OFFICE OF THE SECRETARY OF DEFENSE
SEXUAL ASSAULT PREVENTION AND RESPONSE OFFICE

# Annual Report on Sexual Harassment and Violence at the Military Service Academies Academic Program Year 2011-2012

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*Accountability and Assessment*

PREVENTING SEXUAL ASSAULT IS EVERYONE'S DUTY.

# Agenda

- Background
- Assessment Criteria
- Top Line Results
- Key Survey Findings
- Reporting Trends
- Individual Academy Progress
- Way Ahead

# Background

- Section 532 of Public Law Number 109-364 requires an assessment at the Military Service Academies (MSAs) during each Academic Program Year (APY).
- In APYs beginning in odd-numbered years (e.g., this year), the annual assessment is comprised of an academy self-assessment and an anonymous survey of cadets and midshipmen.
- In APYs beginning in even-numbered years (e.g., next year), DoD SAPRO and DMEO conduct on-site assessments of the MSAs and focus groups of cadets/midshipmen.

# Assessment Criteria

- The Department uses this annual assessment as an oversight tool and organizes it by the five DoD-wide SAPR strategic priorities:
  - Priority 1: Institutionalize Prevention Strategies in the Military Community
    - » Key Metric: Decrease prevalence of sexual assault
  - Priority 2: Increase Climate of Victim Confidence Associated with Reporting
    - » Key Metric: Increase reports of sexual assault
  - Priority 3: Improve Sexual Assault Response
  - Priority 4: Improve System Accountability
  - Priority 5: Improve Knowledge and Understanding of SAPR
- These priorities are also applied when possible to the Prevention of Sexual Harassment Program for a comprehensive review.

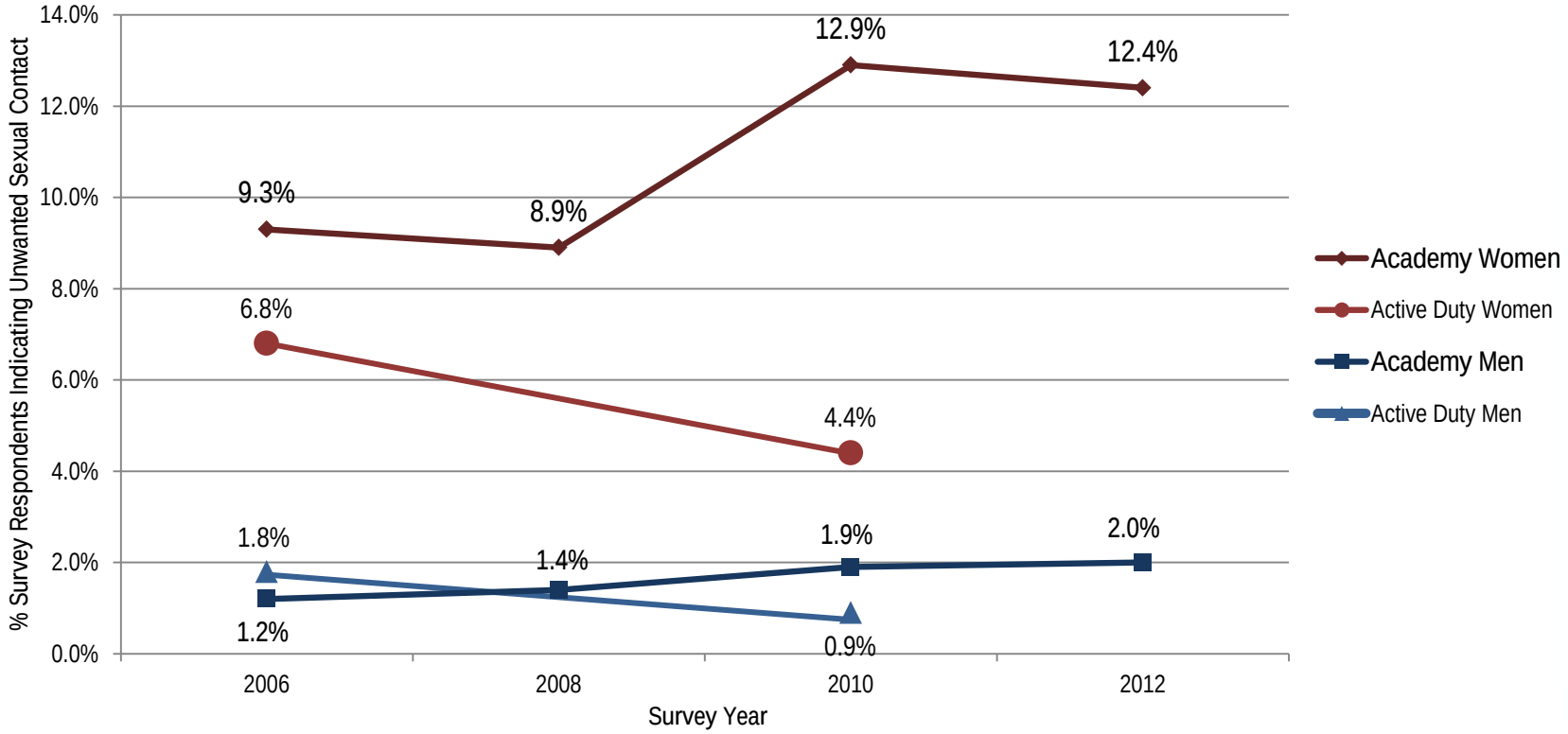
# Top Line Results

- Compliance with DoD policy is not enough to solve these problems
  - *Culture change is the key to eliminating sexual assault and harassment*
- Prevalence of sexual assault has not decreased
  - *Military Service Academy (MSA) prevalence rates exceed Service prevalence rates by a factor of two to three*
- Sexual assault reporting has increased, but largely due to efforts of one MSA
  - *Academy victims in MSA sexual assault reports account for 14% of survey-estimated total victims (on par with DoD)*
- Survey: sexual harassment is also experienced by the vast majority of those who experienced sexual assault in the year prior to being surveyed.
- Pre-service sexual assault indicates increased risk for in-service sexual assault

# Past-Year Prevalence Comparison

## Unwanted Sexual Contact* Measured by *WGRA* and *SAGR*

*Survey term: contact sex crimes between adults prohibited by UCMJ, ranging from Rape to Abusive Sexual Contact.

