

Defense Advisory Committee for the Prevention of Sexual Misconduct (DAC-PSM)

**Public Meeting
September 21, 2023**

For tech support issues, contact Ms. Emma Groo
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Please remain muted unless speaking

Agenda

- Roll Call
- Opening Remarks
- Public Comment Review
- Presentations:
 - Brief: On-Site Installation Evaluations at the Military Service Academies
 - Brief: Academic Program Year 2021-2022 Report on Sexual Harassment and Violence at the Military Service Academies
 - Panel: Overview of ROTC Policy and Service Implementation of Required Prevention Training
- Meeting Close

Roll Call and Opening Comments

Roll Call

- DAC-PSM Members

Quorum

- Confirm if quorum has been met

Opening Comments

- Chair: Honorable Gina Grosso
 - Lt Gen (Ret), United States Air Force
 - Assistant Secretary for Human Resources and Administration / Operations, Security and Preparedness, Department of Veterans Affairs

Members

Chair: Ms. Gina Grosso
Dr. Antonia Abbey
Dr. Dorothy Edwards
Dr. Armando Estrada
Ms. Stephanie Gattas
Dr. Debra Houry
Dr. Lindsay Orchowski
Dr. John Pryor
Dr. Joann Wu Shortt
Ms. Jennifer Silva
Dr. Amy Slep
Ms. Glorina Stallworth

Public Comment Review

- No public comments received
 - No statements were received by email or phone by the submission deadline specified in the Public Register Notice

Linking Past Efforts and Today's Sessions

- DAC-PSM's June report addressed training provided to junior enlisted Service members
 - Why them? Greatest risk to experience sexual misconduct and largest segment of DoD military community
 - Goal was two-fold:
 1. Create safe environments for them to live and work
 2. Build knowledge and skills to become better future leaders
- Topic guiding today's sessions:
 - Preparing young officers to advance prevention efforts in order to...
 - Appropriately guide those junior Service members under their command
 - Foster appropriate climate and culture within own cadre
 - Will inform new DAC-PSM study on Professional Military Education (PME) of junior officers and new non-commissioned officers

MSAs and ROTC Pipeline for Learning

- Shortly after being commissioned, junior officers may be in leadership role
- Given timing, post-commissioning training is key, but also is pre-commissioning training provided at...
 - Military Service Academies (MSAs): ~16% of incoming officers
 - Reserve Officers' Training Corps (ROTC): ~35% of incoming officers
- Today's sessions will offer overview of Dept efforts at...
 - MSAs:
 - *On-Site Installation Evaluations at the Military Service Academies*
 - *Academic Program Year 2021-2022 Report on Sexual Harassment and Violence at the Military Service Academies*
 - ROTC:
 - *OSD ROTC Policy and Service Implementation of Required Prevention Training*

Briefing

On-Site Installation Evaluations at the Military Service Academies

Dr. Andra Tharp, HQE

Senior Prevention Advisor, Office of Force Resiliency and
DoD Sexual Assault Prevention and Response Office

On-Site Installation Evaluations (OSIEs) at the Military Service Academies



As of: August 15, 2023

Dr. Andra Tharp
Senior Prevention Advisor
Office of Force Resiliency

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POC: Dr. Andra Tharp, 202.819.3023

Key Takeaways



- Enhancing prevention capabilities at MSAs supports our future military leaders. Cadets and midshipmen must learn to develop healthy climates and culture to ensure the readiness and resilience of the Service members they will eventually lead.
- While the OSIEs identified some strengths at all three academies, the OSIEs also found areas for improvement in three areas: Prolonged Stress of Training Environments; Cynicism, Distrust, and Stigma for Help-Seeking; and Prevention Through the MSA Lifecycle.
- The SecDef has been clear that reversing the upward trend of sexual assault, harassment, and other harmful behaviors at the Academies will require transformational actions and a comprehensive approach.
- Recommendations focus on adjustments to the peer leadership structure, enhancing help-seeking, countering mixed messages and misperceptions on reporting harmful behaviors, and integrating prevention efforts across the MSAs and through the cadet/midshipman lifecycle.
- Lasting change is only possible if prioritized by leaders and implemented accordingly. Engagement of the Department's most senior leaders in this effort is key to the Department's approach. A phased, but rapid, implementation plan is in place to enable leaders to prioritize the efficient implementation of the immediate, intermediate, and long-term recommendations included in this report.

Overview



Background

- DoD data shows a steady increase in sexual assault and harassment at the MSAs as well as other indicators of poor climate
 - Recent MSA DEOCS indicate more cadets and midshipmen at the MSAs may have experienced sexually harassing behaviors than respondents at most other DoD installations and ships
 - In 2021, 21.4% of women and 4.4% of men experienced unwanted sexual contact at an MSA, much higher than the DoD average of 8.4% for women and 1.5% for men

Purpose of OSIEs

- Use validated methods and metrics adapted to each OSIE site to:
 - Enhance prevention of harmful behaviors including sexual assault, harassment, suicide, retaliation, domestic abuse, and child abuse
 - Provide leaders at all levels with greater visibility of climate issues, strengths, and areas for improvement

Requirement

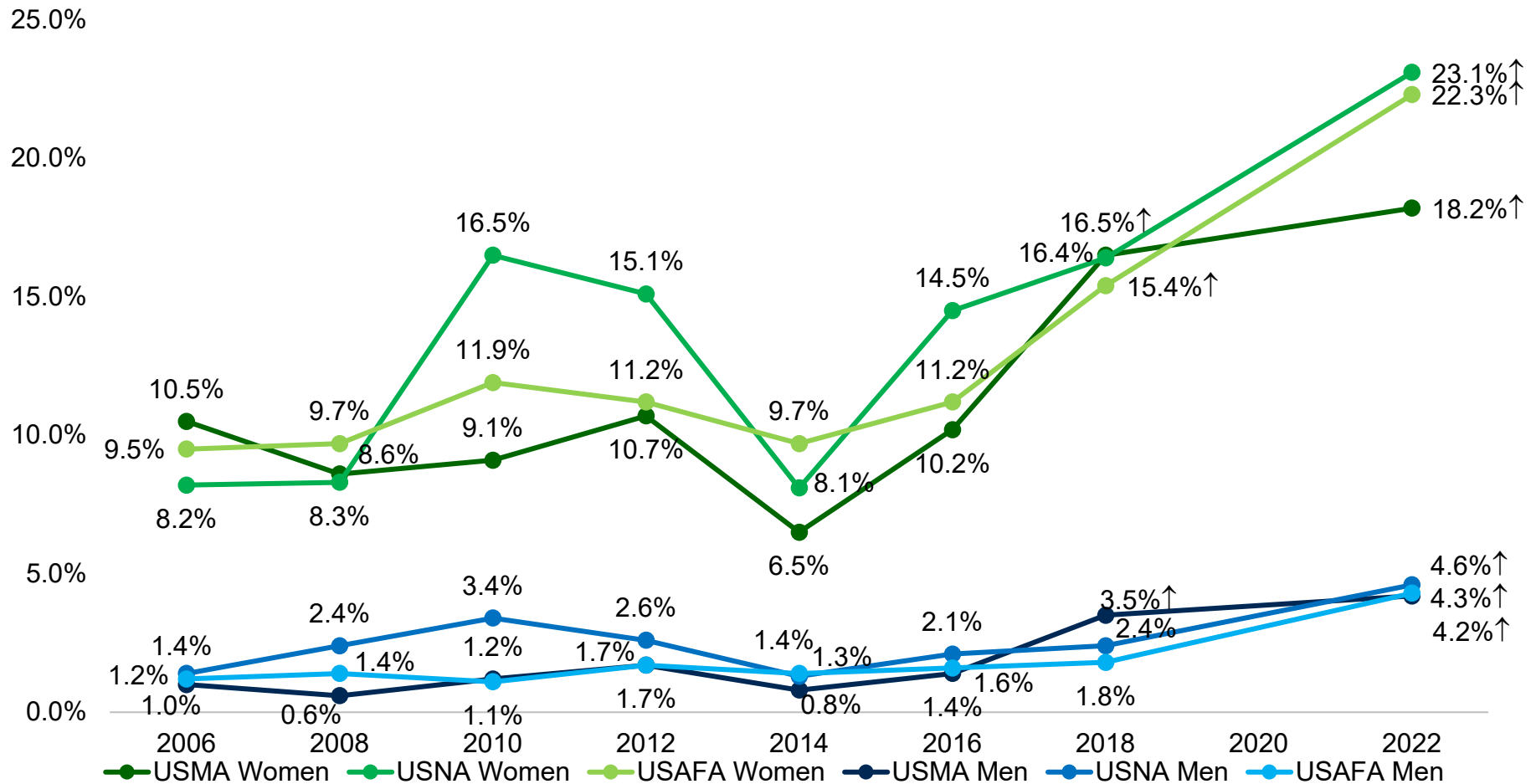
- Based on the sharp increase in sexual assault and harassment in 2021, on March 10, 2023 USD(P&R) was directed to conduct On-Site Installation Evaluations (OSIEs) at the MSAs

Agenda for Briefing

- Summary of findings
- Cross-MSA recommendations
- Next steps

USC Past Year Prevalence Estimates by MSA (2006-2022)

Reported in DoD Annual Report on Sexual Harassment and Violence at the Military Service Academies, APY 2021 2022, released March 2023



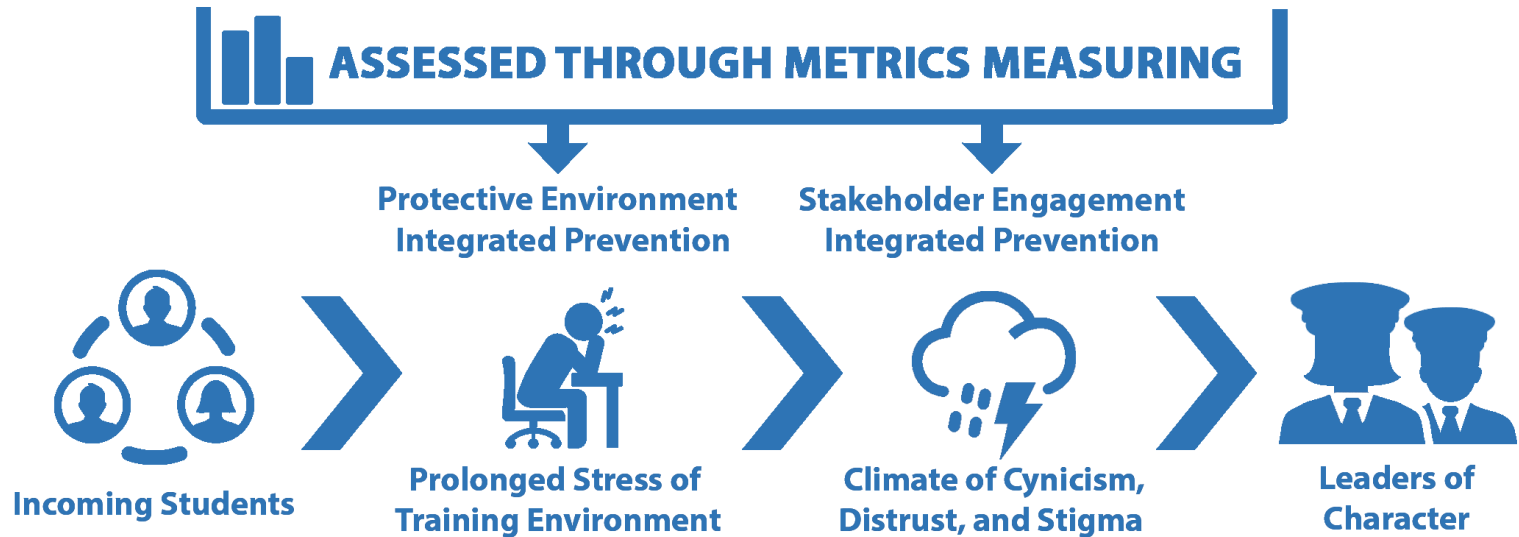
Number of cadets experiencing unwanted sexual contact and sexual harassment has increased over time.

