Prevention and Response mission.

Implementation of Recommendations by the Independent Review Commission on Sexual Assault in the Military as Approved by the Secretary of Defense:

Secretary of Defense Austin directed the establishment of a 90-day Independent Review Commission on Sexual Assault in the Military in February 2021 to drive meaningful change in how the Armed Forces prevent, respond to, and ensure accountability for sexual assault and sexual harassment.

In July 2021, the Commission published its report, making recommendations to improve climate and culture, prevent sexual assault and sexual harassment, provide better care for victims, and hold perpetrators appropriately accountable.

At Secretary of Defense Austin's direction, Deputy Secretary of Defense Kathleen Hicks developed an

Implementation Roadmap to guide the implementation of the recommendations wherever possible. In September 2021, Secretary of Defense Austin approved the Implementation Roadmap, which organized the Commission's recommendations, as approved by the Secretary, into four tiers to enable implementation across a phased approach for continuous evaluation of effectiveness, progress, and modification where necessary. Between October and December 2021, the Under Secretary of Defense for Personnel and Readiness provided the Department with implementation guidance for executing the approved recommendations across the four tiers.

To date, the Department has made significant progress in implementing approved Independent Review Commission recommendations and legislative requirements, including:

- Establishing professionalized career billets for military justice personnel handling special victim crimes (Recommendation 1.4);
- Developing a model for a dedicated and capable prevention workforce (Recommendation 2.2.a);
- Allowing survivors flexibility to take non-chargeable time off for seeking services or time for recovery from sexual assault (Recommendation 4.3.c); and
- Making sexual harassment victims eligible for Sexual Assault Prevention and Response services (Cross Cutting Recommendation 1).

Implementation of all recommendations, as approved by the Secretary of Defense, has been initiated.

Although investments informed by the Independent Review Commission are underway, results on investments are not yet observable in force-wide assessments. The Department's investments need time to take hold and reverse the harmful trends observed in its surveys and climate assessments. It will take time before the Department will see any measurable impact from these investments. However, work is ongoing to capture the impact of smaller, focused initiatives that will one day resonate throughout the force.

September 2022 “Actions to Address” Memorandum:

Upon release of the Fiscal Year 2021 Annual Report on September 1, 2022, the Secretary of Defense directed the Department to focus on specific actions intended to respond to the increase in prevalence of unwanted sexual contact, sexual harassment, and other readiness impacting behaviors:

- **Ready the Offices of Special Trial Counsel;**

Legislation in the Fiscal Year 2022 and 2023 National Defense Authorization Acts required the establishment of Offices of Special Trial Counsel in the Army, Navy, Marine Corps, and Department of the Air Force to be headed by a one-star general or flag officer who reports directly to the Secretary of their Military Department. In addition, the Authorization Acts also expanded the types of crime addressed by the Offices of Special Trial Counsel and provided needed procedural changes in military law to support this new approach to the prosecution of special victim crimes.

To date, the Army, Navy, Marine Corps, and Department of the Air Force have all established the required Offices of Special Trial Counsel; trained and certified their prosecutors; and are finalizing preparations to take over prosecutorial decisions in specified crimes from military commanders in December 2023. The goal of this fundamental change in law was to restore Service member faith that military justice decisions are fair, impartial, and based on evidence.

- **Hire, train, and empower the prevention workforce;**

The Commission's Recommendation 2.2 found that, “effective prevention of sexual harassment, sexual assault, and other forms of violence requires the time and dedication of full-time personnel with specific public health and behavioral social science expertise. Prevention responsibilities should not be carried out as a collateral or additional duty. Building a primary prevention workforce capability will require long-term investments from Military Department leadership to empower the Services and National Guard.”

In 2022, the Department created a model for a primary prevention workforce (2.2.a) and developed a professional credential for prevention workforce members (2.2.b). In addition, the Department worked with the Military Services to identify the appropriate number of prevention workers at each echelon of command for both the Active and Reserve Components. The Prevention Workforce is the necessary resource to counter risk factors that lead to self and other directed harm.

- **Professionalize and strengthen the sexual assault response workforce;**

In Recommendation 4.1, the Commission sought to optimize the Victim Care and Support (i.e., “Response”) Workforce by:

- Moving Sexual Assault Response Coordinators and Victim Advocates from the command reporting structure;
- Exploring the co-location of special victim services; and

- Eliminating collateral duty response workforce members, except onboard ships and small or isolated locations.

With these recommended changes, the Commission recognized that victim assistance cannot be effectively provided by part-time personnel who rarely receive an opportunity to support a victim. In addition, moving personnel from the command reporting structure was intended to eliminate perceived commander bias and influence related to survivor needs, protect survivor privacy and confidentiality, and empower the response workforce to do what is in the best interest of the victim without concern of reprisal against them.

In 2022, the Department directed the Military Services to undertake large-scale workforce studies to assess their requirements, reallocate resources, and devise a plan to redistribute their response workforce according to the Commission's recommendations and the Department's implementation guidance issued in Fall 2021. The Military Services completed their workforce studies in October 2022.

- **Launch new On-Site Installation Evaluations;**

On February 26, 2021, Secretary of Defense Austin directed On-Site Installation Evaluations at select installations. These evaluations focus on an installation's prevention capabilities and ability to effectively address risk for sexual assault, harassment, and suicide. They were designed to provide early detection of risk factors so leaders can take corrective actions and enhance prevention.

In 2021, the Department completed visits to a number of installations and organizations worldwide to provide insights on risk and protective factors on the ground, what works, what does not, how the Department can improve efforts more comprehensively, and support efforts to implement the approved recommendations of the Independent Review Commission. An additional purpose of the inaugural evaluations was to pilot a process and metrics to establish an enduring installation evaluation capability that can be replicated in subsequent evaluations.

In September 2022, the Secretary of Defense directed that a new round of On-Site Installation Evaluations be conducted to target prevention efforts to installations with heightened risk factors, and to enhance senior leaders' visibility of workforce climate in a variety of operational settings. The evaluation visits will occur in the 2nd Quarter of Fiscal Year 2023 and also include the three Military Service Academies.

- **Support the 2023 force-wide climate assessment.**

In the "Actions to Address and Prevent Sexual Assault Sexual Harassment in the Military" Memorandum, dated September 1, 2022, the Secretary of Defense directed commanders to employ the *Defense Organizational Climate Survey* and take action to address risk to Service members within their units, as directed by and on the schedule set by the Department. Commanders were also directed to support Department assessment efforts by providing on-duty time in private settings for their military personnel to voluntarily complete the 2023 *Workplace and Gender Relations Survey of Military Members* when fielded.