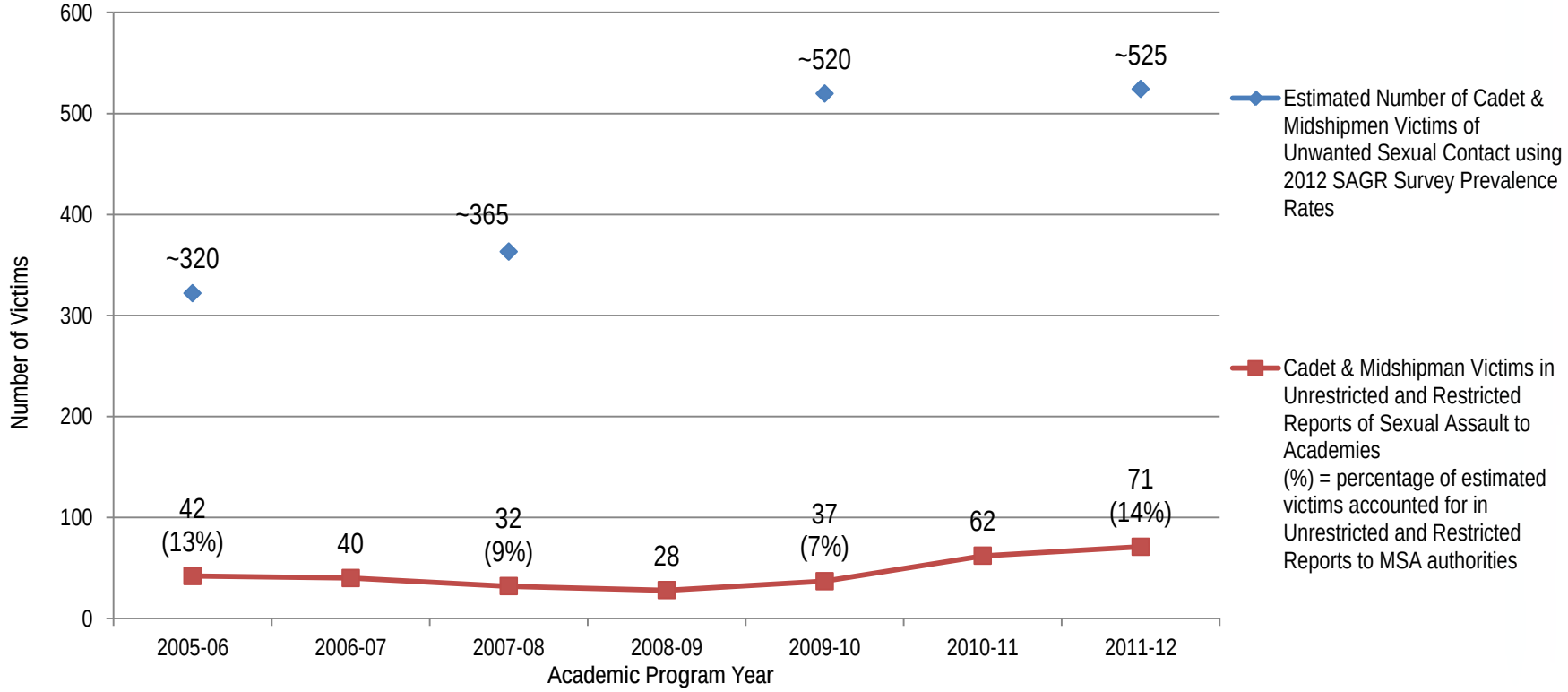



- Academy past year prevalence rates of Unwanted Sexual Contact (USC) are now about two to three times Active Duty USC prevalence rates.

# Prevalence vs. Reporting

## Survey-estimated Victims of Unwanted Sexual Contact* vs. Number of Cadet/Midshipman Victims in MSA Reports of Sexual Assault

