



PERSONNEL AND  
READINESS

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

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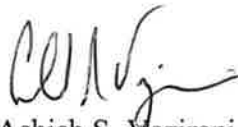
**MEMORANDUM FOR CHAIR, DEFENSE ADVISORY COMMITTEE FOR THE  
PREVENTION OF SEXUAL MISCONDUCT**

**SUBJECT: Defense Advisory Committee for the Prevention of Sexual Misconduct – Terms of Reference – Study of Measurement of Selected Risk and Protective Factors for Harmful Behaviors**

I am tasking the Defense Advisory Committee for the Prevention of Sexual Misconduct (DAC-PSM) through its Metrics and Performance Subcommittee (“the Subcommittee”) to conduct a study to recommend evaluation metrics in the attached Terms of Reference (ToR), “Study of Measurement of Selected Risk and Protective Factors for Harmful Behaviors” (“the Study”). The DAC-PSM will provide its report in response to the ToR to me no later than December 31, 2024.

The Study will identify and define community- and organizational-level risk and protective factors that contribute to harmful behaviors in military settings and recommend appropriate measures of performance and measures of effectiveness for those factors.

The DAC-PSM and the Subcommittee are subject to 5 U.S.C., Chapter 10 (commonly known as “the Federal Advisory Committee Act”). All advice and recommendations from the Subcommittee will be provided to the entire DAC-PSM for its thorough discussion and deliberation at a properly noticed and open meeting, unless it must be closed in accordance with one of the exemptions found in 5 U.S.C. § 552b(c) prior to submission to me, as the DoD Sponsor for DAC-PSM.

  
Ashish S. Vazirani  
Acting

Attachment:  
As stated

cc:  
Advisory Committee Management Officer  
Group Federal Officer

## **Defense Advisory Committee for the Prevention of Sexual Misconduct**

### **Study of Measurement of Selected Risk and Protective Factors for Harmful Behaviors**

#### **Terms of Reference**

This Terms of Reference (ToR) establishes the objectives, as determined by the Under Secretary of Defense for Personnel and Readiness (USD(P&R)), for the Defense Advisory Committee for the Prevention of Sexual Misconduct (DAC-PSM), working through its Metrics and Performance Subcommittee (“the Subcommittee”), to identify and define community- and organizational-level risk and protective factors contributing to harmful behaviors in military settings and recommend metrics that could be used as measures of performance and measures of effectiveness. This study is directed to assist the DoD in the implementation of Independent Review Commission (IRC) Recommendation 2.3 and 2.3.a, as approved by the Secretary of Defense. The recommendations were in the report titled, “Hard Truths and the Duty to Change: Recommendations from the Independent Review Commission on Sexual Assault in the Military.” Study recommendations will be provided to USD(P&R) no later than December 31, 2024.

**Mission Statement:** Consistent with the chapter 10 of title 5, U.S. Code (commonly known as the “Federal Advisory Committee Act” or “FACA”) and in accordance with DoD policy and procedures, the DAC-PSM will not duplicate work that has been performed or is being performed by DoD or any other DoD Federal advisory committee or subcommittee. The DAC-PSM provides the Secretary of Defense (SecDef) and the Deputy Secretary of Defense, through the USD(P&R), independent advice on the prevention of sexual assault (including rape, forcible sodomy, other sexual assault, and other sexual misconduct (including behaviors on the sexual assault continuum of harm<sup>1</sup>)) involving members of the Armed Forces and the policies, programs, and practices of each Military Department.

**Issue Statement:** The Subcommittee will conduct a review to identify and define community- and organizational-level risk and protective factors that contribute to harmful behaviors in military settings and recommend metrics that DoD might use to measure these factors. This study will allow the Department to further understand the factors that exist at the outer levels of the Social-Ecological Model and how they can be measured in a military context, which in turn will allow DoD to identify changes over time and inform efforts to advance integrated prevention. This study may inform the Department’s implementation of IRC Recommendations 2.3 (“Implement community-level prevention strategies unique to Service members’ environments”), specifically, Recommendation 2.3a (“The Services and the NGB should resource and implement prevention strategies and organizational and community levels”). The Subcommittee’s assessment and its recommendations will be provided to the DAC-PSM for its thorough discussion and deliberation at a properly noticed and open meeting, unless required to be closed in accordance with one or more of the exemptions found in section 552b(c) of title 5, U.S. Code.

**Objective and Scope:** The Subcommittee will conduct a review of community- and organizational-level risk (e.g., gender stereotypes, institutionalized racism, alcohol outlet

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<sup>1</sup> Subsection 550B(e) of the National Defense Authorization Act for FY 2020 (Pub. L. 116-92) states “that the term ‘sexual assault continuum of harm’ includes (1) inappropriate actions (such as sexist jokes, sexual harassment, gender discrimination, hazing, cyber bullying, or other behavior that contributes to a culture that is tolerant of, or increases risk for, sexual assault; and (2) maltreatment or ostracism of a victim for a report of sexual misconduct.”

density) and protective factors (e.g., connectedness, safe housing, access to medical care and mental health services) for harmful behaviors, focusing on those most relevant to the military environment. The Subcommittee will then recommend measures of performance and measures of effectiveness for those identified factors to assist DoD's efforts to track changes over time, as well as to inform efforts to evaluate programming focused on modifying these factors to decrease harmful behaviors.

The Subcommittee will provide periodic updates to the DAC-PSM on its work, as appropriate, and will present its complete findings and recommendations to the DAC-PSM for its consideration. A report of this effort's findings and recommendations will be provided to the USD(P&R) no later than December 31, 2024.

In support of this ToR and the work conducted in response to it, the DAC-PSM and this Subcommittee have my full support to meet with Department leaders and staff. The DAC-PSM staff, on behalf of the DAC-PSM and the Subcommittee, may request the Office of the Secretary of Defense and DoD Component Heads to timely furnish any requested information, assistance, or access to personnel to the DAC-PSM or to the Subcommittee. All requests and access to information shall be consistent with applicable laws and regulations, applicable security classifications; DoD Instruction 5105.04, "Department of Defense Federal Advisory Committee Management Program." and this ToR. As special government employee members of a DoD federal advisory committee, neither the DAC-PSM nor the Subcommittee members will be given any access to DoD networks, to include DoD email systems.

Once material is provided to the DAC-PSM and the Subcommittee, it becomes a permanent part of the DAC-PSM's records. All data/information provided is subject to public inspection unless the originating Component office properly marks the data/information with the appropriate classification and Freedom of Information Act exemption categories before the data/information is released to the DAC-PSM and the Subcommittee. The DAC-PSM has physical storage capability and electronic storage and communications capability on an unclassified network to support receipt of unclassified material only.

The DAC-PSM and the Subcommittee will operate in conformity with and pursuant to the DAC-PSM's charter, the FACA; section 552b of title 5, U.S. Code; and other applicable federal statutes, regulations, and policy. Individual members of the DAC-PSM and the Subcommittee do not have the authority to make decisions or provide recommendations on behalf of the DAC-PSM nor report directly to any Federal representative. The members of the DAC-PSM and the Subcommittee are subject to certain Federal ethics laws, including section 208 of title 18, U.S. Code, governing conflicts of interest, and the Standards of Ethical Conduct regulations in 5 Code of Federal Regulations, Part 2635.

Dated: \_\_\_\_\_