Way Forward

Sexual assault and sexual harassment remain persistent challenges across the Military Services. It is for this reason the Secretary of Defense took immediate action to reduce these harmful behaviors. Consistent with his intent to accept the Independent Review Commission's recommendations wherever possible, the Secretary of Defense set into motion the means to produce the cultural and organizational change required to improve accountability, prevention,

culture and climate, and victim care and support. As a result, the Department will continue to focus on several key actions within these mission spaces in Fiscal Year 2023.

The Army, Navy, Marine Corps, and the Department of the Air Force will finalize preparations for Offices of Special Trial Counsel to take over prosecutorial decisions for sexual assault and other covered offenses in December 2023, and assign sufficient personnel with appropriate training and expertise to the Offices for full operational capacity.

To help commanders get ahead of the occurrence of sexual assault and sexual harassment, the Department will continue efforts to hire a dedicated integrated primary prevention workforce that will inform and support command focus on countering sexual assault and other harmful behaviors. In Fiscal Year 2023, Congress authorized \$479 million to allow for the hiring of the Prevention Workforce and implementation of the approved Independent Review Commission recommendations.

Within the victim care and support mission, the Department is professionalizing the sexual assault response workforce to provide responsive survivor support. A sexual assault response workforce will be empowered with the enhanced skills needed for improved care.

Finally, the Department will continue to recognize climate as key to breaking down barriers and achieving expected outcomes. Data and best practices will inform decisions by leaders on how to best support their people and enhance their command climates. Additionally, On-Site Installation Evaluations will continue to identify and address climate challenges and prevention best practices. The Department will leverage its force-wide climate assessment to help leaders address risks facing Service members.

Taken together, the Department's efforts will produce the conditions needed to reduce sexual assault and sexual harassment in our Nation's military and create healthier, safer environments for our Service members. The Department will use the authorities and resources entrusted to it to counter sexual assault and take care of our men and women in uniform.



Introduction

The Department of Defense (DoD) is required by Section 1631 of the Ike Skelton National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2011, as amended, to submit a yearly Annual Report on Sexual Assault in the Military to the Committees on Armed Services and Veterans Affairs of the Senate and House of Representatives.

Report Focus Areas

This report summarizes key data and Sexual Assault Prevention and Response (SAPR) efforts by the Department, Military Services, and National Guard Bureau (NGB). This year's report provides updates on actions the Department has taken in the following focus areas:

- Implementing the Secretary of Defense-Approved IRC Recommendations
- Executing the Secretary of Defense SAPR Initiatives; and
- Advancing Sexual Assault Programs and Policies.

Report Contents and Appendices

The Department and Military Services invest significantly in activities to prevent and respond to sexual assault. The Department views these activities through the lens of two primary metrics:

- **Prevalence** (i.e., estimated total of Service members experiencing sexual assault measured by scientific surveys – desired state is *decrease*)
- **Reporting rate** (i.e., percentage of victimized Service members making Restricted and Unrestricted Reports – desired state is *increase*)

Both measures rely on results from the *Workplace Gender and Relations Survey of Military Members (WGR)*. This survey was not required or conducted in FY22; therefore, this report does not include a prevalence estimate or a reporting rate for the past FY. The Department will field the next iteration of the *WGR* in FY23 to a representative sample of military members.

Though DoD does not have a sexual assault or sexual harassment prevalence estimate for FY22, the new *Defense Organizational Climate Survey (DEOCS)*, launched in 2021, provides commanders with unit-specific information on critical topics so they can take immediate steps to improve their command climate. Results from the 2021 and 2022 *DEOCS* across the entire Active Component indicate that sexually harassing behaviors have remained largely stable, suggesting prevalence has likely remained stable. Per Department of Defense Instruction (DoDI) 6400.11, "Primary Prevention Policy for Prevention Workforce and Leaders," all units must complete the *DEOCS* annually during August and November.

This year's Annual Report on Sexual Assault in the Military covers sexual assault allegations made during FY22 (October 1, 2021 to September 30, 2022). The SAPR program addresses contact and penetrating sexual crimes by adults against adults, as defined in Articles 80, 120, and 125 of the Uniform Code of Military Justice (UCMJ).

Additional accomplishments, activities, and outreach conducted by the Department can be found in Appendix A. Detailed statistical data and analysis for FY22 is located in Appendices B, C, and D. A summary of data from the Department's Safe Helpline (SHL) is at Appendix E. Sexual harassment falls under the purview of the Office for Diversity, Equity, and Inclusion (ODEI). Appendix F contains data concerning formal, informal, or anonymous sexual harassment complaints collected by ODEI in FY22. Sexual assault of a spouse or intimate partner and child sexual abuse falls under the purview of the Family Advocacy Program (FAP).

Appendices G and H contain preliminary data reported to FAP in FY22. A list of acronyms used in this report is in Appendix I.

Report Enclosures

Enclosed with this report are concurrent reports from the Department of the Army (Enclosure 1), Department of the Navy (Enclosure 2), Department of the Air Force (Enclosure 3), and the NGB (Enclosure 4). This report covers sexual assault allegations made during FY22 and also serves as the Department's assessment of the Military Services' prevention and response efforts from October 1, 2021 to September 30, 2022.

Report Annexes

Men's SAPR Communication Campaign DoD SHL Evaluation

Based on past studies, men are far less likely to report an experience of sexual assault than women due to stigma and myths surrounding sexual assault. In 2021, DoD estimated that only 10 percent of active-duty men reported their experience of sexual assault to a Department authority, compared to about 29 percent of active-duty women.¹