*Survey term capturing UCMJ sexual assault offenses



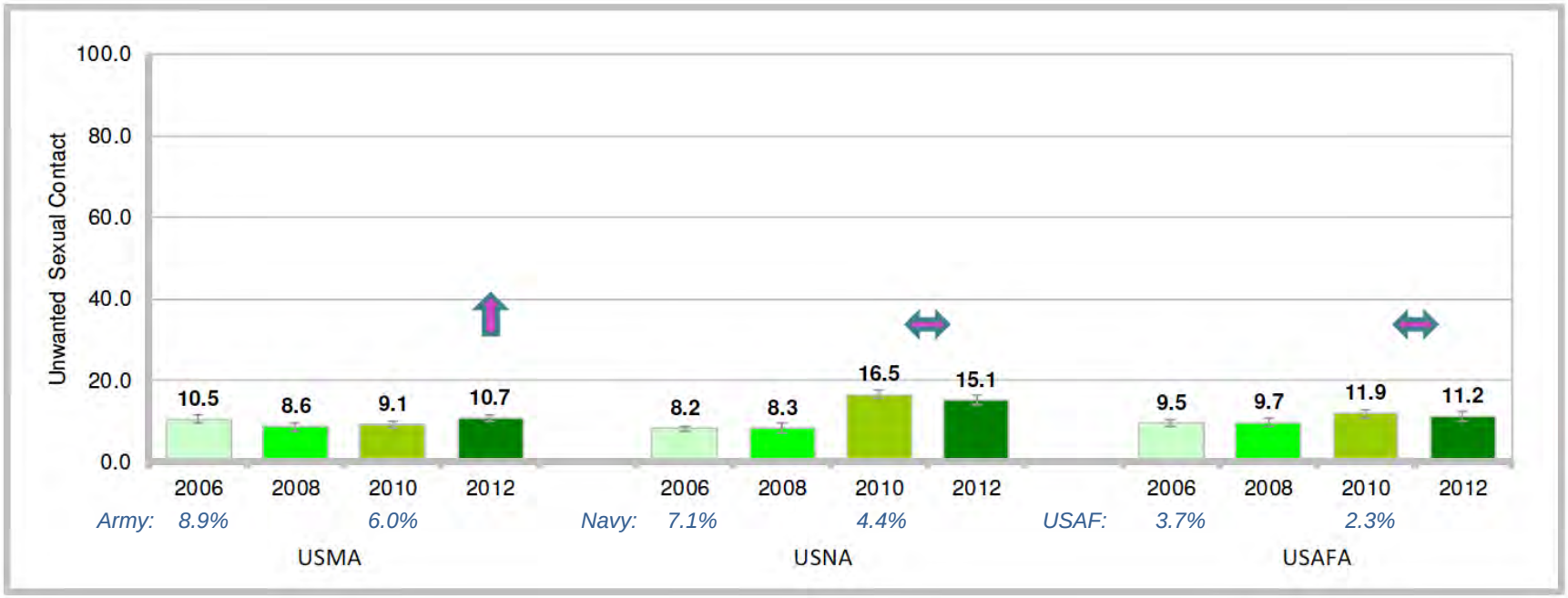

- Cadet and Midshipman victims in reports of sexual assault only accounted for 14% of the survey-estimated number of cadets/mids experiencing USC in APY 11-12

# KEY SURVEY FINDINGS

# 2012 SAGR Survey

## Unwanted Sexual Contact Prevalence

### Percent of Women

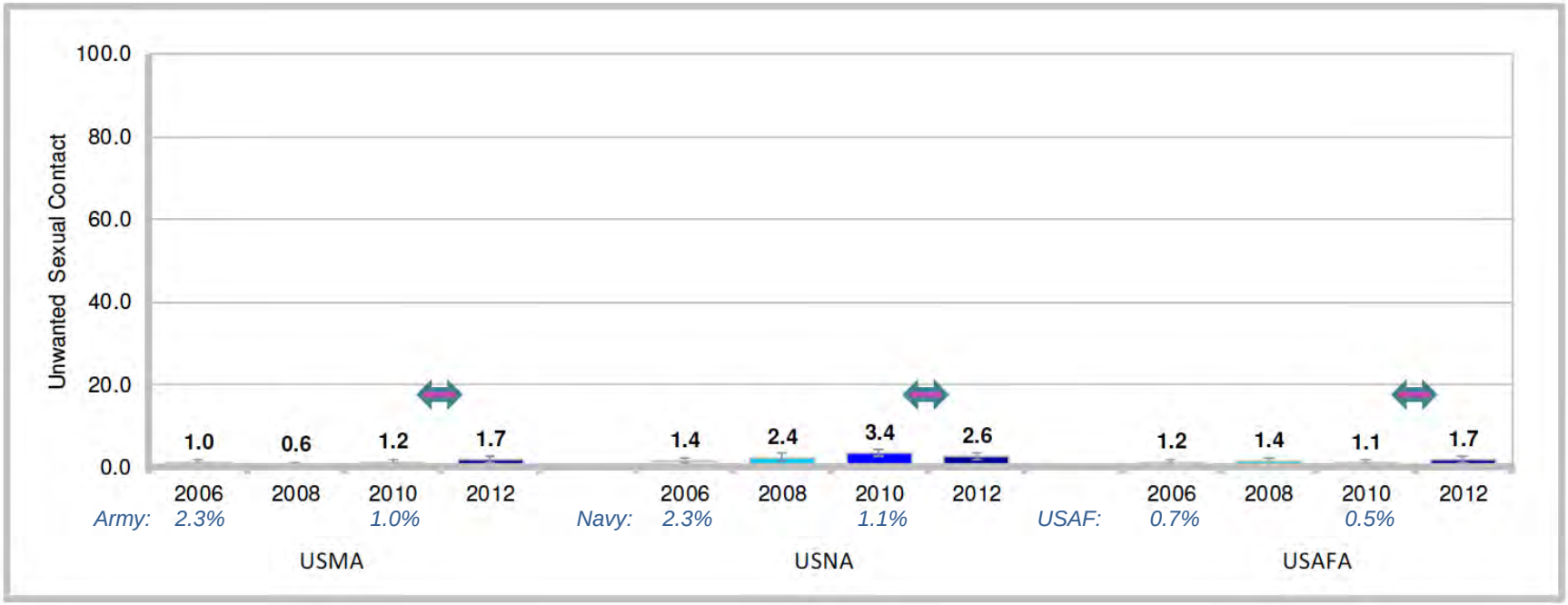



- USMA 2012 USC rate higher than 2010, 2008
- No statistically significant change at USNA, USAFA from 2010 to 2012