MSA Strengths



	USMA	USNA	USAFA
Climate	<ul style="list-style-type: none"> • Leaders generally model and reward good behavior • Cadets, Service members, faculty, and staff recognize and work to address shared risk factors • Broad appreciation and trust for Tactical NCOs supports problem solving and helps prevent crises • Embedded Military and Family Life Counselors are widely viewed as an asset 	<ul style="list-style-type: none"> • Working groups (WG) including midshipmen • Prevention WG • Midshipmen Affairs Team • Midshipmen Leadership Team • Current Commandant and Deputy Commandant • Culture of listening • Mailbox for anonymous communication • Promoting unity and cohesion 	<ul style="list-style-type: none"> • Peer groups (i.e., Teal Ropes) and affinity and culture clubs (i.e., Hispanic heritage) support connection and belongingness • Faculty's commitment to the cadets
Prevention	<ul style="list-style-type: none"> • Referrals to help for those in need occur on a regular basis • Active data and information sharing forums support integration and awareness • Addressing SH/SA; Creating Healthy Climates; and Tackling Holistic Health (ACT) cadets are helpful peer-level prevention assets 	<ul style="list-style-type: none"> • Prevention personnel take their roles seriously • Interested in better integration • Interested in furthering their knowledge of prevention subject areas 	<ul style="list-style-type: none"> • Numerous research-based prevention activities underway • Highly regarded athletic department Healthy Relationships training • Reduced access to alcohol and other factors that increase risk

Summary of Findings



- **Incoming students:** Per a national shift among young people, incoming cadets and midshipmen are more likely to have trauma that occurred before entering the MSAs.
- **Prolonged stress of training environments:** While some amount of stress is inherent to the MSA, the skills of those in leadership positions must be equipped to mitigate that stress. MSAs leverage peer leadership as the first line of leadership and in some cases these leaders are unprepared; and, in other cases, the peer leadership structure created unhealthy power dynamics. AOCs and TAC officers can also be insufficiently equipped to meet the needs of incoming students.
- **Climate of cynicism, distrust, and stigma:** Unchecked influencers and social media communications, to include the chat app Jodel, send mixed messages throughout the MSAs and can lead to misperceptions about the MSAs prevention efforts, the judicial system, the value of reporting, support resources, and dissuade those at the MSA from seeking the help they need.
- **Leaders of character:** Cadets and midshipmen experiencing these risk factors and climate throughout their time in a MSA may commission with trauma and an unhealthy perspective of military training and the importance of prevention.

Cross-MSA Recommendations



Area of Evaluation	Recommendations
Prolonged Stress <i>Assessed through protective environments metrics</i>	<p>Immediate:</p> <ul style="list-style-type: none"> • Improve access to and options for help-seeking <p>Intermediate:</p> <ul style="list-style-type: none"> • Increase transparency of actions taken to prevent harm and hold individuals appropriately accountable • Address misperceptions and mixed messages related to acceptable norms, accountability, and help-seeking <p>Long-term:</p> <ul style="list-style-type: none"> • Strengthen peer leadership structure <ul style="list-style-type: none"> • [USAFA] Adjust 4th class system to stop cadet hazing • [USAFA, USNA] Complement peer leadership structure with additional non-cadet/midshipman leaders, including officers and non-commissioned officers (NCOs) • [USMA] Review and enhance preparation of peer leaders • Ensure MSA leadership have diversified experiences in different Service training environments
Cynicism, Distrust, and Stigma for Help-Seeking <i>Assessed through stakeholder engagement metrics</i>	<p>Immediate:</p> <ul style="list-style-type: none"> • Review and expand, as necessary, current Safe to Report policies • Provide tools that explain the facts of help-seeking and career implications <p>Intermediate:</p> <ul style="list-style-type: none"> • Provide tools to identify and protect against cyber misinformation and bullying • Mitigate negative impact of long-standing practices/policies on prevention and healthy climate • [OSD] Examine commissioning standards and accession waiver processes and develop communication tools for education
Prevention Through the MSA Lifecycle <i>Assessed through integrated prevention metrics</i>	<p>Immediate:</p> <ul style="list-style-type: none"> • [Military Departments] Hire MSA integrated prevention personnel <p>Intermediate</p> <ul style="list-style-type: none"> • Fully integrate prevention, character development, and leadership development efforts • Ensure services available at the MSAs are integrated to support the entire military community <p>Long Term:</p> <ul style="list-style-type: none"> • [Military Departments] Ensure all incoming cadets and midshipmen receive a deliberate and sustained education in key preventative skills and leadership competencies in DoDI 6400.11

Next Steps



- **Plans of Action from the Secretaries of the Military Departments**
 - Each Secretary of a Military Department will provide the SecDef a plan of action to counter the trends in abusive and harmful behavior at the relevant service academy by October 31, 2023
 - Plans must incorporate the immediate implementation of the near-term recommendations, and the path to incorporate the intermediate and long-term recommendations, as identified in the 2023 Military Service Academy OSIE Report
 - By January 31, 2024, and six months thereafter, each Secretary of a Military Department will provide the SecDef a progress report, with a summary of the actions taken on their plan
- **Establish the Service Academy Climate Transformation Task Force**
 - By August 25, 2023, USD P&R will establish the *Service Academy Climate Transformation Task Force*
 - Task Force is intended to convene regular meetings to provide feedback to the Military Departments on developing plans of action, ensure best practices are adopted across the service academies, and provide oversight to achieve key milestones in a timely manner.
 - Task Force will also advise USD(P&R) in his oversight of the actions directed in my March 10, 2023 memo on preventing and responding to sexual assault and sexual harassment at the MSA
- **Rigorously measure and evaluate programs at the MSAs to halt sexual abuse**
 - MSAs conduct prevention self-assessments in APY 2023-24 and every other year thereafter
 - Use the recently overhauled command climate assessment (CCA) process to assess the impact of the implementation of Department recommendations on improving the climate risk factors and increasing protective factors for all cadets and midshipmen
 - Beginning in Fiscal Year 2024, each service academy should leverage the Defense Organization Climate Pulse Survey to assess their interim progress and make course corrections as needed

Briefing

Academic Program Year 2021-2022 Report on Sexual Harassment and Violence at the Military Service Academies

Dr. Rachel A. Breslin

Assessment, Reporting, & Oversight Program Manager
DoD Sexual Assault Prevention and Response Office

Academic Program Year 2021-2022 Report on Sexual Harassment and Violence at the Military Service Academies



As of: March 10, 2023

DoD Sexual Assault Prevention and Response Office (SAPRO)

Briefing to the Defense Advisory Committee for the Prevention of Sexual Misconduct (DAC-PSM)

September 21, 2023

Overview



- Background
- Topline Results
- Unwanted Sexual Contact (USC) Past Year Prevalence Estimates
- Insights from the *2022 Service Academy Gender Relations Survey (SAGR)*
- Sexual Assault Reporting Data
- Way Forward