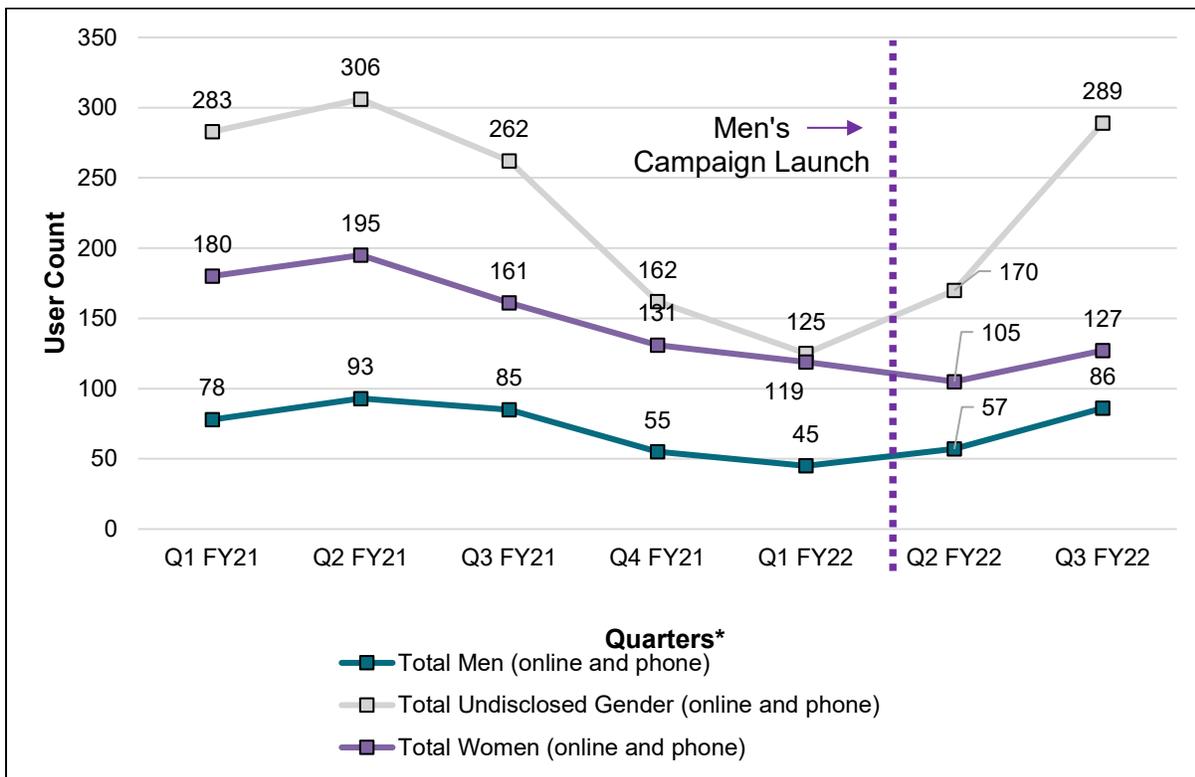
To encourage access to resources and support, the Department launched the Plan to Prevent and Respond to Sexual Assault of Military Men in 2016.² This initiative led to a gap analysis, which identified a need for outreach directed towards men who experience sexual assault. In FY21, the Department released the Men's SAPR Communication Campaign to increase awareness that men are victims of sexual assault and encourage men who experience sexual assault to access resources and support.

The evaluation, which can be found at Annex 1, attempts to quantify the impact of the Men's Campaign by reviewing a sample of usage data from the SHL between FY21 and FY22 and comparing the use of the resource by gender before and after the launch of the Men's Campaign. In sum, the number of SHL online and phone users increased after the Department released the messaging campaign (see Figure 1).

¹ For more information, see DoD Annual Report on Sexual Assault in the Military, FY 2021 available at www.sapr.mil/reports.

² For more information, see DoD Plan to Prevent and Respond to Sexual Assault of Military Men available at www.sapr.mil/mens-sapr-campaign.

Figure 1. Total Count of Sample SHL Users by Gender from Quarter to Quarter



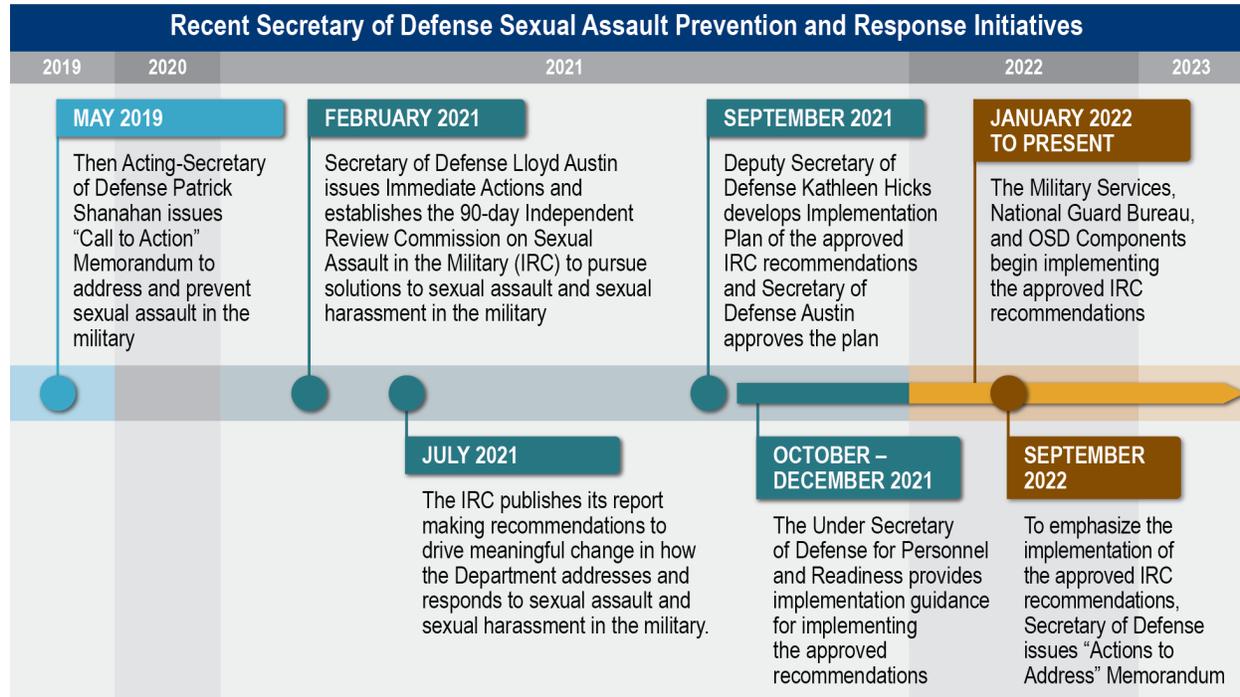
Independent Review Commission (IRC) on Sexual Assault in the Military: Implementation Update

The Department continues to implement historic reforms to fundamentally change how sexual assault is addressed in the military. In February 2021, Secretary of Defense Austin launched the IRC to recommend new approaches to sexual assault and sexual harassment prevention and response. The Commission provided the Department with recommendations to improve accountability, prevention, culture and climate, and victim care.

Subsequently, Secretary of Defense Austin indicated his intent to accept the recommendations wherever possible and directed Deputy Secretary of Defense Kathleen Hicks to develop an Implementation Roadmap, which the Secretary of Defense approved on September 22, 2021.

Since that time, DoD has remained committed to implementing recommendations informed by the Commission’s work. A summary of DoD’s actions to date to implement the recommendations, as approved by the Secretary, is at Annex 2.

Spotlight: FY22 Secretary of Defense Initiative Implementation Timeline



Implementing Secretary of Defense-Approved IRC Recommendations

In February 2021, at the direction of President Biden, Secretary of Defense Austin ordered a 90-Day IRC. In July 2021, the IRC published its report, making recommendations to improve how DoD addresses and responds to sexual assault in the military. As a result, the Department is currently taking unprecedented action to implement the historic reforms as approved by the Secretary of Defense.