# 2012 SAGR Survey

## Unwanted Sexual Contact Prevalence

### Percent of Men

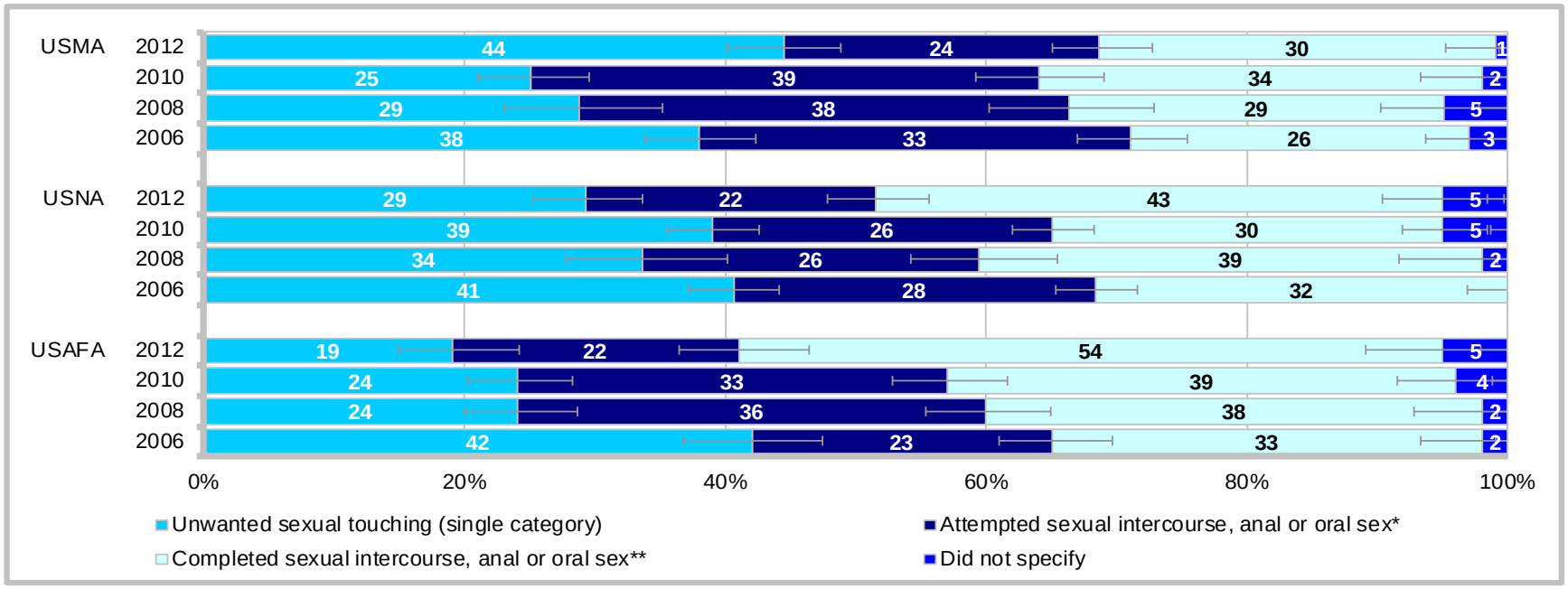



- No statistically significant change for USMA, USNA, USAFA from 2010 to 2012

# 2012 SAGR Survey

## Unwanted Sexual Contact Behaviors Experienced

## Percent of Women



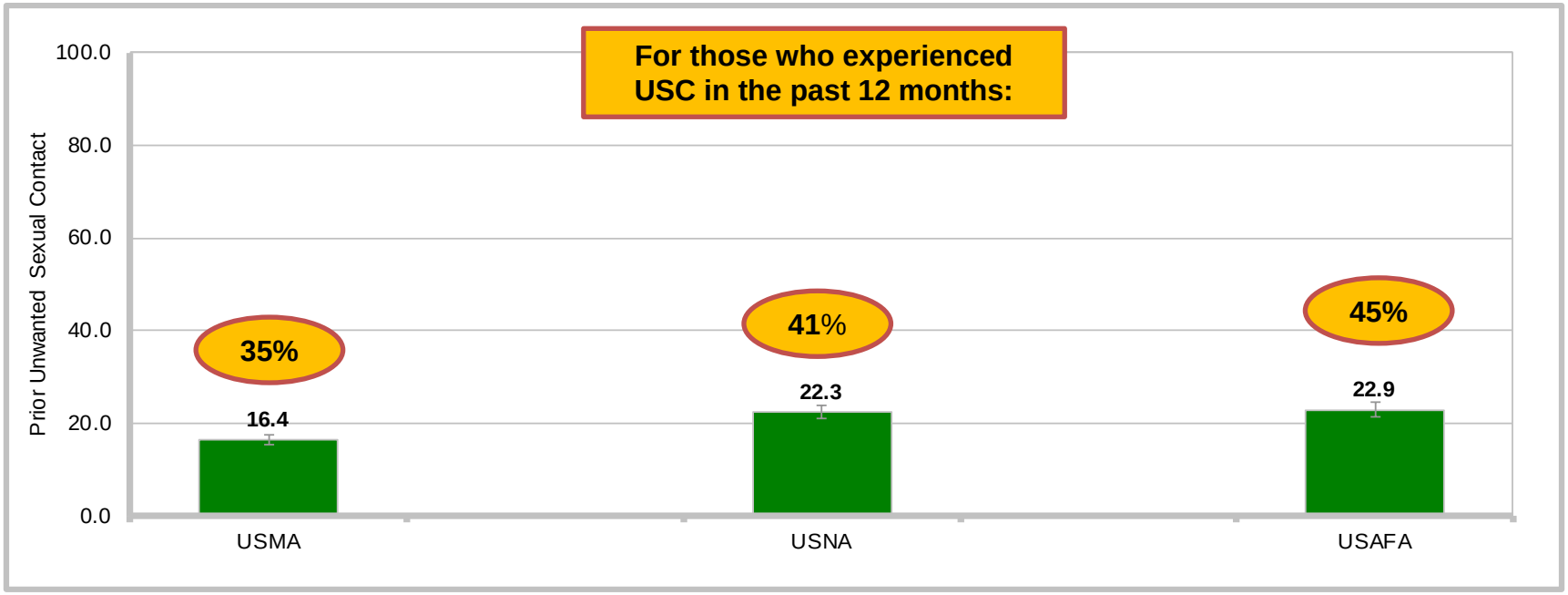

*with or without touching **with or without attempted sex or touching

- Unwanted sexual touching up at USMA
- Completed penetration up at USNA and USAFA