Background

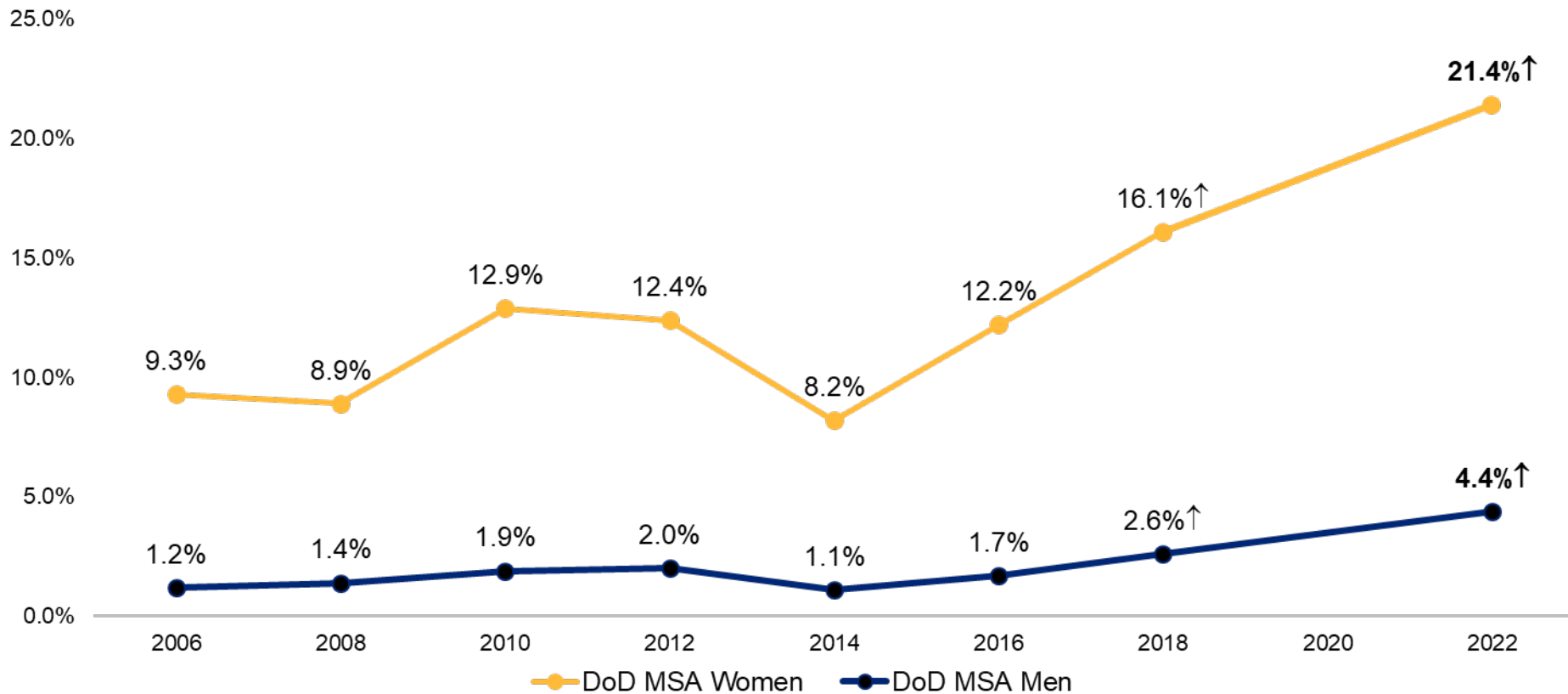


- Section 532 of the John Warner National Defense Authorization Act for the Fiscal Year 2007 (Public Law No. 109-364) requires an annual report for each APY on the effectiveness of the policies, training, and procedures of the Military Service Academies (MSAs) regarding sexual harassment and sexual violence involving academy personnel.
- **MSA Assessment – yearly variations** required by law:
 - APYs beginning in odd years: “Survey Year” – to assess prevalence and compliance via MSA self-reports (this year’s report)
 - APYs beginning in even years: “Assessment Year” – including on-site assessment of policy and program compliance, reporting data, and MSA focus group data (next year’s report)
- The Department of Defense (DoD) assesses sexual assault progress via two primary metrics:
 - Sexual assault **prevalence** (estimated number of cadets/midshipmen experiencing sexual assault) measured by scientific surveys; desired state is **decrease**
 - Sexual assault **reporting rate** (number of victimized of victimized cadets and midshipmen making Restricted and Unrestricted Reports; desired state is **increase**)
- DoD **made progress** in reducing sexual assault between 2012 and 2014 at the Academies; however, sexual assault **prevalence increased** in every survey administration since 2014.
 - The most recent scientific survey was conducted in the spring of 2022 and **participation was exceptional** across the MSAs (weighted response rate of 81%).
 - There were **no significant changes in academy survey items**; results trend historically as indicated.
 - The Service Academy survey did not occur as scheduled in 2020 due to pandemic related academy closures.

USC Past Year Prevalence Estimates, 2006-2022



- Rates of USC increased since 2018 for MSA women and men
- Due to the coronavirus pandemic, the 2020 survey was unable to be administered

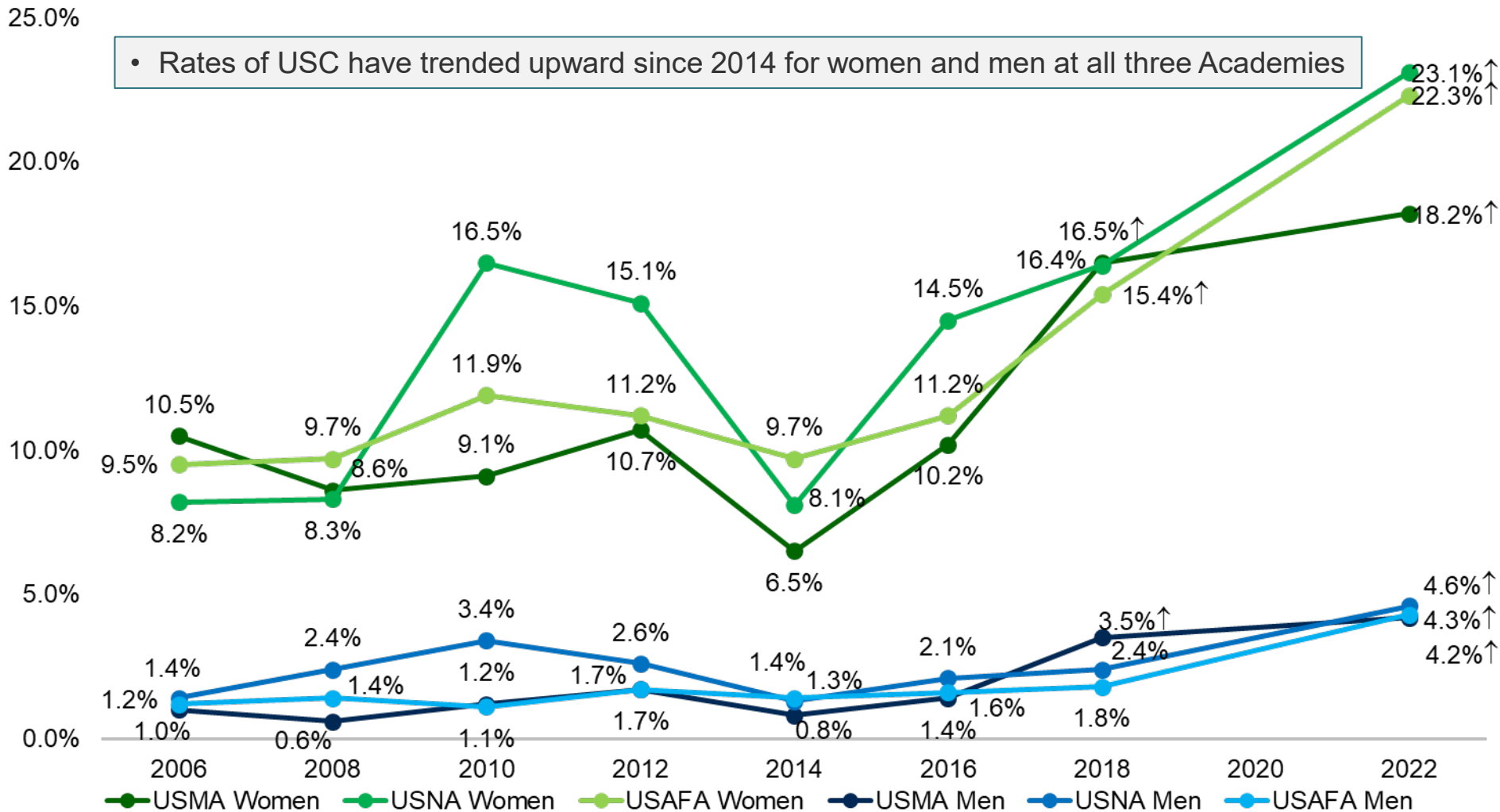


Trend Comparisons: ↑ Higher than prior year ↓ Lower than prior year

USC Past Year Prevalence Estimates by MSA, 2006-2022

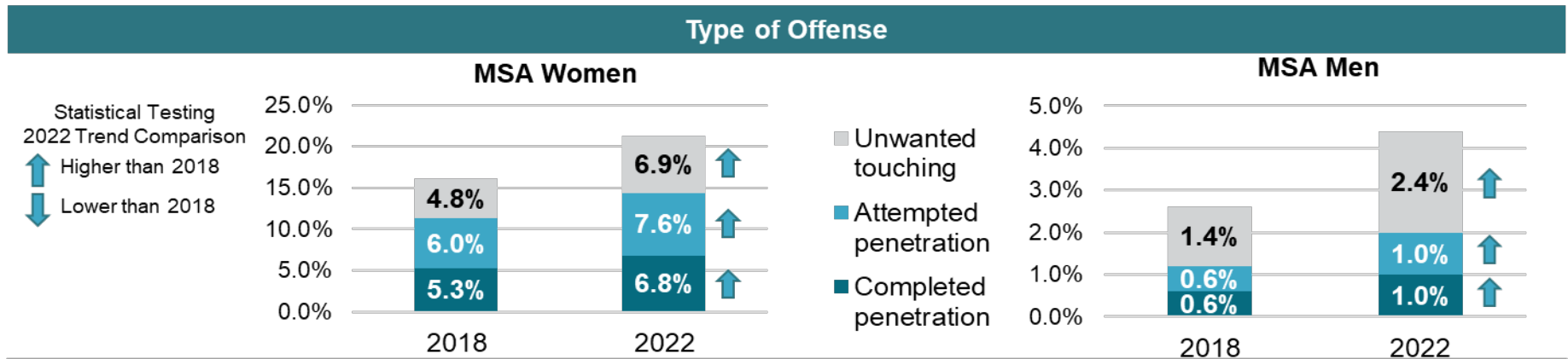


• Rates of USC have trended upward since 2014 for women and men at all three Academies



Trend Comparisons: ↑ Higher than prior year ↓ Lower than prior year

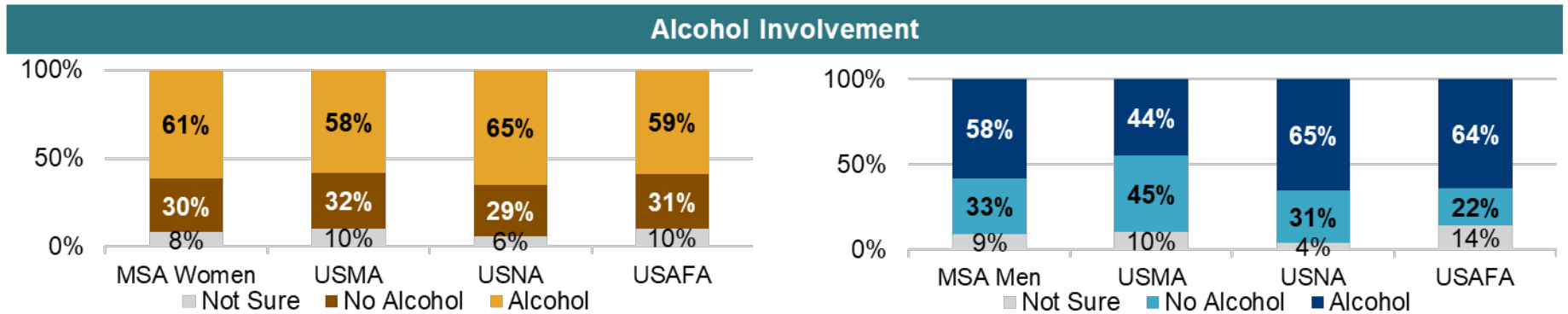
SAGR Insights: USC Incident Characteristics



Who, When, and Where?		
	MSA Women	MSA Men
Who is offending?	One alleged offender (77%) who is male (97%), typically in the same class year (72%) who they know from class or other activities (59%)	One alleged offender (75%) who could be either male (37%) or female (55%), typically in the same class year (62%) who they know from class or other activities (59%)
Where/When?	<p>On campus in a dorm or living area (53%) or off campus at a social event (e.g., party; 39%)</p> <p>Most often occur after duty hours on a weekend or holiday (71%)</p>	<p>On campus in a dorm or living area (49%) or off campus at a social event (e.g., party; 32%)</p> <p>Most often occur after duty hours on a weekend or holiday (62%)</p>

- **Increases in all types** of USC for women and men drove the increases overall
- **Most alleged offenders are Academy students** and offenses occur both on and off Academy grounds – during times of reduced supervision; characteristics of USC incidents did not significantly change since 2018 – occurring after duty hours/weekends
- **Incident characteristics and trends inform prevention priorities and shape assessments of program effectiveness**
- USC prevalence rates are **at or above civilian rates** assessed in 2014 & 2018 by American Association of Universities

SAGR Insights: USC Incident Characteristics



	MSA Women	MSA Men
Alcohol Involved	A mix of crimes usually committed off campus by a lone male cadet/midshipman, though sometimes a group of male students. Sometimes a cadet/midshipman they were meeting for the first time, and for which bystanders could have intervened almost half of the time.	A mix of crimes usually committed off campus by a lone female alleged offender (though some alleged offenders are male), often a fellow Academy student though also some alleged offenders not affiliated with the DoD.
No Alcohol Involved	A mix of crimes usually committed on campus by a lone male cadet/midshipman, though sometimes a group of male students. Sometimes a cadet/midshipman they were casually dating or an intimate partner. Alleged offenders often showed a pattern of problematic behavior (e.g., stalking, harassment) toward the victim.	Primarily unwanted touching crimes committed on campus by one male cadet/midshipman or a group of male students (though some alleged offenders are female), which the victim believes is not serious enough to report.