As of March 2023, the Department has taken significant implementation action on 21 of the approved recommendations, and implementation of many other recommendations is already underway or beginning this calendar year. The following section provides an overview of approved IRC recommendations according to the four Lines of Effort (LOEs): accountability, prevention, culture and climate, and victim care and support.

Completed IRC Recommendations According to LOE

LOE 1 (Accountability): Focuses on policy changes and actions to improve prevention and response efforts. This includes assessing the role of the UCMJ in addressing the prevalence of sexual assault and harassment, survivor likelihood of reporting, and ability to appropriately bring alleged perpetrators to justice.

LOE 2 (Prevention): Focuses on a comprehensive assessment of ongoing prevention efforts to determine what additional resources might be needed to create an enduring, Department-wide prevention infrastructure. This effort will equip leaders with the data, people, resources, policy, and tools to stop sexual assault.

LOE 3 (Culture and Climate): Identifies the evidence-based approaches to improve climate and culture. This ensures all Service members feel safe, empowered to use resources, and enabled to report without fear of reprisal from leadership or peers.

LOE 4 (Victim Care and Support): Conducts a review of victim services to ensure services are comprehensive, evidence-based, and available to all victims. LOE 4 also provides recommendations to improve trauma-informed and victim-centered holistic care.

Cross-Cutting (CC) Recommendations: The IRC also identified several overarching themes ripe for specific recommendations that were not exclusive to any one LOE, referred to as CC recommendations.

A summary of the IRC recommendations, as approved by the Secretary of Defense, can be found at Annex 2 of this report.

Major DoD Implementation Efforts

In addition, the Department is tracking the following major implementation efforts:

- **Office of Special Trial Counsel (OSTC):** The Senate has confirmed lead Special Trial Counsels (STC) in the rank of at least O-7 for each OSTC. The Military Departments issued OSTC training and education policies. The FY22 NDAA requires STCs to begin making prosecutorial decisions for covered offenses occurring after December 27, 2023.
- **Prevention Workforce:** A Prevention Workforce Model and Prevention Workforce Credential have been created. DoD also completed the Workforce Staffing Study and hired personnel. DoDI 6400.11, "Primary Prevention Policy for Prevention Workforce and Leaders," was also released on December 20, 2022. This DoDI institutionalized the

integrated primary prevention workforce, leadership, research, and oversight actions, as well as updated command climate assessment requirements.

- **Response Workforce:** The Services completed Response Workforce Studies directed in October 2022.

Executing Secretary of Defense SAPR Initiatives

The Department strives to advance a military culture free from sexual assault and sexual harassment. All Service members deserve to work and live in a respectful, inclusive environment while serving and defending our Nation. To that end, this section summarizes Department actions in FY22 to support and execute five sexual assault and sexual harassment prevention and response initiatives.

1. FY22 Actions to Execute Complete Acting Secretary of Defense Shanahan's May 2019 Call to Action Memorandum

Prior to the release of the IRC report and its recommendations on July 2, 2021, Acting Secretary of Defense Patrick Shanahan released a Call to Action Memo in May 2019. In FY22, the Department completed the following actions outlined in this Memorandum:

Action Item 1: Provided Commanders with Improved Assessment Tools to Address Risk Factors in Military Units

The Department's primary assessment tool for assessing unit climate, the *DEOCS* underwent additional revision in FY22. The Office of People Analytics (OPA) completed a quantitative validation study of the *DEOCS* and found the 19 risk and protective factors measured by the survey were valid, highly reliable, and unidimensional (i.e., measuring one underlying concept). The survey also underwent a qualitative assessment, which identified additional ways to improve the *DEOCS* platform and reduce survey burden.

Action Item 2: Prepared New Leaders and First-Line Supervisors

The Junior Leader Working Group (JLWG) implemented Service specific plans and curriculum outlined by the Military Services' leadership to incorporate the 24 Knowledge, Skills, and Abilities (KSAs) previously identified as critical for junior leaders (grades E3-E5 and O1-O3) in the area of sexual assault, to include understanding the continuum of harm leading to sexual assault.

- **Department of the Army:** The assessment/gap analysis focused on evaluating the Noncommissioned Officers – Basic Leader's Course (BLC) and Commissioned Officers – Basic Officer Leader Course (BOLC A (ROTC) and BOLC B (Initial Military Training)) programs of instruction (POI) against the KSAs.
- **Department of the Navy:** The Navy completed the KSA assessment and identified that the Navy lacks a standardized training or leadership development program attended by the ranks specified for the JLWG. The Marine Corps identified that all 14 junior enlisted KSAs were addressed either through the curriculum in the enlisted educational continuum or through annual training requirements.
- **Department of the Air Force (DAF):** The DAF identified three schools which reviewed the 14 junior enlisted and ten junior officer KSAs for this task: Air University, Holm Center for Officer Training School (OTS) and Reserve Officer Training Corps (AFROTC); the United States Air Force Academy (USAFA); and Air University, Barnes Center for Airman Leadership School (ALS).

- **NGB:** The NGB had active participation within the working group and in the approval of the KSAs.

Way Forward: The Military Services identified steps to evaluate curriculum effectively after training sessions. All Services identified corrective actions to ensure that KSAs were being taught at the appropriate level.

Action Item 3: Established the Catch a Serial Offender (CATCH) Program

In 2019, the Department established the CATCH Program to help reduce barriers to reporting incidents of sexual assault. In FY22, the Department fielded a dedicated CATCH webpage.³ Since its launch in August 2019, the CATCH Program has received 1,614 total victim submissions resulting in 63 matches as of September 30, 2022. Additional information about CATCH is provided later in this report.

Action Item 4: Executed the Prevention Plan of Action (PPoA)

The Department's PPoA laid a solid foundation for prevention work. DoD updated its prevention strategy, including the PPoA, to better address the full spectrum of harmful behaviors. The revised prevention strategy (i.e., PPoA 2.0, published May 27, 2022) reflects the Department's focus on integrated primary prevention, which comprehensively addresses sexual assault, sexual harassment, retaliation, domestic abuse, suicide, and child abuse.

PPoA 2.0 uses research and identified best practices from both the military and civilian workforce and outlines a unified DoD approach to developing, implementing, and evaluating efforts to prevent harmful behaviors. Additionally, it delivers a comprehensive approach to preventing harmful behaviors by layering a combination of reinforcing, research-backed prevention activities (i.e., policies, programs, and practices) to establish a culture free from self-directed harm and prohibited harm or abuse. Continuous evaluation of implemented activities to determine the impact of mitigation strategies on reducing risk of harmful behaviors is a vital facet of PPoA 2.0.⁴

2. FY22 Actions to Execute Secretary of Defense Austin's February 2021 Immediate Actions

In January 2021, President Biden ordered a 90-day commission to pursue solutions to sexual assault in the military. To carry out President Biden's direction, Secretary of Defense Austin established the IRC in February 2021 and ordered immediate actions to further address sexual assault and sexual harassment in the military. In FY22, the Department completed the following immediate actions:

Immediate Action 1: Assessed Compliance with Sexual Assault and Sexual Harassment Policies and Integrated Violence Prevention Efforts

As referenced in the FY21 Annual Report, the Military Departments and NGB assessed compliance with Sexual Assault and Sexual Harassment Policies and Integrated Violence Prevention Efforts.