# 2012 SAGR Survey

## Unwanted Sexual Contact Incident Rate Prior to Entering the Academy

Percent of Women

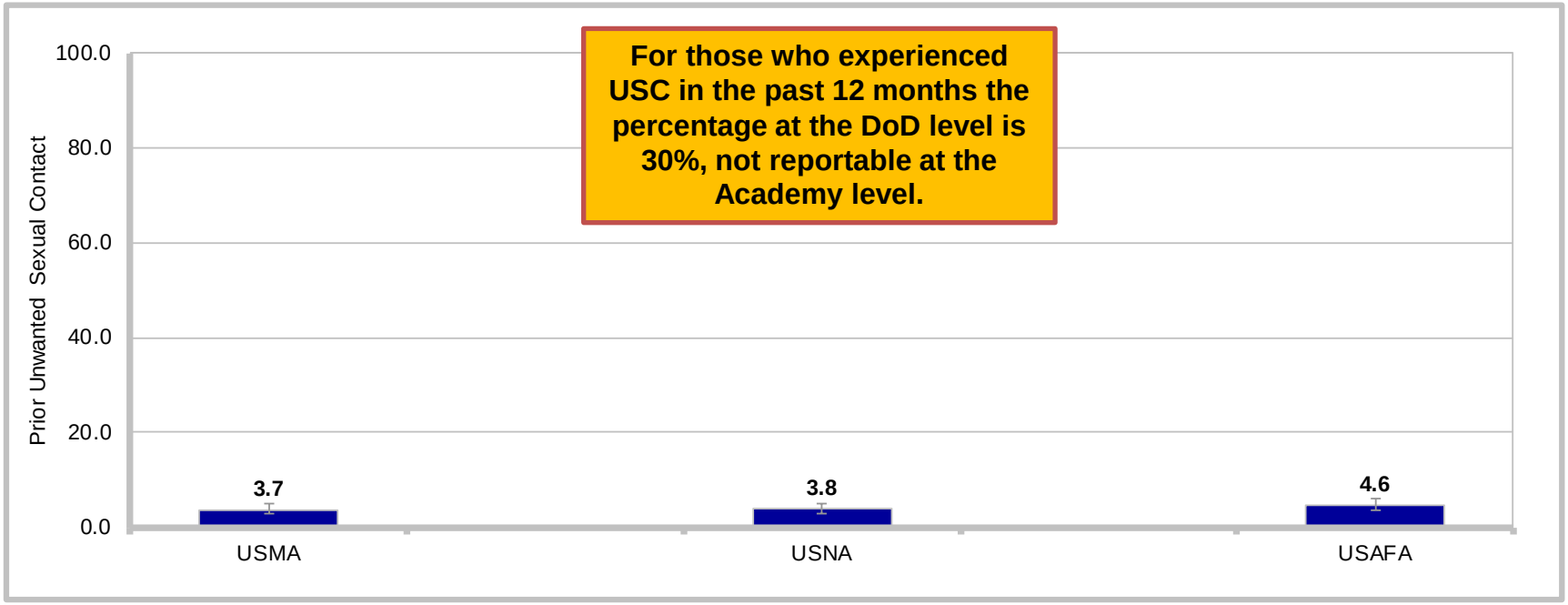



- Women with pre-Academy USC were over represented in the women who experienced USC in the past year.

# 2012 SAGR Survey

## Unwanted Sexual Contact Incident Rate Prior to Entering the Academy

Percent of Men

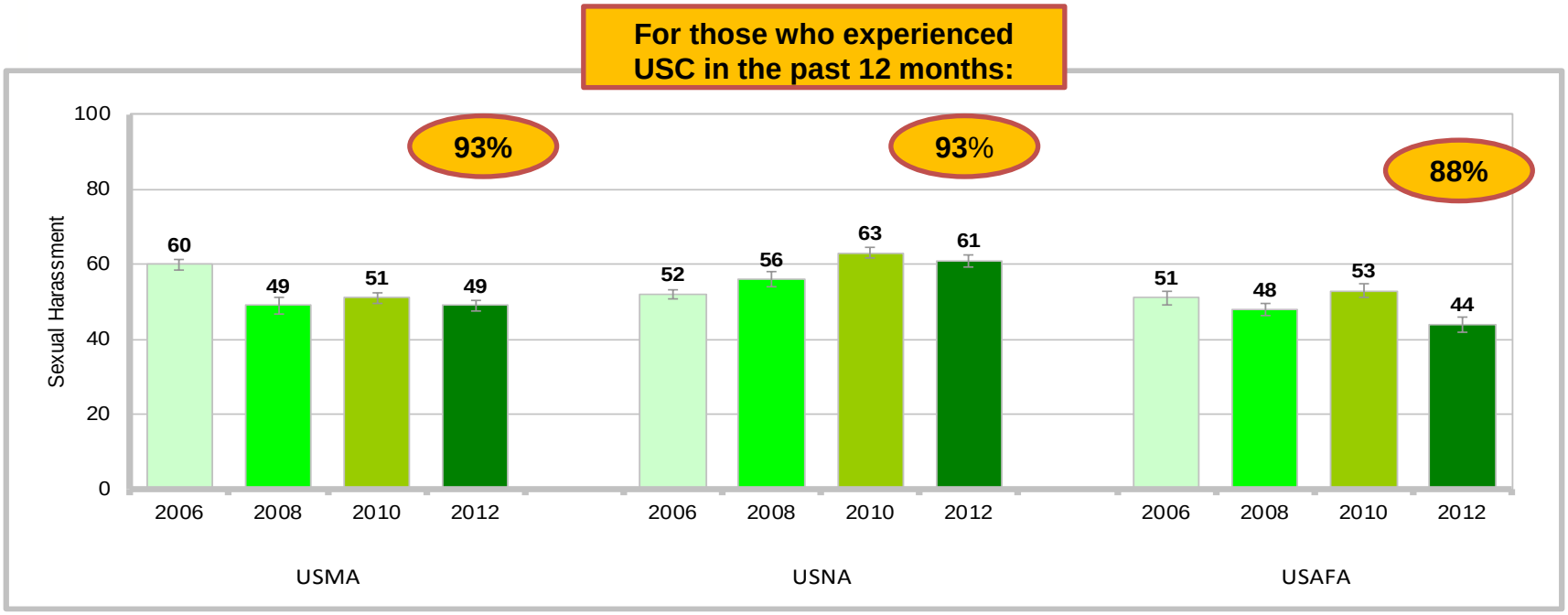



- Men with with pre-Academy USC were over represented in the men who experienced USC in the past year.

