



DEPARTMENT OF DEFENSE
**SEXUAL ASSAULT PREVENTION
AND RESPONSE OFFICE**



DACOWITS

DoD Retaliation Prevention & Response Strategy (DRPRS) Update

15 June 2016

Agenda



- Background
- DRPRS Overview
- Issue Areas (1-5) Discussion
- Implementation Planning Milestones
- Q&A



- The Department views retaliation associated with crime and misconduct reporting as a significant concern
- Unaddressed acts of retaliation pose a serious threat to the continued reporting of crimes or misconduct, legitimacy of the military justice system, and the ability of victims to obtain needed assistance
- The Department is committed to:
 - Eliminating retaliatory behavior
 - Improving resources for reporters
 - Providing tools for commanders, supervisors, and peers to prevent and respond to retaliation against those who report violations
- In a May 2015 Memorandum, the Secretary of Defense directed the development of a Retaliation Prevention and Response Strategy (DRPRS)
- Congress subsequently directed in the FY16 NDAA the development of a strategy to address retaliation after reporting a sexual assault
- SAPRO worked with Office of the Secretary of Defense (OSD) stakeholders and the military Services to develop the DRPRS
- The strategy was signed by the Secretary of Defense in April 2016

DRPRS Overview



- The DRPRS was signed by the Secretary of Defense in April 2016
- The strategy addresses retaliation against Active Duty, Reserve, or National Guard Service members who are sexually assaulted or harassed while performing Active Service or Inactive Duty training, and subsequently report sexual assault or sexual harassment
- It also applies to Service member bystanders/witnesses and first responders (exceeds FY16 NDAA mandate to develop a strategy)
- The strategy targets five Issue Areas:
 1. Standardizing Definitions
 2. Improving Data Collection and Analysis
 3. Streamlining Investigation and Accountability Efforts
 4. Strengthening Reporter Protections
 5. Creating a Culture Intolerant of Retaliation
- All actions outlined in the DRPRS will be defined during the 2016 Implementation Planning Phase, with execution to begin next year

Issue Area 1 – Standardizing Definitions



- **Problem:** The Department needs consistency as to what constitutes retaliation
- **Solution:** Create standardized definitions of retaliation and related sub-behaviors across the Department
- **Major Tasks:**
 - Create a standardized definition of retaliation (and associated components)
 - Identify and describe the full spectrum of retaliation behavior

Issue Area 2 – Improving Data Collection and Analysis



- **Problem:** The Department needs a means to track retaliation, fully understand the scope of retaliatory experiences, and evaluate retaliation prevention and response efforts
- **Solution:** Implement a data-driven approach, to include a centralized process to integrate data from retaliation cases, robust survey and focus group efforts, and timely evaluation of retaliation prevention and response initiatives
- **Major Tasks:**
 - Establish 3 phases of data collection:
 - Develop data calls for DoD entities that handle retaliation
 - Position the most senior SARCs as central managers of data collection
 - Modify DSAID to be central data repository
 - Align survey questions to policy and law
 - Assess effectiveness of retaliation prevention and response strategy

Issue Area 3 – Streamlining Investigation and Accountability Efforts



- **Problem:** The Department needs a uniform, comprehensive retaliation response process to address allegations of retaliation
- **Solution:** Develop a comprehensive retaliation response process to ensure victims/complainants can report retaliation allegations, obtain support, and hold offenders appropriately accountable; enhance training of response personnel (investigators, legal personnel, victim/complainant support)
- **Major Tasks:**
 - Develop a comprehensive retaliation response process
 - Strengthen accountability
 - Improve social media policy

Issue Area 4 – Strengthening Reporter Protections



- **Problem:** The Department needs specialized support services to address retaliation reporters' needs
- **Solution:** Sexual Assault Response Coordinators, Victim Advocates, and Equal Opportunity Advisors (in conjunction with commanders, when appropriate) will oversee and assist with support resources for retaliation reporters
- **Major Tasks:**
 - Establish SARC, VA, and EOA support throughout the retaliation reporting process
 - Identify and define reasonable accommodations for sexual harassment complaints
 - Generate retaliation response system awareness for reporters
 - Develop policies for investigating, tracking, and reporting allegations of Article 6b violations
 - Establish General or Flag Officer review of career-related impacts and administrative separation actions

Issue Area 5 – Creating a Culture Intolerant of Retaliation



- **Problem:** Military leadership and Service personnel require guidance and training/education for preventing retaliation
- **Solution:** Provide leadership and Service personnel with the education and tools to create and uphold command climate and peer environments where retaliation is not tolerated
- **Major Tasks:**
 - Prepare supervisors and first responders
 - Promulgate guidance and accountability practices for leadership
 - Promote misconduct reporting and the new response system

Implementation Planning Milestones



- March-August 2016: Implementation planning working groups to develop implementation plans for each Issue Area outlined in the DRPRS
- September-December 2016: Working Groups coordinate each Issue Area implementation plan; identification of necessary SAPR policy updates
- CY 2017: Execute implementation plans



Questions?