Immediate Action 2: Conducted OSIEs

From July 2021 to January 2022, the Department conducted OSIEs at 20 military installations to help leaders improve command climates. Evaluation teams assessed compliance with sexual

³ For more information and additional resources on the CATCH Program, see www.sapr.mil/catch.

⁴ For more information on the PPoA 2.0, see www.sapr.mil/prevention.

assault, sexual harassment, and integrated violence prevention policies, as well as examined installations' prevention capabilities and abilities to effectively address risk and protective factors associated with readiness-impacting behaviors.

The OSIE Report, released March 31, 2022, summarizes findings from the On-Site assessments, best practices, and lessons learned.⁵

In September 2022, Secretary of Defense Austin directed OSIEs to be conducted on a biennial basis. The next visits will occur in 2023.

Immediate Action 3: Established a Violence Prevention Workforce

Throughout FY22, the Department offered trainings for the prevention workforce. Moreover, to meet the requirements of immediate action 3, the Department trained 1,082 prevention professionals. The Military Services are in the process of hiring additional staff members to comprise the full-time prevention workforce.

3. FY22 Actions to Implement Deputy Secretary of Defense's September 2021 Implementation Roadmap

Following the conclusion of the IRC, Secretary of Defense Austin directed Deputy Secretary of Defense Kathleen Hicks to develop an Implementation Roadmap, which he approved in September 2021. The Roadmap is DoD's strategic plan to guide implementation of IRC recommendations, as approved by the Department, and organized them into four tiers for implementation.

To guide implementation of the approved IRC recommendations in FY22, the Department:

- Issued overarching guidance;
- Developed Service implementation plans; and
- Developed the Outcome Metrics Evaluation Report.

USD(P&R), in consultation with the uniformed and civilian leadership of the Department, formally reviews the Implementation Roadmap twice annually and recommends any adjustments to the Deputy Secretary of Defense to monitor implementation progress and timelines.

4. FY22 Actions to Execute Secretary of Defense Austin's September 2022 "Actions to Address" Memorandum

Action Item 1: Readied the OSTC (IRC LOE 1 – Accountability)

The Departments of the Army, Navy, and Air Force reached initial operational capacity by standing up their OSTC by the July 15, 2022 deadline and are on track to meet all other implementation milestones. These Offices are led by one-star general officers/flag officers.

Action Item 2: Trained and Empowered Prevention Workforce (IRC LOE 2 & 3 – Prevention, Culture and Climate)

DoD made progress establishing guidance and infrastructure for a dedicated, integrated, and competent prevention workforce by taking the following actions:

- **Completed the Prevention Workforce Model (PWM):** The Department published its "Prevention Workforce Model" in June 2022. The document guides Military Department and

⁵ For more information on the OSIEs, see [Department of Defense Releases 2021 On-Site Installation Evaluation Report > U.S. Department of Defense > Release](#).

NGB efforts in the development of their PWMs and identifies certain elements for implementation of a successful prevention workforce. While the PWM serves as a framework to standardize prevention roles across the Military Services and the NGB, the organizations may make slight modifications to accommodate their unique organizational needs.

The prevention workforce developed under this model formally integrates the primary prevention functions outlined DoDI 6400.09, “DoD Policy on Integrated Primary Prevention of Self-Directed Harm and Prohibited Abuse or Harm.”⁶

- **Revised and expanded the Department’s PPOA 2.0:** As referenced above, PPOA 2.0 expands the scope of the initial PPOA, aligns DoD prevention requirements, and reflects the Department’s focus on integrated primary prevention of multiple harmful behaviors, such as sexual assault, sexual harassment, suicide, retaliation, domestic violence, and child abuse.⁷
- **Released DoDI 6400.11:** DoDI 6400.11, “Primary Prevention Policy for Prevention Workforce and Leaders,” released on December 20, 2022, institutionalized the prevention workforce, leadership, research, and oversight actions, as well as updated command climate assessment requirements. To that end, per the DoDI, all units must now annually complete the *DEOCS* during August and November.
- **Developed leadership prevention competencies:** In December 2022, through DoDI 6400.11, USD(P&R) approved Leadership Prevention Competencies, which were developed to implement IRC recommendation 2.1.a (defining leaders’ prevention competencies).
- **Established a credentialing organization to oversee and administer a prevention credential:** The PWM and DoDI 6400.11 established the training and continuing education requirements for the prevention workforce that will be used by the Department to issue a prevention credential. Given the novelty of an integrated prevention credential, the Department developed and will administer the credential to the prevention workforce in FY23.

Additionally, hiring for the prevention workforce is currently underway, focusing on locations of elevated risk and positions that will establish policy and processes for the workforce. Some hiring delays in FY22 resulted from the continuing resolution; however, DoD authorized a new direct hiring authority for the prevention workforce and is exploring additional ways to address barriers to civilian hiring processes. Future and enduring Department actions include initiating multiple pilot projects for targeted and community-level prevention.

Action Item 3: Professionalized and Strengthened the Sexual Assault Response Workforce (IRC LOE 4 – Victim Care and Support)

DoD successfully reached initial operating capability for its SAPR Training Center of Excellence (SAPRTEC) to ensure standardized, quality, skill-based training across the Services. Department actions in training and skill development for the response workforce included revising policy and training to provide Sexual Assault Response Coordinators (SARCs) and Sexual Assault Prevention and Response Victim Advocates (SAPR VAs) greater expertise to foster support and provide victim care, as well as develop Encounter Skills tools to enhance the capacity of responders to provide culturally competent care to all Service members.

⁶ For more information on the PWM, see www.sapr.mil/prevention-strategy.

⁷ For more information on the PPOA 2.0 see www.sapr.mil/prevention.

In addition, the Military Services and NGB are projected to complete their SAPR Workforce Studies by the required suspense date of January 31, 2023. The DoD Sexual Assault Prevention and Response Office (SAPRO) will use this information to collaborate with the Defense Civilian Personnel Advisory Service (DCPAS) on strategic actions to reshape the sexual assault response workforce's current structure and requirements. It will also examine trends in the current workforce and develop a Strategic Workforce Plan to effectively implement and standardize the Department's functional management of the sexual assault response workforce.