# 2012 SAGR Survey

## Sexual Harassment Prevalence

### Percent of Women

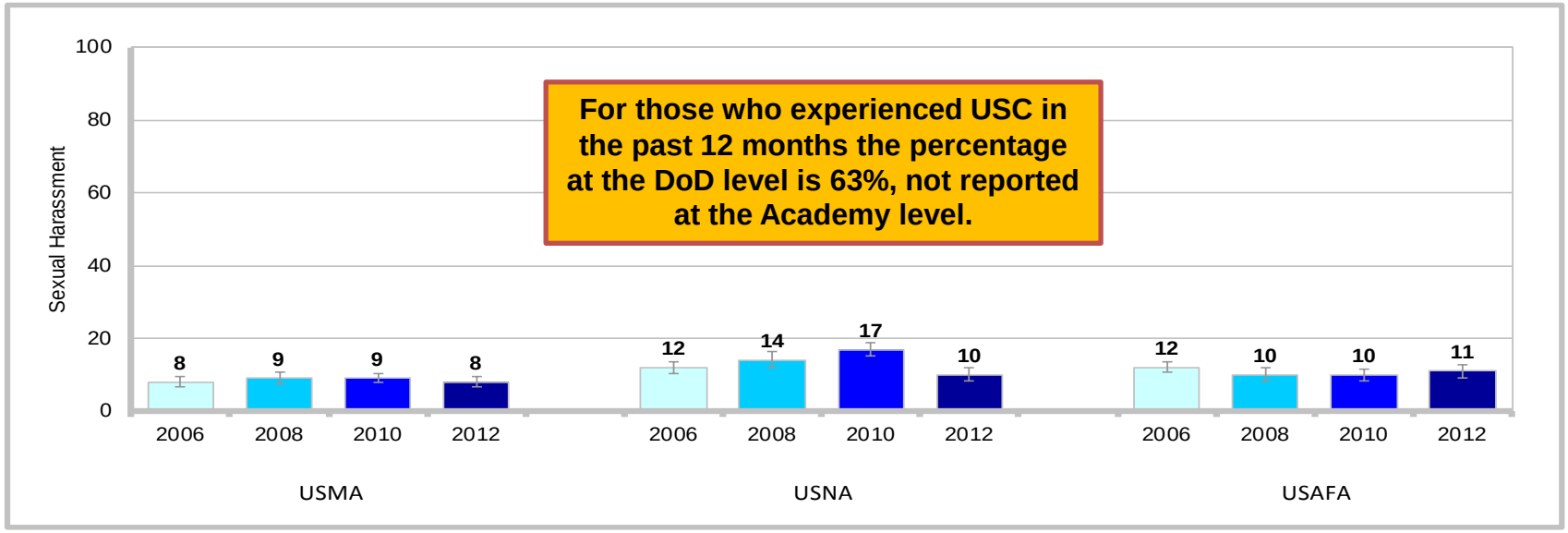



- USAFA 2012 rate lower than 2010
- No statistically significant change at USMA, USNA from 2010 to 2012
- Most women who experienced past-year USC were also sexually harassed