- **More than half of USC events involve use of alcohol** by either victim and/or alleged offender; alcohol use **drives key incident differences**
- **IRC recommendation:** Identify a non-clinical Office of Primary Responsibility to provide a public health perspective and an evidence-based policy approach to prevent alcohol overconsumption
- **Responsible alcohol use policies are necessary but must be supported** with a broader, more comprehensive approach
- **Prevention approaches must target alcohol consumption as well as other key risk and protective factors**

*Note: Percentage who knew whether alcohol was involved.

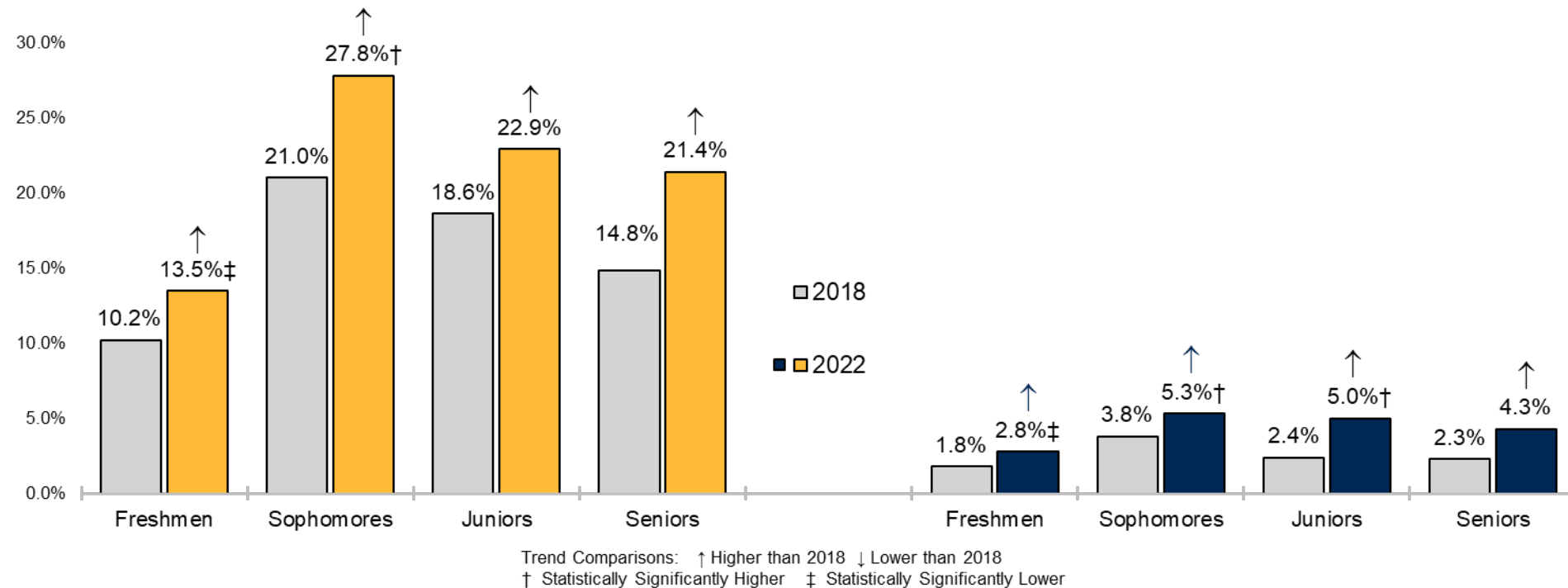
SAGR Insights: Risk Factors



USC Rates by Class Year

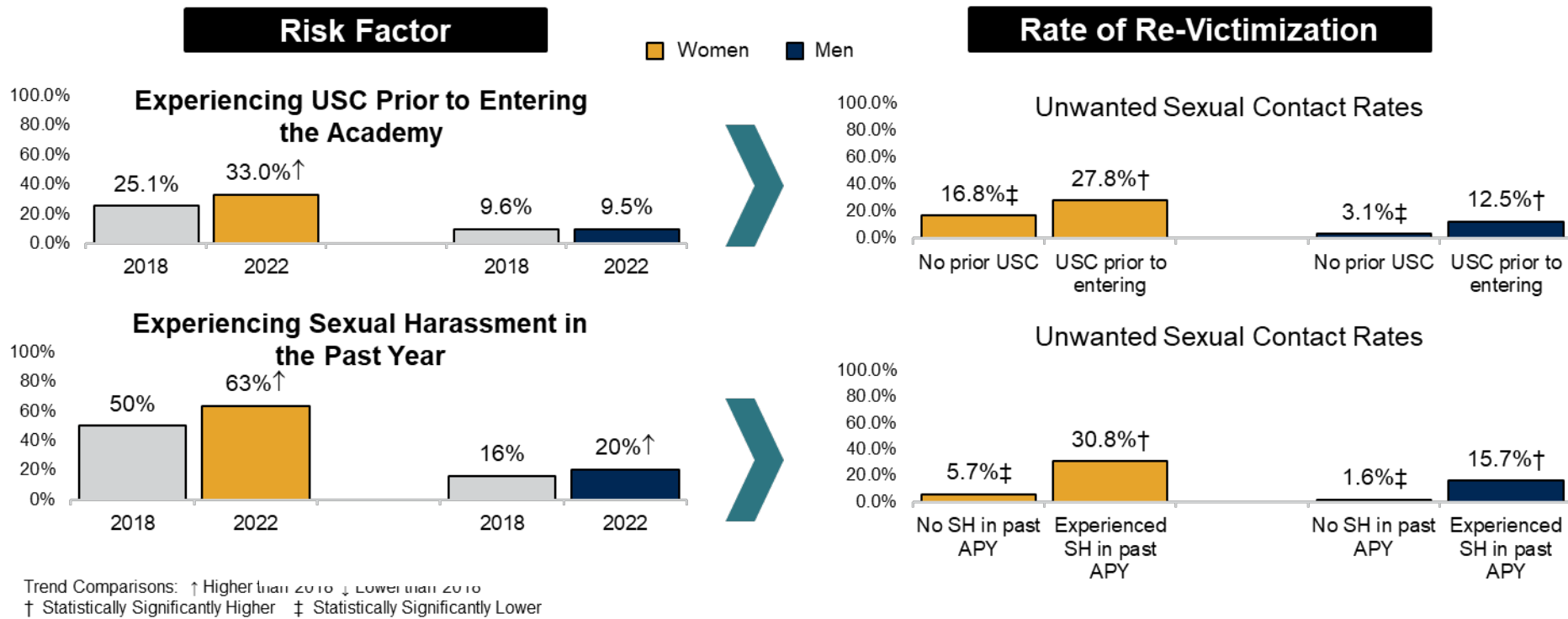
MSA Women

MSA Men



- While rates of USC increased across all class years, **sophomores and junior men** are most at risk for experiencing USC
- **Academy tradition** about freshmen continues to be a key protective factor – offers an important opportunity for intervention
- **The Department is moving to align with the IRC's vision for integrated primary prevention in the military**
 - Calls for pairing targeted prevention activities (i.e., those that target high-risk groups) with universal prevention activities to create a more comprehensive approach.

SAGR Insights: Prior Experiences as Risk Factors



- A prior sexual assault or sexual harassment experience elevates risk for experiencing USC
 - In 2022, a third of women had experienced USC prior to entering the Academy – up from a quarter in 2018
 - Sexual harassment experience continues to be highly associated with increased USC rates – for both men and women
- Previous trauma can affect how individuals assess and respond to risk, both of which can be enhanced through training and support
- DoD implementing prevention approaches that provide additional support and resources to early career Service members with pre-military risk factors

APY 21-22 Summary Data



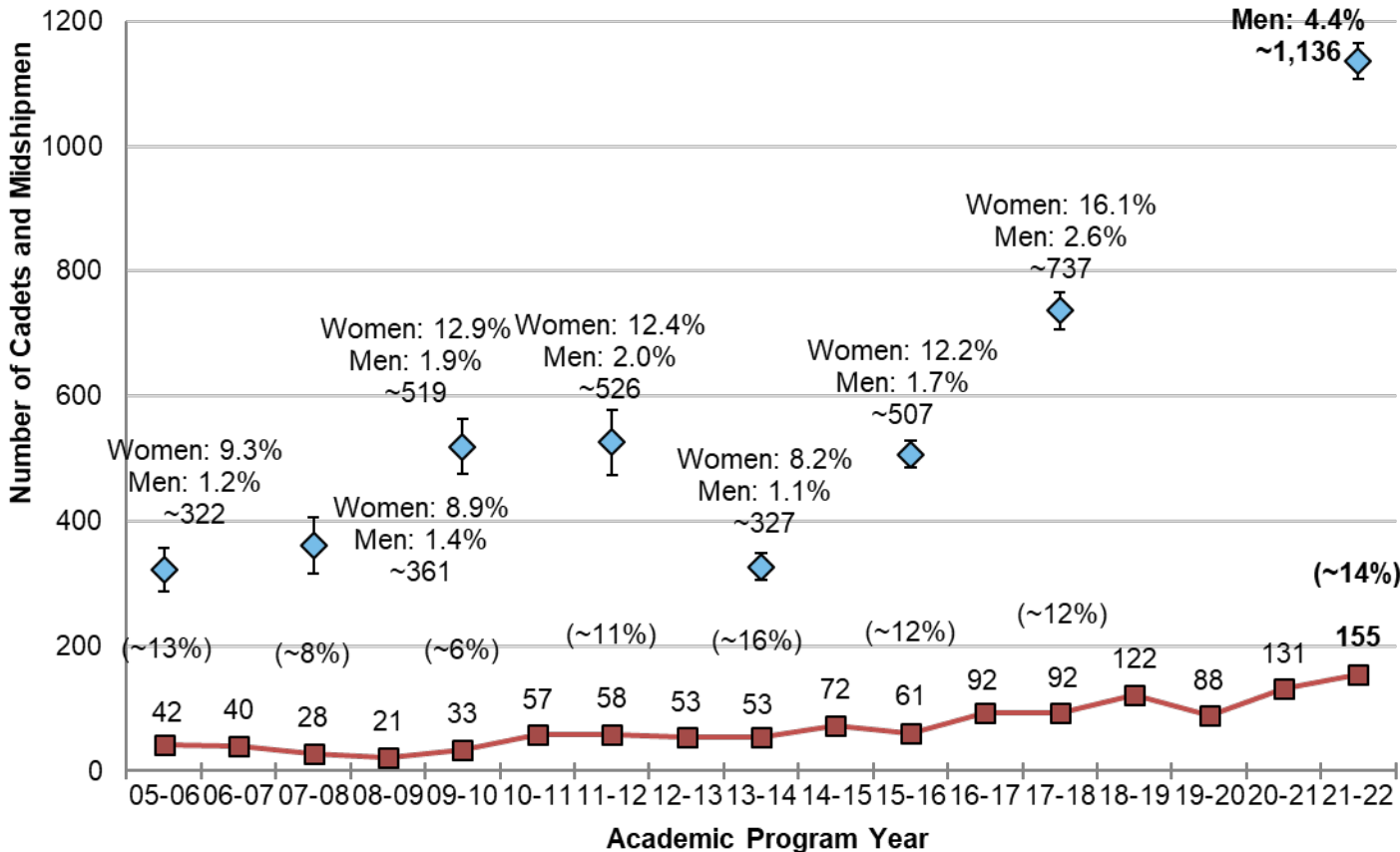
- Decline in confidence in senior leaders emphasizes importance of IRC initiatives to restore trust: military justice reform; revised climate assessment process; creation of a prevention workforce; revitalization of the response workforce

