

**DoD Policy Oversight for Sexual
Harassment Prevention and Response
Briefing to
Defense Advisory Committee on Women in
the Services**

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PERSONNEL AND READINESS



Overview

- Foundations & Policy Oversight
- Congressional Interest
- OSD(P&R) Organizational Changes
- Integrated Process Team
- Ongoing Program Initiatives
- Take Aways



Foundations & Policy Oversight

- Public Law (10 USC 1561) defines sexual harassment as a form of sex discrimination
 - “Quid pro quo” as term or condition of a person’s job, pay, or career, or basis for career or employment decisions
 - Interfering with an individual’s work performance or creates an intimidating, hostile, or offensive working environment
- DoD Directives 1020.02E and 1350.2 provide policy guidance on Military Equal Opportunity Program
- Military Services have service-specific policies and procedures to collect data on complaints



Congressional Interest

- NDAA FY13 Section 579(a) – develop sexual harassment policy to include training, reporting procedures, & response mechanisms
 - September 2014 USD(P&R) Memorandum
 - Directed Services/NGB to develop implementing instructions
- NDAA FY13 Section 579(b) – data collection plan and reporting on substantiated incidents of sexual harassment
 - Submitted data collection plan and report
 - On target to submit FY15 report in conjunction with SAPRO annual report
- NDAA FY14 Section 1735 – review role of ODMEIO in sexual harassment cases
 - Report to Congress delayed
 - IPT to re-accomplish review and offer substantive policy recommendations



OSD(P&R) Organizational Changes

- Executive Director for Force Resiliency (EDFR)
 - Policy guidance for several functional areas with responsibilities to address problematic behaviors
 - Office of Diversity Management and Equal Opportunity (ODMEO)
 - DoD/VA Collaboration
 - Personnel Risk Reduction
 - Sexual Assault and Prevention Office (SAPRO)
 - Defense Suicide Prevention Office (DSPO)
 - Facilitate communication and collaboration of resiliency efforts across OSD(P&R) and the Department
- EDFR construct and staff expertise to develop actionable recommendations for how sexual harassment cases to be addressed



Integrated Process Team

- Integrated Process Team Established
 - Specific deliverables
 - Comprehensive report with actionable recommendations
 - Updated DoD issuances
 - Membership includes :
 - Military Services,
 - National Guard Bureau
 - Defense Manpower Data Center
 - Office of the General Council,
 - SAPRO
 - Defense Equal Opportunity Management Institute
 - Inspector General



Ongoing Program Initiatives

- Quadrennial DMDC Workforce Surveys
 - Workplace and Equal Opportunity of Active Component (WEOA) Survey
 - 2013 data briefed to Services; action plans submitted to Congress
 - Workplace and Equal Opportunity Reserve Component (WEOR) Survey
 - 2015 survey under administration December 2015 – April 2016
- Annual Report on Substantiated Incidents of Sexual Harassment
 - Collect and analyze Service annual data
 - Combine with SAPRO annual Sexual Assault report to Congress
- Training reviews and initiatives
 - Equal Opportunity / Equal Employment Opportunity Curriculum Review
 - Online occupational training courses (e.g., sexual harassment, sexual assault)



Take Aways

- Prevention and response of sexual harassment remains at the forefront of policy oversight agenda for EDFR and ODMEEO
- ODMEEO continues to work collaboratively with the Services/NGB to strengthen prevention initiatives and update guidance for the prevention and response of sexual harassment



Back-Up Slides



Congressional Interest

- Government Accountability Office (GAO) Review
 - Developing a strategy for holding leaders accountable for enforcing DoD sexual harassment policies (**New policy and DoD Instruction**)
 - Tracking compliance with requirements for conducting “command climate” assessments (**Command climate assessment program**)
 - Developing guidance on how sexual harassment incidents are handled in joint service environments (**New DoD Instruction**)
 - Establishing uniform data elements that the Services should use when reporting formal sexual harassment complaints (**Annual Report**)
 - Implementing an oversight framework to help guide the Department’s efforts (**New policy**)



FY14 Sexual Harassment Report

Top Level Findings

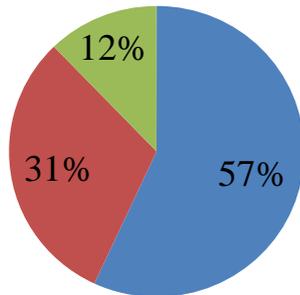
- Substantiated incidents of sexual harassment occurred at very **similar rates** in both **formal** and **informal** complaints
 - 57% of overall complaints were found to be substantiated
 - 83% of offenders were Enlisted Service members
 - Total offenders were most often in pay grades E5-E6
 - E5-E6 highest offender grade in formal complaints (40%)
 - E1-E4 highest offender grade in informal complaints (36%)
 - 94% of complainants were Enlisted Service members
 - E1-E4 was the highest complainant pay grade in both formal complaints (70%) and informal complaints (64%)
 - The most common location for harassment was on-duty
 - Most complaints were made within 60 days
 - The most frequent type of complaint involved crude/offensive behavior



FY14 Sexual Harassment Report

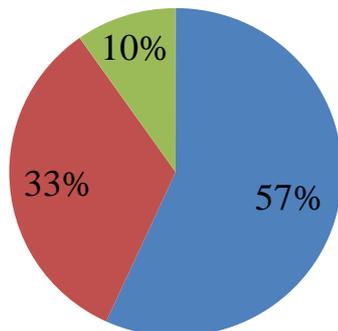
Total Reported Sexual Harassment Incidents

Formal Complaints



- # Substantiated Complaints
- # Unsubstantiated Complaints
- # Pending Complaints

Informal Complaints



- The Services and the National Guard Bureau (NGB) reported a total of **1,422 formal and informal complaints** in FY14
 - 57% were substantiated
 - 32% were unsubstantiated
 - 11% were pending
- Of **736 formal complaints** reported:
 - 57% were substantiated
 - 31% were unsubstantiated
 - 12% were pending at close of FY14
- Of **686 informal complaints** reported:
 - 57% were substantiated
 - 33% were unsubstantiated
 - 10% were pending at close of FY14