# 2012 SAGR Survey

## Sexual Harassment Incident Rate

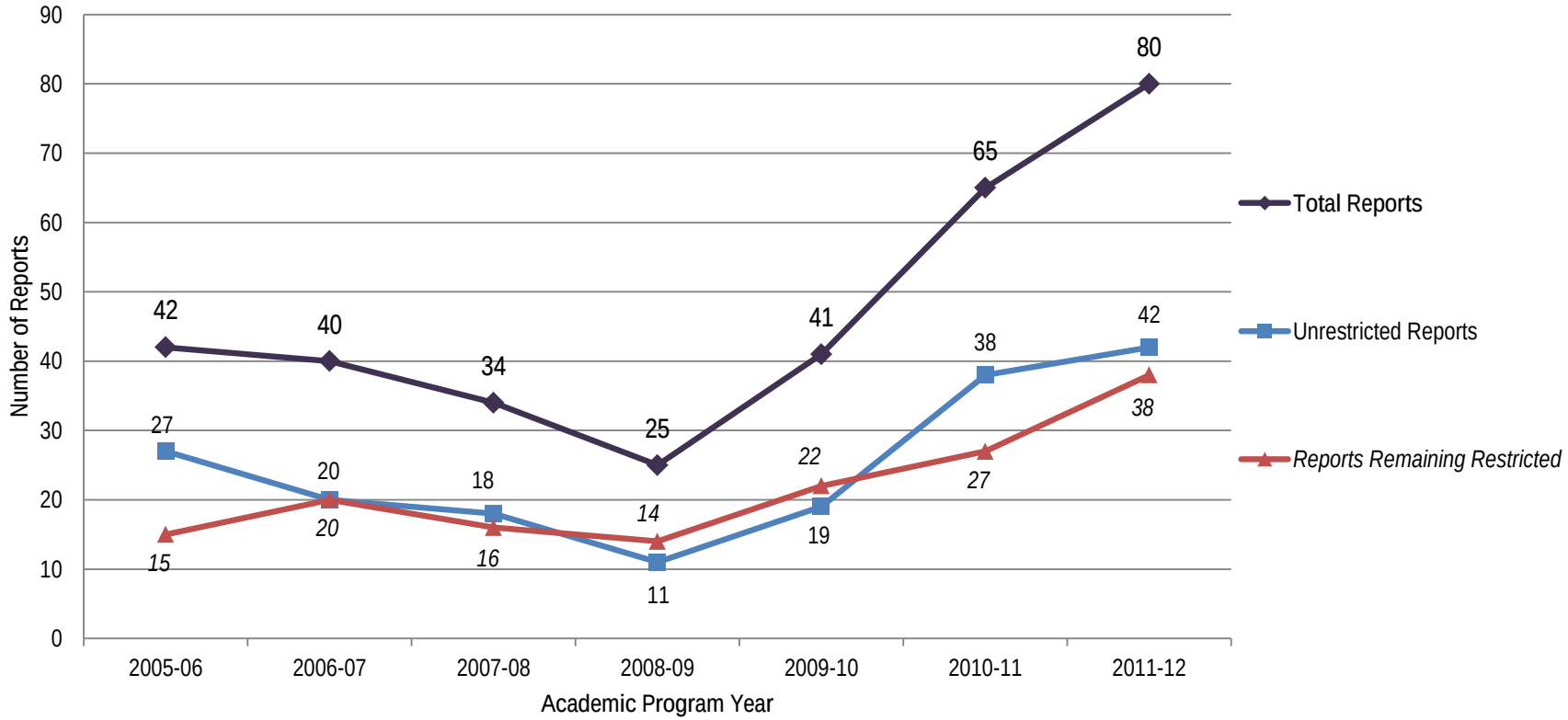
### Percent of Men




- USNA 2012 rate lower than 2010
- No statistically significant change at USMA, USAFA from 2010 to 2012
- Most men who experienced past-year USC were also sexually harassed

# SEXUAL ASSAULT REPORTING TRENDS

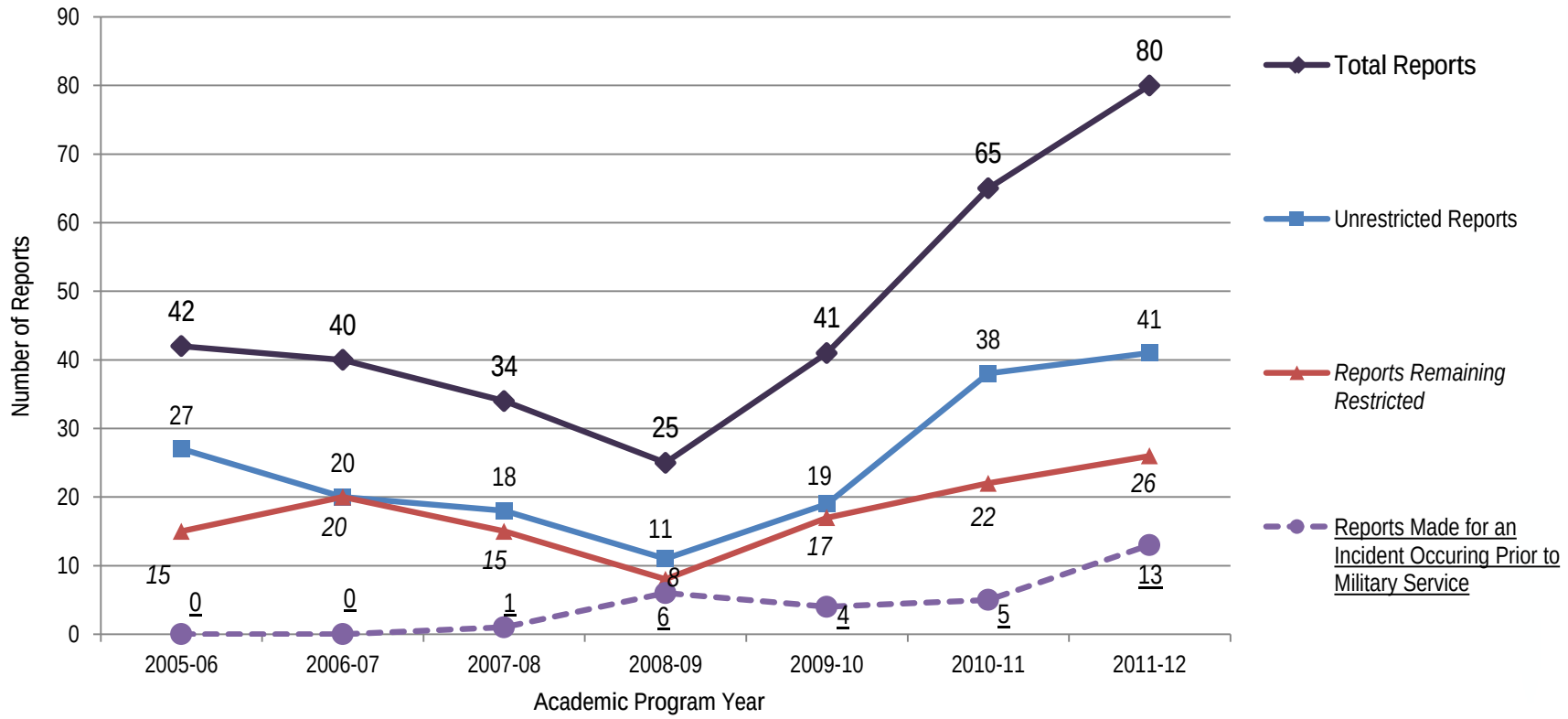
# Sexual Assault Reports By Report Type




- Overall, the number of MSA sexual assault reports have been on an upward trend since APY 2008-09.