Action Item 4: Launched New OSIEs

In September 2022, Secretary of Defense Austin directed OSIEs to occur on a biennial basis. The Department will conduct the OSIEs in 2023 at locations, including the Military Service Academies, that show elevated risk or exceptionally positive command climate from which to draw lessons learned and ensure resources are targeted effectively to where they are needed most. The 2023 OSIEs will enhance senior leaders' visibility of workforce climate in a variety of operational settings. Next year's Annual Report will provide an update on the 2023 OSIEs.

Action Item 5: Supported the 2023 Force-Wide Climate Assessment:

The Department took the first critical step in enhancing the quality and accountability for the command climate assessment (CCA) process through the publication of DoDI 6400.11 in December 2022. The DoDI implements multiple IRC recommendations related to the CCA process.

The Department uses surveys to augment its knowledge of the prevalence of sexual harassment, sexual assault, gender discrimination, and other workplace climate indicators. Moreover, the results of command climate surveys provide key insights into Service member and civilian employee perceptions of the work environment. These data points combined with official reports of crimes/violations and key demographic data are critical in analyzing trends in workplace climates and evaluating the effectiveness of actions aimed at reducing these problematic behaviors.

5. FY22 Actions to Establish and Maintain Collaborative Relationships and Communities of Practices in Prevention and Response

The Department established and maintained a Community of Practice and formed opportunities to enhance collaborative relationships within the prevention mission space this FY.

SPARX Connection

In accordance with DoDI 6400.09, which instructed the Department to maintain "a prevention community of practice," SPARX Connection, hosted through the All Partners Access Network, launched in January 2022 to foster collaboration and learning among DoD prevention professionals. Service members and DoD civilian employees who are members of SPARX Connection have access to prevention resources from a variety of policy areas, including child abuse and neglect, domestic abuse, harassment, sexual assault, and suicide. In FY22, SPARX Connection consisted of approximately 1,300 members; however, at the time of this report, the community has grown to approximately 1,800 members with participation from all Military Departments, the National Guard, and the Coast Guard. Community content includes over 100 curated resources, recorded webinars on key prevention concepts reaching over 2,700 attendees, and a discussion forum in support of new integrated prevention personnel, program specialists, and individuals seeking to learn more about prevention efforts within the Department.

Prevention Webinars

In FY22, seven webinars were held on topics such as: “Understanding the Role of Alcohol in Sexual Violence,” “Measuring the Effectiveness of Prevention Activities,” and “Understanding Sexual Harassment and Shifting the Paradigm to Civility.” The seven webinars provided approximately 11 hours of prevention education to the Department. Hundreds of personnel attended the live webinars and the recordings received approximately 2,900 page views resulting in more than 700 certificates of completion. These certificates allowed participants to not only verify their attendance, but also supported their continued education for the response workforce’s DoD Sexual Assault Advocate Certification Program (D-SAACP) certifications.

Prevention Roundtables

In FY22, the Department hosted three meetings of the Sexual Assault Prevention Roundtable. At each session, representatives from the Military Services and related policy offices heard updates from each Military Service on their sexual assault prevention efforts, as well as overviews on new initiatives of benefit to the entire DoD community, such as the SPARX Connection Community of Practice and lessons learned from implementation of Getting to Outcomes (an evidence-based prevention process for planning, implementing, and evaluating prevention activities).

FY23 Priority Actions:

The Department identified the following priority actions for FY23:

- **Continue readying the OSTCs to take over prosecution decisions for sexual assault allegations:** The Military Departments will continue to prepare their Offices for full operational capability. The OSTCs will take over prosecutorial decisions for sexual assault and other named offenses that occur after December 27, 2023.
- **Continue to prioritize prevention workforce hiring:** Integrated Primary Prevention Workforce hiring will continue to focus on locations of elevated risk and positions that will establish policy and processes for the prevention workforce.
- **Strengthen the sexual assault response workforce:** The Department will continue to work implementation actions to provide SARCs and SAPR VAs with enhanced skills to assist victims.

Advancing Sexual Assault Programs and Policies

When Service members report an incident of sexual assault, the Department responds with trauma-informed, gender responsive recovery services. DoD provides Service members reporting incidents of sexual assault with a quality response that includes crisis intervention, reporting options, and recovery services.

FY22 Sexual Assault Reporting Data

DoD encourages greater reporting to promote help-seeking among Service members and hold alleged offenders appropriately accountable. The Department received 8,942 reports of sexual assault involving Service members as either victims or subjects, which is a 1 percent increase from reports made in FY22.

Reports of sexual assault are categorized as either Restricted or Unrestricted. Of the 8,942 reports received in FY22, 3,001 reports remained Restricted at the end of the year, approximately a 20 percent increase from the number remaining Restricted in FY21. Of these,

319 reports (11 percent) involved incidents that occurred prior to Service members' military service.

Of the 8,942 reports, 5,941 reports were Unrestricted, a 7 percent decrease from the number of Unrestricted Reports in FY21. Of these, 261 reports (4 percent) involved incidents prior to military service. Figure 2 displays the trend in Unrestricted and Restricted Reporting from FY10 to FY22.