Lines of Effort	Military Service Academies	U.S. Military Academy	U.S. Naval Academy	U.S. Air Force Academy
Prevalence of USC Metric: USC Rate	<ul style="list-style-type: none"> USC rates increased for women and men Alcohol involved in over half of USC events, used by either victim and/or alleged offender 	<ul style="list-style-type: none"> USC rates increased for senior women and freshman and junior men Alcohol involved in approximately half of USC events 	<ul style="list-style-type: none"> USC rates increased across all class years for women; increased for junior and senior men Alcohol involved in approximately two-thirds of USC events 	<ul style="list-style-type: none"> USC rate increased for women and men; increased for all women except juniors; increased for freshman and sophomore men Alcohol involved in over half of USC events
Sexual Assault Incident Reporting Metric: Reporting rate for incidents during military service	Overall Reporting Rate: 14% <ul style="list-style-type: none"> Women: 19% Men: 4% 	Overall Reporting Rate: 13% <ul style="list-style-type: none"> Women: 18% Men: 6% 	Overall Reporting Rate: 14% <ul style="list-style-type: none"> Women: 20% Men: 2% 	Overall Reporting Rate: 14% <ul style="list-style-type: none"> Women: 17% Men: 6%
Preventing Sexual Assault and Sexual Harassment Metrics: <ul style="list-style-type: none"> Sexual harassment rate Student perceptions of Academy senior leaders and peer leadership efforts to stop sexual assault and sexual harassment 	SH Rates Increased for All: <ul style="list-style-type: none"> Women (63% ↑ from 50%) Men (20% ↑ from 16%) Leaders' efforts: <p>Women</p> <ul style="list-style-type: none"> Senior leaders (59% ↓ from 72%) Peer leaders (40% ↓ from 42%) <p>Men</p> <ul style="list-style-type: none"> Senior leaders (76% ↓ from 83%) Peer leaders (63% ↑ from 61%) 	SH Rates Increased for All: <ul style="list-style-type: none"> Women (60% ↑ from 48%) Men (19% ↑ from 17%) Leaders' efforts: <p>Women</p> <ul style="list-style-type: none"> Senior leaders (57% ↓ from 80%) Peer leaders (43% ↔ from 43%) <p>Men</p> <ul style="list-style-type: none"> Senior leaders (73% ↓ from 87%) Peer leaders (65% ↔ from 64%) 	SH Rates Increased for All: <ul style="list-style-type: none"> Women (67% ↑ from 57%) Men (22% ↑ from 17%) Leaders' efforts: <p>Women</p> <ul style="list-style-type: none"> Senior leaders (55% ↓ from 68%) Peer leaders (40% ↓ from 45%) <p>Men</p> <ul style="list-style-type: none"> Senior leaders (75% ↓ from 79%) Peer leaders (63% ↑ from 55%) 	SH Rates Increased for All: <ul style="list-style-type: none"> Women (60% ↑ from 46%) Men (19% ↑ from 13%) Leaders' efforts: <p>Women</p> <ul style="list-style-type: none"> Senior leaders (65% ↓ from 69%) Peer leaders (36% ↔ from 38%) <p>Men</p> <ul style="list-style-type: none"> Senior leaders (81% ↓ from 84%) Peer leaders (61% ↔ from 62%)
Preventing Sexual Assault and Sexual Harassment Metric: <ul style="list-style-type: none"> Heavy drinking (5+ when drinking)* Alcohol affecting memory (at least once in past year) 	Heavy Drinking: <ul style="list-style-type: none"> Women: 13% ↓ from 15% Men: 28% ↓ from 32% Alcohol/Memory: <ul style="list-style-type: none"> Women: 23% ↓ from 25% Men: 22% ↓ from 28% 	Heavy Drinking: <ul style="list-style-type: none"> Women: 15% ↓ from 17% Men: 31% ↓ from 35% Alcohol/Memory: <ul style="list-style-type: none"> Women: 23% ↓ from 25% Men: 23% ↓ from 31% 	Heavy Drinking: <ul style="list-style-type: none"> Women: 16% ↔ from 18% Men: 35% ↓ from 38% Alcohol/Memory: <ul style="list-style-type: none"> Women: 27% ↔ from 28% Men: 26% ↓ from 30% 	Heavy Drinking: <ul style="list-style-type: none"> Women: 8% ↓ from 10% Men: 17% ↓ from 22% Alcohol/Memory: <ul style="list-style-type: none"> Women: 18% ↓ from 21% Men: 17% ↓ from 23%
USC Rates <div> 2018 2022 </div> Statistical Testing 2022 Trend Comparison ↑ Higher than 2018 ↓ Lower than 2018				

Prevalence and Reporting Trends



Military Service Academies



◆ Estimated number of cadets and midshipmen experiencing unwanted sexual contact in the past year at the time of the survey

■ Cadets and midshipmen in Unrestricted and Restricted Reports of sexual assault for events occurring during military service

% Estimated percentage of cadets and midshipmen accounted for in Unrestricted and Restricted Reports

155 Cadets/midshipmen who reported sexual assault that occurred during military service
 + 16 Cadets/midshipmen who reported a sexual assault that occurred prior to military service
 + 35 Prep school students, active duty Service members, and civilians who alleged sexual assault perpetrated by a Service member
206 Total Reports of sexual assault received by DoD in APY 21-22

- Prevalence of **sexual assault continues to shape Academy experience and officer readiness** for active duty
- Reporting rates show small but important increases
 - Academies encourage greater reporting of sexual assault to connect victims with care and to have the opportunity to hold offenders appropriately accountable

Note: In 2022, following a re-weighting of APY 17-18 results to bring estimates into alignment with other WGR surveys, the estimated prevalence in APY 18-19 changed from ~747 incidents to ~737 incidents. The estimated prevalence of women experiencing USC in APY 17-18 changed from 15.8% to 16.1%, and the estimated prevalence of men experiencing USC in APY 17-18 changed from 2.4% to 2.6%. The number of reports received by DoD (92) and the reporting rate (~12%) remained unchanged. Not included in the above are three cases reported to and managed by the USAFA Family Advocacy Program.

Way Forward



The Department identified the following **prevention-focused** action items for APY 22-23:

- **The Department of Defense will:**
 - **Render Direct Climate Assessment Support.** The Department of Defense Office of People Analytics will work directly with each Academy to apply the Department's new climate assessment process to address special concerns at the Academies, as necessary.
 - **Conduct On-Site Installation Evaluations (OSIEs).** The Department will conduct an OSIE at each Academy before the end of April 2023 to help assess risk factors, protective factors, and current prevention resources.
 - **Provide Outcome Evaluation Assistance.** The Department of Defense will continue to assess academy prevention programs to determine what, if any, prevention program elements should be kept, revised or discontinued.
- **The Military Departments and Military Service Academies will:**
 - **Develop a MSA implementation plan for DoD's prevention workforce and leadership requirements.** As described in DoDI 6400.11, "DoD Integrated Primary Prevention Policy for Prevention Workforce and Leaders." The MSAs must develop a Plan of Action and Milestone (POA&M) to review their MSA's operating instructions to integrate DoD's new policy. Draft implementation plans for the policy and submit them for review to USD P&R NLT September 30, 2023. Final plans are due by December 31, 2023.
 - **Champion the Department's climate assessment process.** Superintendents will lead their academy climate assessment, incentivize participation in climate surveys, review results, ensure documentation of actions in the MSAs' comprehensive integrated prevention plan (CIPP), and include cadet/midshipman student leadership in development of and execution of the CIPP to address climate assessment findings. Academies will submit a POA&M to USD P&R NLT April 30, 2023.
- **The Military Service Academies will:**
 - **Broaden the skills of MSA leaders to assess and act on climate factors impacting their cadet/midshipman units.** DoD's Sexual Assault Prevention and Response Training and Education Center of Excellence (SAPRTEC) will form a working group to review and revise initial preparation and ongoing professional development of Tactical Officers, Company Officers, Air Officers Commanding, and their supporting enlisted leaders to better equip them to support integrated primary prevention and the climate assessment process. The MSAs will designate work group members and provide any materials to support the working group's review process NLT April 1, 2023. By June 30, 2023, the working group will submit to USD(P&R) a POA&M to implement proposed revisions. Subsequent implementation must be completed NLT July 1, 2024.

Way Forward (continued)



The Department identified the following **response-focused** action items for APY 22-23:

- **The Military Departments will:**
 - **Issue policy on the physical separation of cadet and midshipman survivors of sexual assault and alleged perpetrators.** As required by Section 539 of Fiscal Year 2021 National Defense Authorization Act. To be issued no later than August 31, 2023.
- **The Military Departments and Military Service Academies will:**
 - **Communicate the importance of military justice reforms.** In collaboration with their Judge Advocates General of their respective Military Departments, the Academies will inform cadets/midshipmen about the changes scheduled to take effect in December 2023, including the role and responsibilities of the Office of Special Trial Counsel, the revised role of the superintendent in military justice, and impacts of reforms on MSA disciplinary processes. Create these materials in time for delivery before the changes take effect in December 2023, and provide a copy of such materials to DoD Office of General Counsel NLT October 23, 2023.
 - **Implement a “Return to Health” policy** to assist cadet/midshipman survivors of sexual assault in better balancing their academic goals with their needs after an incident of sexual assault. USNA and USAFA will issue such policy, which is modeled on the policy issued by USMA for cadets who have experienced a sexual assault. Such policies will be issued by August 31, 2023. Superintendents must also put measures in place to evaluate the impact of such policies on victim care and include assessments in their next three Annual Reports pursuant to paragraph 3.4 of DoDI 6400.11.
 - **Incorporate latest Sexual Assault Prevention and Response (SAPR) policies to align SAPR-related prevention and training efforts, encourage reporting, and improve victim support.** The MSAs must revise their policies and certify in writing that they are operating in compliance with policies and will incorporate any subsequent policy updates from their respective Military Departments into their own MSA policies NLT August 31, 2023.