Figure 2. Reports of Sexual Assault Made to DoD, FY10 – FY22

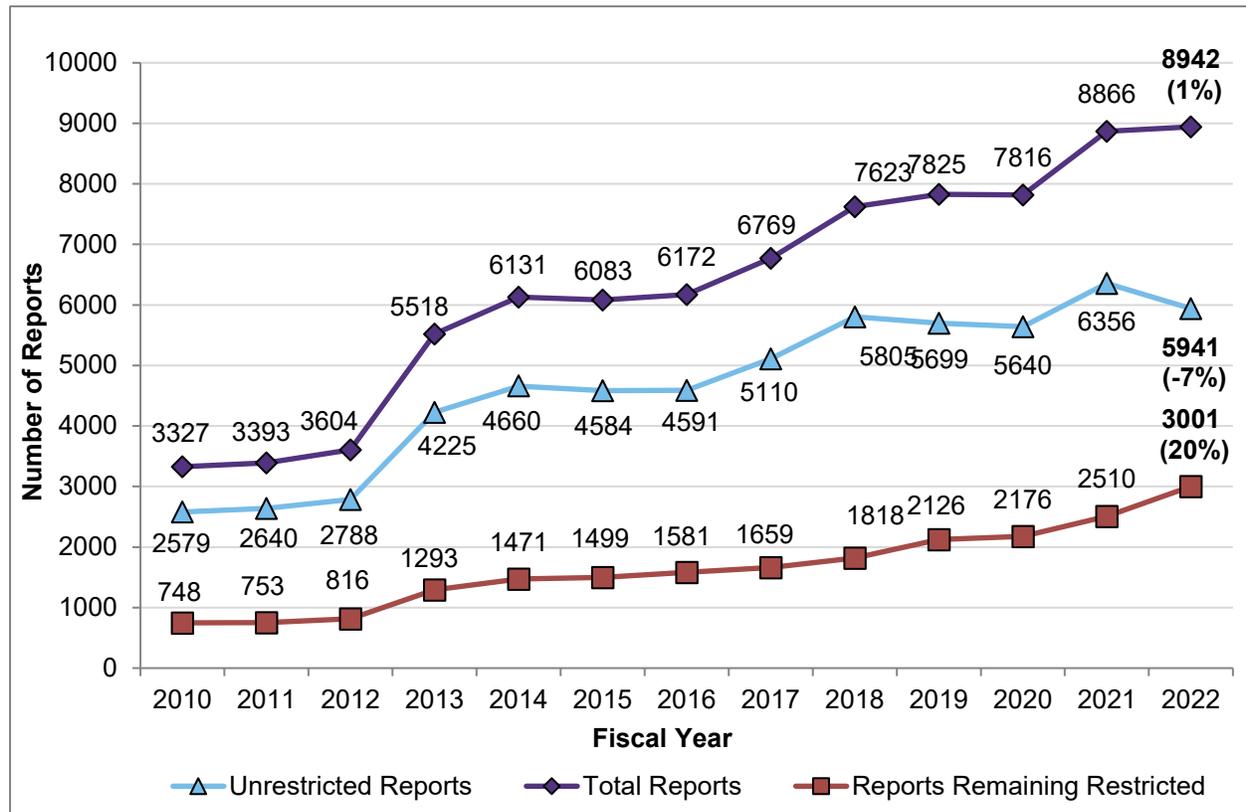


Table 1 provides a breakdown of reports by who reported, type of report, and whether the report was for an event that occurred prior to military service. Equivalent tables by Service can be found in Appendix B: Statistical Data on Sexual Assault.

Table 1. Sexual Assault Reports by Victim and Military Status, FY22

	Unrestricted Reports	Restricted Reports	Total Reports
Total Reports of Sexual Assault	5,941	3,001	8,942
Reports Made by Service Members	5,015	2,943	7,958
<i>Service Member Reports for Incidents that Occurred Prior to Military Service</i>	261	319	580
<i>Service Member Reports for Incidents that Occurred During Military Service</i>	4,754	2,624	7,378
Reports Made by Non-Service Members	748	49	797
<i>DoD Civilian</i>	33	11	44
<i>DoD Contractor</i>	14	0	14
<i>Other U.S. Civilian</i>	669	29	698
<i>Foreign National/Military</i>	32	9	41
Relevant Data Not Available	178	9	187

About a fifth (18 percent) of Service members making Restricted Reports converted to Unrestricted Reports and participated in the military justice process, which is a fairly consistent trend across the past FYs. The Department offers Service members the opportunity to make an Unrestricted or a Restricted Report of sexual assault. When victims convert their Restricted Report to an Unrestricted Report, they elect to participate in military justice system efforts to hold alleged offenders appropriately accountable. The Military Services initially received 3,682 Restricted Reports from Service members in FY22. Of the 3,682 Service members who made initial Restricted Reports, 681 (18 percent) chose to convert to an Unrestricted Report in FY22. These 681 converted Restricted Reports are now counted in the 5,941 Unrestricted Reports received in FY22. The other 3,001 reports remained Restricted at the end of the year.

Commanders had sufficient evidence to take disciplinary action in 66 percent of accused members' cases. The Department takes disciplinary action in every case where it has the jurisdiction and sufficient evidence to do so. In addition, every decision to take disciplinary action is based on evidence discovered during an independent investigation by a Military Criminal Investigative Organization (MCIO).

This year, the Department had sufficient evidence to take disciplinary action in 2,117 cases. Disciplinary action was not possible in 1,031 cases due to primarily two reasons: insufficient evidence of an offense to prosecute or commanders honoring the victim's request to not participate further in the legal process. About 1 percent of subject cases were unfounded, meaning they were false or baseless. False cases are allegations wherein evidence existed to find that the crime did not occur, or the accused did not commit the crime. Baseless cases are those allegations that were inappropriately reported as a sexual assault.

CATCH Program Update

The CATCH Program allows eligible adult sexual assault victims to submit a confidential entry into the CATCH system to allow the Department to determine if the alleged offender may have assaulted another person. Should one Service member's entry match another's in the system, they are provided an opportunity to convert their report to Unrestricted and participate in the

military justice process. Participation in the CATCH Program is voluntary, and victims may decline to participate even after being notified of a match. Eligibility was initially limited to adult sexual assault victims who file, or have already filed, a Restricted Report utilizing a Department of Defense Form (DD Form) 2910, Victim Reporting Preference Statement.

Beginning in February 2022, the CATCH system began accepting and recording entries from victims who had yet to disclose the identity of the alleged suspect or whose identity was not yet known by law enforcement (e.g., a third-party report with no suspect identification).⁸ Eligibility for the CATCH Program includes current Service members and their adult dependents, Military Service Academy cadets and midshipmen, and also former Service members and their adult dependents who filed a formal report of sexual assault.

In FY22, the CATCH Program received 699 submissions from victims who had previously filed a Restricted Report or Unrestricted Report across the Military Services and NGB. CATCH submissions resulted in 28 matches during FY22. Since its launch in August 2019, the CATCH Program has received 1,614 total victim submissions resulting in 63 matches as of September 30, 2022.

DoD SHL Data

The SHL is the Department's sole crisis support service specially dedicated to members of the DoD community affected by sexual assault. The service is confidential, anonymous, secure, and available at all hours of the day. The availability of SHL ensures that all victims have a place to safely disclose their assault, express concerns, and obtain information. As such, this resource is often a first step in the reporting process for many victims and a key support for those who might not otherwise reach out for help through face-to-face military channels. The Department leverages SHL as an accessible point-of-entry for the military community that facilitates sexual assault reporting to SARCs and SAPR VAs.

In FY22, 35,501 users (27,050 online users and 8,451 phone users) contacted SHL for services. Of the 1,519 sessions in which an event was discussed and a user-victim relationship was disclosed, 87 percent of users were identified as victims. Some users called on behalf of victims to learn how they could support and help prevent re-victimization. Additional data on SHL can be found in Appendix E.

2022 Men's SAPR Communication Campaign

Overview

In January 2022, the Department launched the 2022 Men's Sexual Assault Prevention and Response Communication Campaign based on the Department's "2016 DoD Plan to Prevent and Respond to Sexual Assault of Military Men." The Men's SAPR Campaign addresses the personal impact and negative effects on readiness and unit cohesion when a sexual assault occurs. The campaign also provides access to important resources and educational materials, including print, video, and social media content, to Sexual Assault Prevention and Response professionals and victims of sexual assault.⁹

⁸ Deputy Secretary of Defense Memorandum "Updates to Department of Defense Policy and Procedures for the Sexual Assault Prevention and Response Program and Adult Sexual Assault Investigations," dated November 10, 2021.

⁹ For more information, see www.sapr.mil/mens-sapr-campaign.

Evaluation Using SHL Data

From May to September 2022, DoD released a social media push to increase exposure to the Men's Campaign. Following the social media push, the Department sought to quantify the impact of the Men's Campaign by reviewing a sample of usage data from the SHL from FY21 and FY22 and comparing use of the resource by gender before and after the launch of the Men's Campaign. To align with the quarterly SHL data, the Department defined the "Launch of the Men's Campaign" as occurring between the first quarter (Q1) of FY22 and the third quarter (Q3) of FY22.¹⁰

During the timeframe of data collection, SHL staff utilized a session assessment tool to document all online and telephone sessions. In the session assessment tool, the staff member selected the gender the user disclosed or selected "undisclosed" if the user did not disclose their gender. Assessment data are based on information that SHL users volunteered during a session. SHL staff do not solicit information from users for research purposes. Rigorous inclusion criteria were applied for analysis of session assessment data to ensure that cases analyzed provided adequate information. Therefore, the following section is based on findings from the sample, not findings from all SHL sessions.¹¹

This evaluation resulted in the following key findings:

- **Finding 1: The Amount of SHL Users Increased Following the Launch of the Men's Campaign, Most Notably for Men and Users of an Undisclosed Gender**

Between Q1 and Q3 FY22 (i.e., during the Men's Campaign social media push), there was an overall increase in SHL users. This increase was most notable for men and users of an undisclosed gender but was seen among users who were women as well.

- **Finding 2: A Significant Majority of Sampled Users of an Undisclosed Gender Contacted the SHL via the Online Chat Option**

For sampled men and women, both ways of contacting the SHL (i.e., phone and online chat options) were similarly utilized with slightly more people using the phone option. In contrast, a significant majority of sampled users of an undisclosed gender contacted the SHL via the online chat option. The high use of the online chat option by those not disclosing their gender may speak to a greater sense of anonymity and comfort in accessing a resource where they are able to use text chat instead of a verbal option. As discussed in a previous section, men are less likely to report an experience of sexual assault than women due to stigma and myths surrounding sexual assault. Having the online chat option for general users not wanting to disclose their gender may make the SHL an accessible first step in receiving support for their experience of sexual assault for all members of the military.

For more information on this evaluation, please see Annex 1: Men's SAPR Communication Campaign DoD SHL Evaluation.

¹⁰ This evaluation compared SHL data from FY21 through FY22. Since the social media push occurred from May to September 2022, Q1 of FY22 and Q3 of FY22 are used to mark the time of the intervention.

¹¹ The sample only represents a percentage of SHL users, and therefore may not accurately represent the impact of the Men's Campaign on SHL usage or on Service members more broadly.

Published Response-Related Policies

Updates to DoD Policy and Procedures for the SAPR Program and Adult Sexual Assault Investigations

This Deputy Secretary of Defense memorandum, dated November 10, 2021, expanded eligibility for Restricted Reporting; authorized use of non-participating victim "Section 540K Declination Letter;" augmented eligibility to offer submissions into the CATCH Program; implemented Section 536 of the NDAA for FY20 authorizing the return of a sexual assault victim's personal property; and authorized the SAPR Related Inquiry (SRI) Module in the Defense Sexual Assault Incident Database (DSAID).

Safe-to-Report Policy

The Safe-to-Report Policy prescribes the handling of alleged collateral misconduct involving a Service member who is the victim of an alleged sexual assault and is applicable to all members of the Armed Forces (including members of the Reserve and National Guard) and cadets and midshipmen at the Military Service Academies. The NDAA requires the development and implementation of "a process to track incidents of minor collateral misconduct that are subject to the Safe-to-Report policy." In FY22 and the beginning of FY23, the Military Services and NGB finalized their Safe-to-Report policies.

DoDI 6495.02, Volume 3, "Sexual Assault Prevention and Response: Retaliation Response for Adult Sexual Assault Cases"

This volume establishes policy, assigns responsibilities, and prescribes procedures for the implementation, management, and oversight of the response to retaliation related to sexual assault cases within the SAPR program; provides a definition of "retaliation," used only by the SAPR program; and facilitates services for those who report allegations of retaliation related to an Unrestricted Report, as well as tracks reports of retaliation allegations through case disposition in the monthly SAPR Case Management Group (CMG) meetings.

Additionally, this volume updates the policy in the 2016 "DoD Retaliation Prevention and Response Strategy: Regarding the Sexual Assault and Sexual Harassment Reports," and supersedes the requirements and tasks in the January 2017, "DoD Retaliation Prevention and Response Strategy Implementation Plan."

Policy on Including Race and Ethnicity in Annual Reports on Sexual Assault

Section 549G of NDAA for FY22 required the Secretary of Defense to prescribe a policy requiring information on the race and ethnicity of accused individuals to be included to the maximum extent practicable in the DoD Annual Report on Sexual Assault in the Military. The USD(P&R) memorandum, "Inclusion of Race and Ethnicity in Annual Reports on Sexual Assault," dated August 24, 2022, implemented this NDAA requirement.

Policy for Sexual Assault Victims in Unmarried Intimate Partner Relationships to Receive FAP or SAPR Services

This USD(P&R) memorandum, dated December 7, 2021, establishes the option for some adult sexual assault victims to choose to receive services from either the FAP or SAPR programs due to the expanded definition of "intimate partner" within DoDI 6400.06, "DoD Coordinated Community Response to Domestic Abuse Involving DoD Military and Certain Affiliated

Personnel.” The definition was expanded to include a broader category of individuals in unmarried intimate partner relationships, primarily in dating relationships.

Way Forward

Sexual assault and sexual harassment remain a persistent challenge across the Total Force. The Department continues to address sexual assault holistically with a focus on prevention, addressing problematic culture, improving the skills of leaders at all levels, and evaluating ways to make reporting easier for sexual assault survivors.

During FY23, the Department will continue to:

- Ready the OSTCs to take over prosecutorial decisions after December 27, 2023, to include assigning sufficient personnel with the requisite training and expertise;
- Add to the professionalization of the sexual assault workforce to provide response personnel with the enhanced skills to better assist victim recovery;
- Continue prevention workforce hiring and training to advise commanders and unit leaders on ways to stop sexual assault and sexual harassment before it occurs;
- Accomplish OSIEs to develop and improve best practices for unit climate and culture and sexual assault and sexual harassment prevention and response;
- Employ the *DEOCS* and *WGR* and take action to address risk to Service members; and
- Complete approved IRC recommendations, wherever possible, as provided in the Deputy Secretary of Defense’s implementation guidance.