Defense Advisory Committee for the Prevention of Sexual Misconduct (DAC-PSM)

Public Meeting
September 21, 2023

BREAK
Meeting will resume shortly.

Panel

Overview of ROTC Policy and Service Implementation of Required Prevention Training

OSD Accessions: Lt Col William Parker

Air Force: Lt Col David Sulhoff

Army: Mr. Joseph O'Donnell, Ms. Jill Londagin

Navy: CDR Regina Kauffman, Dr. Monique Clinton-Sherrod,
Ms. Andrea Verdino

Senior Reserve Officers' Training Corps Overview



As of: 24 Aug 2023 (v1)

Lt Col William Parker

Assistant Director, Accession Policy

Officer Commissioning Programs

21 September 2023

Controlled by: OUSD(P&R)/ (INSERT
OFFICE)

CUI Category(ies): (N/A)

Distribution Statement (A)

POC: (Lt Col Parker, 703-695-5529)

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Overview of ROTC Program



- The Senior Reserve Officers' Training Corps (ROTC) program, with units or affiliates at approximately 1,800 colleges/universities, is the Department of Defense's (DoD) largest commissioning source, providing between 4,400 and 6,100 new active duty officers (36%) to the military each year. DoD spends approximately \$786M annually on ROTC programs.
- The ROTC program originated with the land-grant colleges (Senior Military Colleges (SMCs)) in 1862, and was adopted by many major universities by 1916, which often required compulsory participation in ROTC for male students until the 1960s. ROTC programs and production peaked during the Vietnam War draft period.
- ROTC supports the citizen-soldier concept as well as the all-volunteer force with its ability to provide officers from a diverse variety of backgrounds and experiences already readily available within the student population on a college or university campus. ROTC also provides an important method of military outreach and contact with the public.
- ROTC is a college/university-based commissioning program that is generally four years long. It is open to all qualified candidates

ROTC Oversight / Participation



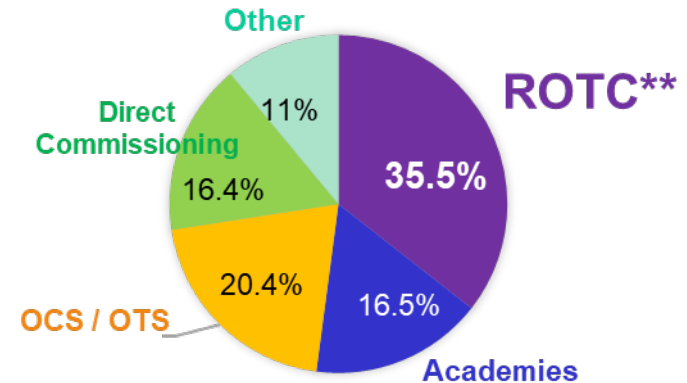
- OSD has oversight of the Military Services ROTC programs through DoDI 1215.08
 - Establish Procedures and Policies for Services
- The Service Secretaries are responsible for establishing and operating their respective ROTC programs and for establishing service policy regarding ROTC in accordance with DoDI 1215.08.
- Two Levels of ROTC Participation:
 - ROTC Students
 - Participating or Auditing Students
 - Cadet or Midshipman
 - Designated Applicant / Non-contract Cadets and Midshipmen
 - Contract Cadets and Midshipmen
 - Foreign Student Program
- Student Participation/Enrollment
 - Open to all...but MilSec's define requirements
 - Basic Course
 - Advance Course

ROTC by the Numbers



	Host Units	Other Affiliations *	Total ROTC	5-yr Average Production (includes Active and Reserve)
Army (AROTC)	274	685	959	5,447**
Air Force (AFROTC)	145	1060	1205	1,680
Navy / Marine Corps (NROTC)	78	82	160	1,004
DoD Totals	497	1,827	2,324	8,131

COMMISSIONS BY SOURCE



- **1,831** Colleges and Universities across the United States have ROTC affiliations
- **883** Colleges and Universities are affiliated with at least two Military Departments
- **392** Colleges and Universities are affiliated with all three Military Departments

There are four major ways a college or university can be affiliated with ROTC via formal contract:

- 1) Host: an ROTC unit is maintained on campus; students attend on their own campus
- 2) Crosstown: students attend ROTC at a nearby campus with a host unit, this number can vary with enrollment.
- 3) Extension: a nearby host unit conducts part-time ROTC on campus; students attend on their own campus, but the unit is not maintained there. The number of extensions can vary with enrollment.
- 4) Consortium: various nearby ROTC units share resources; arrangements vary amongst consortiums

** Production Averages: Includes both Active Duty and Reserve Component Commissions.

Army ROTC commissions ~2K officers per year into the Reserve Component

AF ROTC is authorized to do so in very small numbers (~30), but rarely uses ROTC for Reserve Commissions.

Naval ROTC only commissions Active Duty Sailors and Marines.

ROTC Top Producers (5-year Average Production)

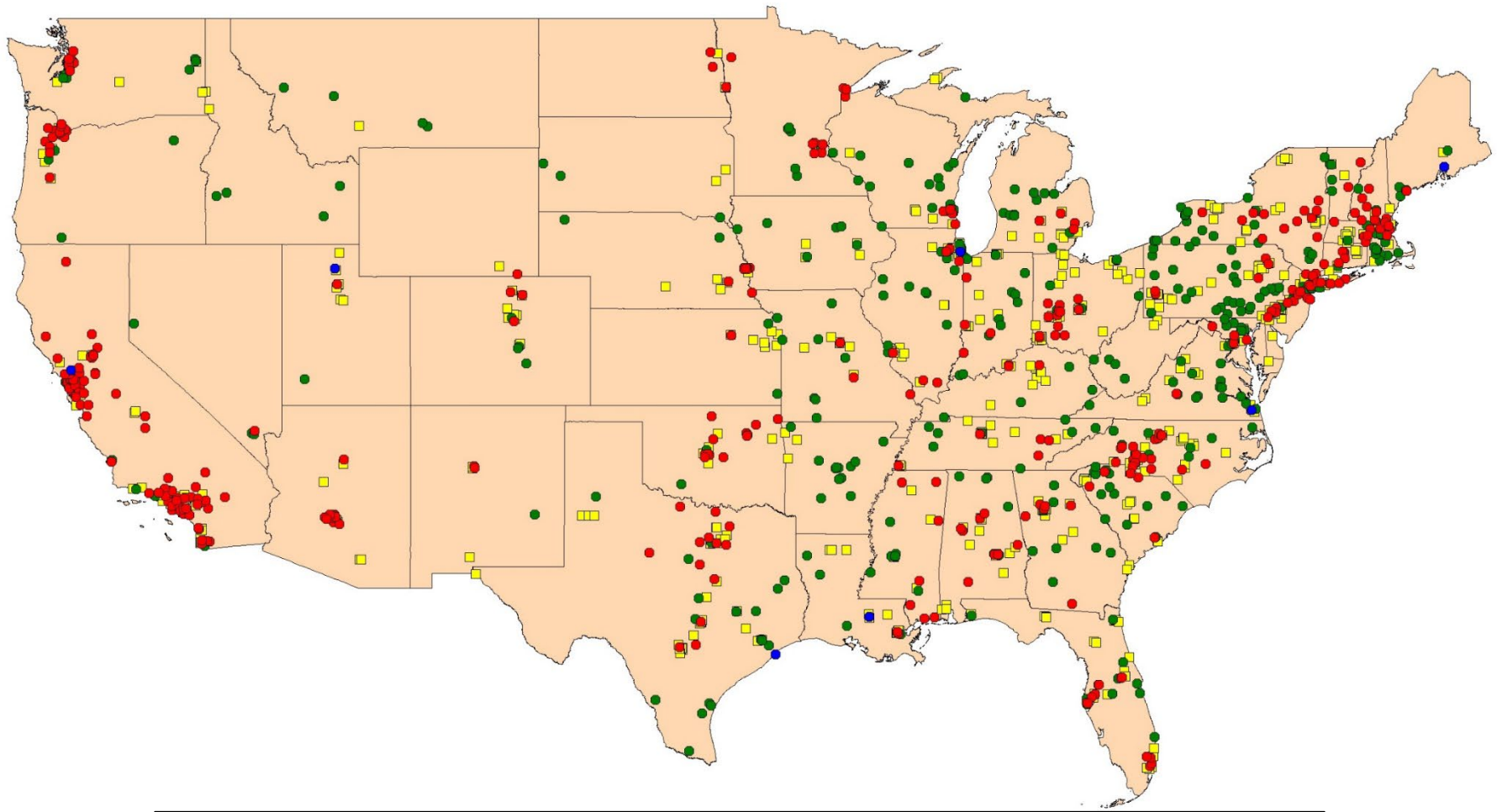


	Army ROTC	AF ROTC	Naval ROTC	DoD Combined
1	Virginia Military Institute*	Texas A&M University*	Virginia Military Institute*	Virginia Military Institute*
2	The Citadel*	Virginia Tech*	Virginia Tech*	Texas A&M University*
3	University of North Georgia*	Embry Riddle Aeronautical University Daytona Beach, FL	Texas A&M University*	Virginia Tech*
4	Norwich University*	University of Central Florida	Penn State University	The Citadel*
5	Texas A&M University	Embry Riddle Aeronautical University Prescott, AZ	Embry Riddle Aeronautical University Daytona Beach, FL	Norwich University*
6	Virginia Tech*	University of Colorado	Norwich University*	Penn State University
7	Campbell University	University of Virginia	Villanova University	University of North Georgia*
8	The Pennsylvania State University	University of Texas San Antonio	University of Notre Dame	Embry Riddle Aeronautical University Daytona Beach, FL
9	Embry-Riddle Aeronautical University	Penn State University	Purdue University	University of Virginia
10	Arizona State University	Purdue University	North Carolina State University	Arizona State University
	848 Commissions 14.4% of AROTC Production	302 Commissions 18% of AFROTC Production	319 Commissions 31% of NROTC Production	1,340 Commissions 14.5% of All DoD Commissions

* Denotes Senior Military Colleges. SMCs account for 11% of AROTC Commissions, 8.3% of AFROTC Commissions, and 15% of NROTC Commissions.

SROTC Distribution

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D



Multiple Branches Army Only Air Force Only Navy Only

Excellence | People-Centric | Integrity | Collaboration | Respect

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Conclusion

Questions?



HQ AFROTC

Lieutenant Colonel David Sulhoff
Director, AFROTC Commander's Action Group
Maxwell Air Force Base, Alabama

Air Force -- Sexual Assault Prevention Terminal Learning Objectives (TLO)

Implementation within ROTC

Accession TLOs*	Year, # Hours, Focus	Learning Format	Evaluation
Promote core values to reinforce social norms that prevent abusive acts across the continuum of harm	AS100-400: 4; General expectations at start of every semester AS200: 0.5; Maxwell AFB SAPR meets with every Field Training Class	- Informal Lecture	- Informal observation - Active discussion
Support and maintain protective and professional organizational climates	AS300: 7; Organizational climate; Supervision & counseling; Leading diverse orgs; Culture & Gender in Military ops AS400: 5; Base agencies; Justice case studies; Ethics	- Guided Discussion - Practical Exercise - Informal Lecture - Case Studies	- Active Discussion - Written Assignment - Informal Feedback
Develop and apply skills that contribute to primary prevention of sexual assault and harmful acts	AS300: 2; Intervention trng AS400: 3.5; SAPR program; Intervention trng refresh; Military justice	- Guided Discussion - Informal Lecture - Small Group Discussion	- Written Assignment - Active Discussion - Informal Feedback
* www.sapr.mil/SAPR-Education-Training (per DoD 6459.02, Volume 2)			



AFROTC Additional Comments

- Jeanne M. Holm Center for Officer Accessions and Citizen Development (next echelon above AFROTC) recently partnered with USAFA to align AFROTC curriculum with USAFA's Leader of Character Framework, emphasizing:
 - Lives Honorably
 - Lifts Others
 - Elevates Performance
- Many detachments partner with school Title IX offices in various ways to include cadet and/or cadre training
- HQ AFROTC provides Title IX training to all cadre
- Maxwell Air Force Base SAPR provides operational perspective and overview to cadets at Field Training following the AS200 year.



Conclusion

Questions?



US Army Cadet Command ***partners with universities*** to recruit, educate, train, and commission leaders of character for the ***Total Army*** and partners with high schools to develop accomplished, responsible citizens who value service to their communities.

Joseph FX O'Donnell
US Army Cadet Command

Jill Londagin
US Army SHARP Director

Army -- Sexual Assault Prevention Terminal Learning Objectives (TLO)

Implementation within ROTC

Accession TLOs*	Year, # Hours, Focus	Learning Format	Evaluation
Promote core values to reinforce social norms that prevent abusive acts across the continuum of harm	MS I-IV Course Overview each Semester 8.0 hours. Cadet Summer Training 3.0 hours Learning Step Activity (LSA) I Identify the impacts of Sexual Harassment and Sexual Assault.	Lecture and Experiential Learning Methodology –Group Discussion	Practical Exercise
Support and maintain protective and professional organizational climates	MS IV 1 Hour LSA 1. Identify the impacts of Sexual Harassment and Sexual Assault. LSA 2. Define Army sexual harassment policies, appropriate response techniques to sexual harassment incidents, and applicable response protocols. LSA 3. Define Army sexual assault policies, appropriate response techniques to sexual assault incidents, and applicable response protocols. LSA 4. Identify new leader responsibilities in support of the Army's SHARP program.	Experiential Learning Methodology –Group Discussion	Practical Exercise and Written Assessment
Develop and apply skills that contribute to primary prevention of sexual assault and harmful acts	MS IV- 1 hour LSA 3. Define Army sexual assault policies, appropriate response techniques to sexual assault incidents, and applicable response protocols. LSA 4. Identify new leader responsibilities in support of the Army's SHARP program.	Experiential Learning Methodology –Group Discussion	Practical Exercise and Written Assessment



Additional Comments and Observations



- Change to Army Approach on SHARP Training which has filtered down to Cadet Training
 - No longer a “PowerPoint” requirement – Now it is a Leader led small group format which drives better engagement.
- All Cadre sign a DD Form 2982 and all Cadets sign a DD Form 2983 acknowledging prohibited activities between Trainers and Trainees.
- During Cadet Summer Training in addition to the 3 hours of training every Cadet is provided a SHARP Reference Card (GTA 19-11-001) as a tangible reminder of appropriate behavior and warning signs.
- Cadet Order of Merit List – Which determines component and branching in the Total Army
 - 25 Points are from the Professor of Military Science Assessment of performance and potential
 - 25 points are from the Advance Camp Evaluation Report which speaks to the Army Values
 - 25 Points are from the MSIII Evaluation Report OML which speaks to the Army values
 - MSIII and MSIV’s are counselled using an Officer Evaluation Report Support Form which addresses
 - CHARACTER: (Army Values, Empathy, Warrior Ethos/Service Ethos, Discipline)
 - INTELLECT: (Mental agility, Sound judgment, Innovation, Interpersonal tact, expertise)
 - LEADS: (Leads others, builds trust, extends influence beyond the chain of command, Leads by example)
 - DEVELOPS: (Creates a positive environment/Fosters esprit de corps, prepares self, Develops others)

1. PREVENTION

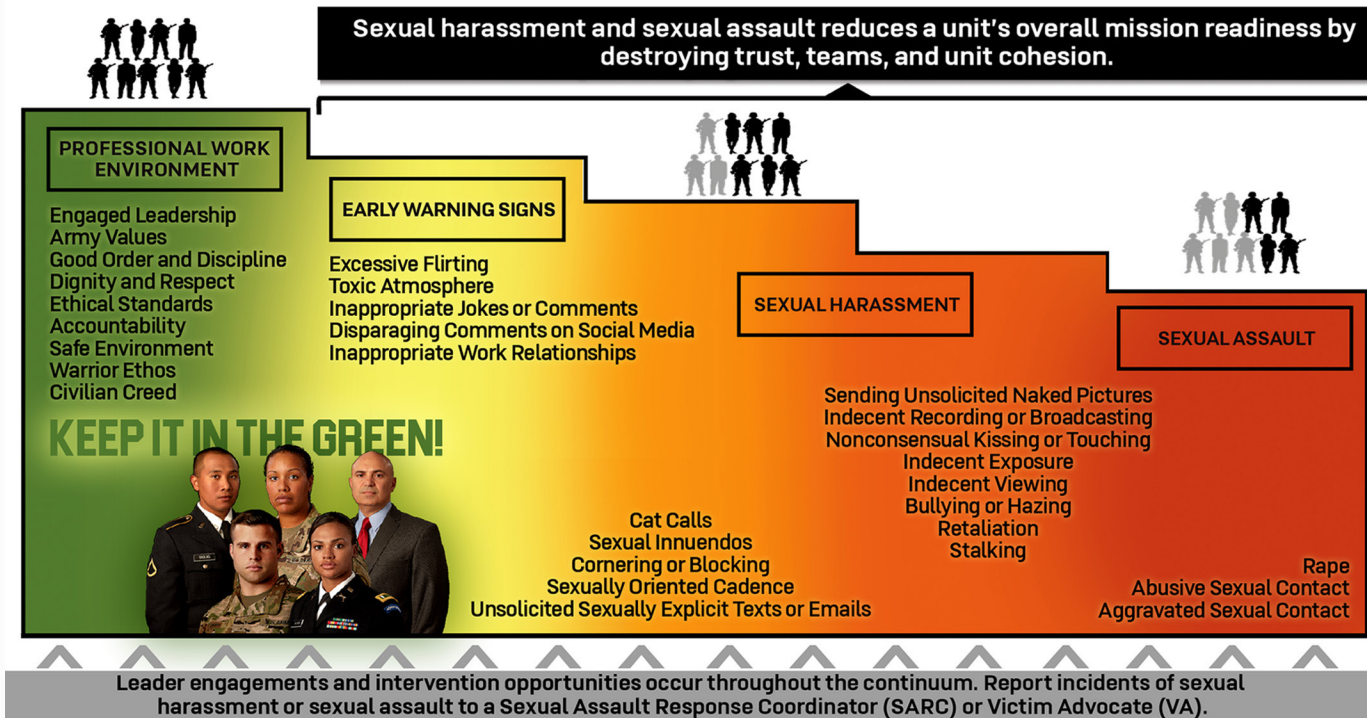
A TEAM EFFORT THAT STARTS WITH YOU!

Everyone plays an important role in prevention at every level within our units, organizations, and communities.



Be a change agent by living the Army Values, intervening early and often, and embodying the military and Civilian Creeds.

3. SEXUAL HARASSMENT AND SEXUAL ASSAULT CONTINUUM AND IMPACTS ON READINESS



2. PREVENTION

- Communicate your boundaries.
- You have the right to say "no."
- Drink responsibly and have a plan.
- Travel with friends or in a group.
- If you see something, step up and intervene.
- Achieve consent.
- Safeguard each other.

RELATIONSHIPS

HEALTHY INDICATORS

- Comfortable pace
- Trust
- Honesty
- Independence
- Respect
- Equality
- Kindness
- Taking responsibility
- Healthy conflict
- Fun

UNHEALTHY INDICATORS

- Intensity
- Possessiveness
- Manipulation
- Isolation
- Sabotage
- Belittling
- Guilt
- Volatility
- Deflecting responsibility
- Betrayal

4. BYSTANDER INTERVENTION PROCESS

WHAT IF IT WAS YOUR FAMILY MEMBER OR FRIEND?

- NOTICE THE EVENT.
- INTERPRET THE EVENT AS A PROBLEM.
- ACCEPT PERSONAL RESPONSIBILITY TO DO SOMETHING.
- DECIDE HOW TO INTERVENE USING THE 3DS:

- DIRECT:** Address the perpetrator; remove people from the situation.
- DISTRACT:** Change the subject; ask someone to do something; mention that someone is coming.
- DELEGATE:** Arrange for someone to intervene or take people out of the situation.

- TAKE ACTION!

REFERENCE CARD

Approved for public release; distribution is unlimited.

REVISION

Distributed by Army Training Support Center.

ATSC

PREPARING AGENCY INFO

GTA 19-11-001

FEBRUARY 2022

INTERVENE ACT MOTIVATE

U.S. ARMY

SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION

SHARP

SHARP ACADEMY

809 Harrison Dr.

Fort Leavenworth, KS 66027

5. SEXUAL HARASSMENT

DEFINITION

Unwelcomed sexual advances, requests for sexual favors, verbal comments, and physical conduct of a sexual nature where submission to or rejection of them can impact or interfere with someone's job, pay, or career. Guidelines apply 24/7, on or off-installation.

TWO TYPES

QUID PRO QUO:

Conditions placed on a person's career or terms of employment in return for sexual favors.

HOSTILE ENVIRONMENT:

When personnel are subjected to offensive, unwanted, and unsolicited comments or behaviors of a sexual nature.

THREE CATEGORIES

VERBAL: Jokes, comments, whistling, or pet names.

NONVERBAL: Staring, displays, messaging, or music.

PHYSICAL CONTACT: Touching, cornering, or kissing.

REPORTING OPTIONS

ANONYMOUS: Encourages reporting and keeps anonymity.

INFORMAL: File complaints with a full-time brigade-level SARC.

FORMAL: File complaints with commanders/SARCs (Soldiers) or Equal Employment Opportunity office (Civilians).

SEXUAL HARASSMENT is punishable with the full range of administrative, non-judicial, and judicial actions.

6. SEXUAL ASSAULT

DEFINITION

Intentional sexual contact characterized by the use of force, threats, intimidation, abuse of authority, or when the victim does not or cannot consent. Guidelines apply 24/7, on or off-installation.

CONSENT: A freely given agreement to the conduct at issue by a competent person.

- An expression or lack of consent through words or conduct means there is no consent.
- Lack of verbal or physical resistance or submission resulting from the use of force, threat of force, or placing another person in fear does not constitute consent.
- Current or previous dating, social or sexual relationships, or the manner of the person's dress does not constitute consent.
- A sleeping, unconscious, or incompetent person cannot consent.
- All the surrounding circumstances should be considered in determining whether or not a person gave consent.

SEXUAL ASSAULT is a crime and punishable by both the Uniform Code of Military Justice (UCMJ) and/or civilian law.

9. EXPEDITED TRANSFERS

Sexual assault victims who file an unrestricted report can request expedited transfer or reassignment using Department of the Army (DA) Form 4187, Personnel Action, from their current unit to:

- Another unit on a different installation.
- Another unit on the same installation.
- Another company within the same battalion.
- Another battalion within the same brigade.
- Another brigade within the same division.

Commanders (battalion or above) have 72 hours to recommend approval or disapproval of the request.

10. RETALIATION

DEFINITION

THIS IS NOT OKAY!

Wrongfully taking or threatening to take adverse personnel action, or withholding or threatening to withhold favorable personnel action against a person who reports or plans to report an offense. Retaliation also includes the following:

- Acts of cruelty, oppression, or maltreatment.
- Excluding a person from social acceptance, privilege, or friendship (known as ostracism).

8. ALCOHOL AND CONSENT FOR SEX

- Sexual acts or contact with a person when you know, or reasonably should have known, that the person is incapable of consenting due to drug or intoxicant impairment is a crime.
- The UCMJ states that a person is incapable of consenting to sex when they cannot describe the nature of the conduct, are physically incapable of declining participation, or cannot communicate unwillingness to engage in the sexual conduct.
- There is no specific amount of alcohol that causes a person to be incapable of consenting under the law.
- It is incorrect to say that a person with a certain blood alcohol content level is incapable of consenting.
- It is incorrect to say that a person who has consumed any alcohol is incapable of consenting.
- Sexual assault reports that involve alcohol and the ability to consent will depend on the unique facts and circumstances of each case. There is no standard-defining rule.



RESTRICTED REPORT



UNRESTRICTED REPORT

SERVICES

- | | |
|---|---|
| <ul style="list-style-type: none"> ■ Access to medical, advocacy, legal, and counseling services. ■ Receive the Sexual Assault Forensic Examination (SAFE). ■ Control the release of personal information. ■ Can change to an unrestricted report at any time. ■ Special victims' counsel. | <ul style="list-style-type: none"> ■ Access to medical, advocacy, legal, and counseling services. ■ Receive the SAFE. ■ Alleged offender may be held accountable. ■ Command support. ■ Can receive protective order (military protective order [MPO] or civilian protective order [CPO]). ■ Special victims' counsel. |
|---|---|

LIMITATIONS

- | | |
|--|--|
| <ul style="list-style-type: none"> ■ The alleged offender will not be held accountable. ■ Ineligible for expedited transfer or reassignment. ■ No command support. ■ Cannot receive a protective order. ■ Chaplains and Special victims' counsel cannot file a report, but information shared remains confidential. | <ul style="list-style-type: none"> ■ More people will know about the sexual assault. ■ The investigation may require discussion of personal matters. ■ <u>Cannot change to a restricted report.</u> |
|--|--|

WHO CAN ACCEPT A REPORT

- | | |
|---|---|
| <ul style="list-style-type: none"> ■ Sexual Assault Response Coordinator (SARC). ■ Victim Advocate (VA). ■ Healthcare personnel. | <ul style="list-style-type: none"> ■ Commander. ■ Criminal Investigation Division (CID). ■ Judge Advocate General (JAG). ■ Inspector General (IG). ■ SARC. ■ VA. ■ Healthcare personnel. |
|---|---|

SHARP™ LINKS

ARMY SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION (SHARP)

www.armyresilience.army.mil/sharp

DEPARTMENT OF DEFENSE (DOD) SAFE HELPLINE

www.safehelpline.org

DOD SEXUAL ASSAULT PREVENTION AND RESPONSE

www.sapr.mil

ARMY CRIMINAL INVESTIGATION COMMAND

www.cid.army.mil

NATIONAL GUARD BUREAU

www.nationalguard.mil/Leadership/Joint-Staff/J-1/SAPR

HELPING AN EMPLOYEE RECOVER FROM AN ASSAULT

www.opm.gov/policy-data-oversight/worklife/reference-materials/traumaticevents.pdf

DEPARTMENT OF VETERANS AFFAIRS

www.va.gov/health-care/health-needs-conditions/military-sexual-trauma

SHARP LEARNING PORTAL

www.sharplearningportal.army.mil

REFERENCE:

AR 600-20, Army Command Policy, 20 July 2020

Distributed by:

Army Training Support Center GTA 19-11-001





Conclusion

Questions?

Naval Reserve Officers' Training Corps (NROTC)



Briefing for the Defense Advisory Committee for the Prevention of Sexual Misconduct (DAC-PSM) public meeting on 21 Sep 2023

CDR Regina Kauffman
Deputy Director, Officer Development
Naval Service Training Command

Ms. Andrea Verdino
DON-OFR Program Analyst
ASN (M&RA)

Dr. Monique Clinton-Sherrod
Prevention Section Lead,
Prevent and Response Branch
OPNAV N17, Navy Culture and
Force Resilience Office



Naval Reserve Officer' Training Corps (NROTC)

- 171 Naval Reserve Officers' Training Corps (NROTC) College and University affiliations consisting of: 78 Host Unit Schools, 93 Cross-Town Schools.
- Mission: Transform volunteers into Naval Service Professionals. Instill and reinforce enduring core values, knowledge, and skills for the fleet.
- Goals: Imbue in students a strong moral compass, self-discipline, and passion to serve. Provide students with an understanding of principles of naval science and professional knowledge, a high state of physical readiness, an educational background which will allow students to perform successfully in their careers, and training in 5 competencies: (1) Firefighting, (2) Damage Control, (3) Seamanship, (4) Watch Standing, and (5) Small Arms.

Scholarship Program – Students enlist in the U.S. Navy or U.S. Marine Corps Reserves as a midshipman and sign a contract pursuant to Title 10, Chapter 103, U.S.C agreeing to accept an appointment, if offered, as a commissioned officer in the U.S. Navy or U.S. Marine Corps.

College Program - Students have no military status unless selected into the Advanced Course and become College Program Advanced Standing participants, as per Title 10, Chapter 103 U.S.C. Upon selection into the Advanced Course, they enlist in the U.S. Navy or U.S. Marine Corps Reserve as a midshipman and obligate to accept appointment as a commissioned officer upon graduation.

Navy -- Sexual Assault Prevention Terminal Learning Objectives (TLO)

Implementation within ROTC

Accession TLOs*	Year , # hours, Focus	Learning Format	Evaluation
Promote core values to reinforce social norms that prevent abusive acts across the continuum of harm	1 st year (4/C): ~ 9+ hours; define policies; identify concepts; promote a culture of excellence and core values. 2 nd year (3/C): ~ 9+ hours; identify impacts of broken trust and harmful acts; identify core values and norms to prevent harm. 3 rd year (2/C): ~ 8+ hours; promote leadership behaviors to prevent abusive acts and the continuum of harm. 4 th year (1/C) ~ 13+ hours; pre-commissioning leadership training; identify the responsibility to prevent the continuum of harm.	<ul style="list-style-type: none"> - SAPR videos - Some trainings via PowerPoint presentations - Lecture of concepts and case studies - Guided discussions 	<ul style="list-style-type: none"> - Observation - Questions - Active discussion of concepts and case studies - Written assessment (in some cases)
Support and maintain protective and professional organizational climates	1 st year (4/C): ~ 9+ hours; define policies; identify characteristics of a culture of excellence and a protective and professional climate. 2 nd year (3/C): ~ 9+ hours; identify impacts of broken trust and negative command climate; identify characteristics of a protective climate. 3 rd year (2/C): ~ 8+ hours; promote leadership behaviors to maintain a protective and professional organizational climate. 4 th year (1/C) ~ 13+ hours; pre-commissioning leadership training; identify the responsibility to promote and establish a protective and professional organizational climate; promote teamwork and leadership.	<ul style="list-style-type: none"> - SAPR videos - Some trainings via PowerPoint presentations - Lecture of concepts and case studies - Guided discussions 	<ul style="list-style-type: none"> - Observation - Questions - Active discussion of concepts and case studies - Written assessment (in some cases)
Develop and apply skills that contribute to primary prevention of sexual assault and harmful acts	1 st year (4/C): ~ 2+ hours; develop skills to apply core values and policies. 2 nd year (3/C): ~ 1+ hours; develop skills to apply core values and policies, work as a team, and create a protective organizational climate. 3 rd year (2/C): ~ 1+ hours; demonstrate leadership to apply core values and policies, to create a protective and professional climate, and to prevent harm. 4 th year (1/C) ~ 2+ hours; pre-commissioning leadership training; prevent the continuum of harm; develop skills to promote and establish a protective and professional climate; demonstrate leadership.	<ul style="list-style-type: none"> - SAPR videos - Some trainings via PowerPoint presentations - Lecture of concepts and case studies - Guided discussions - Application through group scenarios - Participating in the Command Climate Survey and associated focus group discussions 	<ul style="list-style-type: none"> - Observation - Questions - Active discussion of concepts and case studies - Written assessment (in some cases) - Practical exercises or demonstration

Naval Reserve Officer' Training Corps (NROTC)

How Terminal Learning Objectives are implemented:

- Culture of Excellence and core value trainings required for midshipmen:
 - Suicide Prevention
 - Hazing, Fraternization, and Extremism
 - Operational Stress Control / Warrior Toughness
 - Policies on Diversity and Inclusion
 - Equal Opportunity, Harassment, and Resolution Options
 - Sexual Assault Prevention and Response

How Terminal Learning Objectives are implemented:

- Additional training:
 - Command Climate Survey and training
 - Field Exercises, Obstacle Course, and other practical exercises
 - 3/C and 1/C participate in college-level Naval Science courses in Leadership
 - New Student Indoctrination (4/C) and Advanced Summer Training (3/C, 2/C, 1/C)

Sexual Assault Prevention and Response training

- NROTC units across the country facilitate the DON SAPRO training to midshipmen.
 - 1st year (4/C) receive “Make a Difference; Be the Solution” Pre-Commissioning training, approximately 2 hours.
 - 2nd year (3/C) receive “Take the Helm” training, approximately 45 minutes.
 - 3rd year (2/C) receive “Broken Trust” training, approximately 45 min.
 - 4th year (1/C) receive initial “Above Board” training, approximately 1.5 hours.
- All trainings include a video and a discussion facilitated by the instructor.
- Classes are taught at the NROTC unit by the Sexual Assault Prevention and Response Victim Advocate (SAPR VA), a Sexual Assault Response Coordinator (SARC), or another staff member. Midshipmen usually receive additional Title IX training by the university.

Naval Reserve Officer' Training Corps (NROTC)

Conclusion

Questions?

Public Meeting Concluded

Meeting minutes will be available for public review on
www.sapr.mil/DAC-PSM