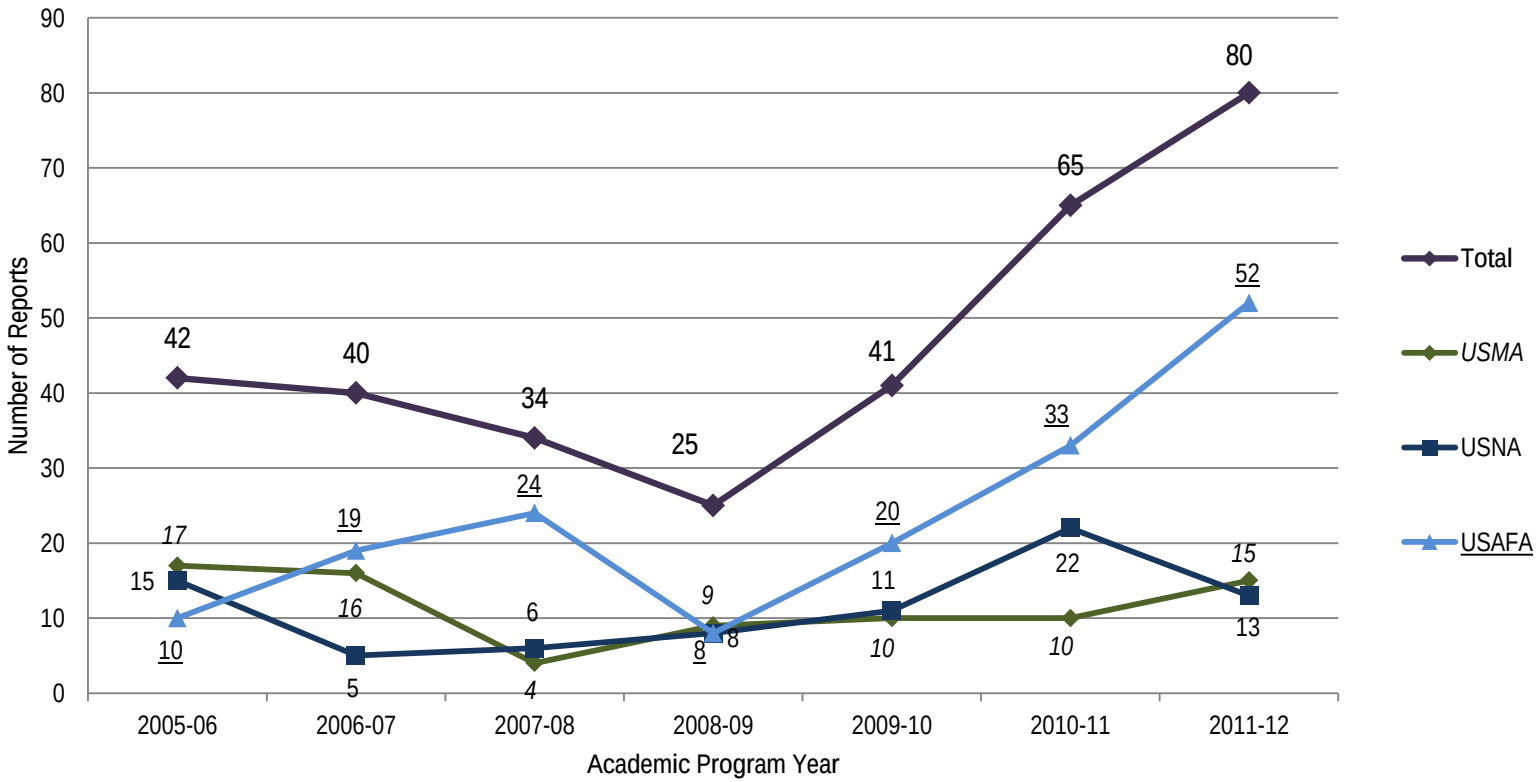
# Sexual Assault Reports

## by Report Type and Number of Sexual Assaults Occurring Prior to Military Service




- Cadets and midshipmen are making more reports and getting assistance for sexual assaults that occurred prior to military service (12 RR; 1 UR).

# Sexual Assault Reports By Academy

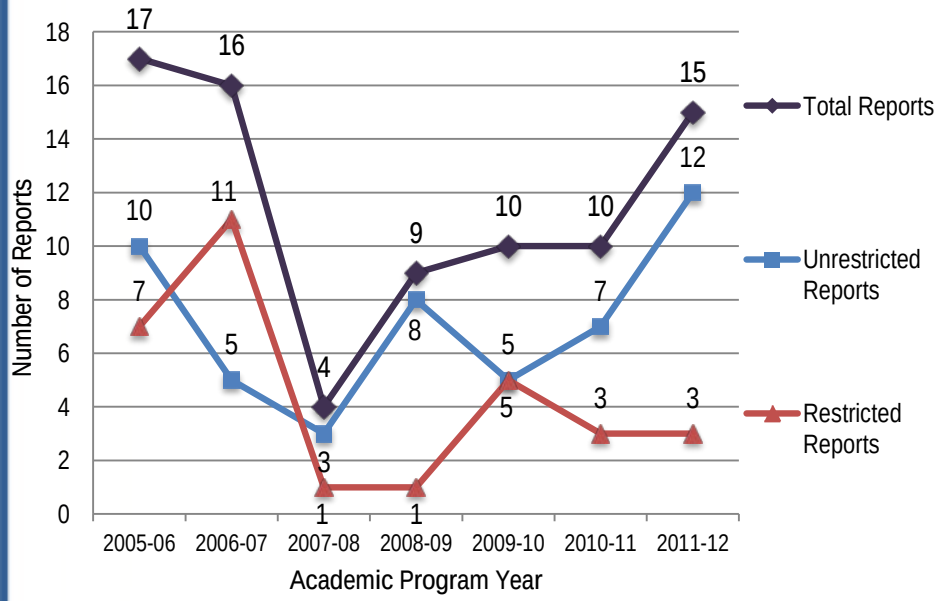



- Most of the increase in sexual assault reporting is due to the efforts of USAFA.

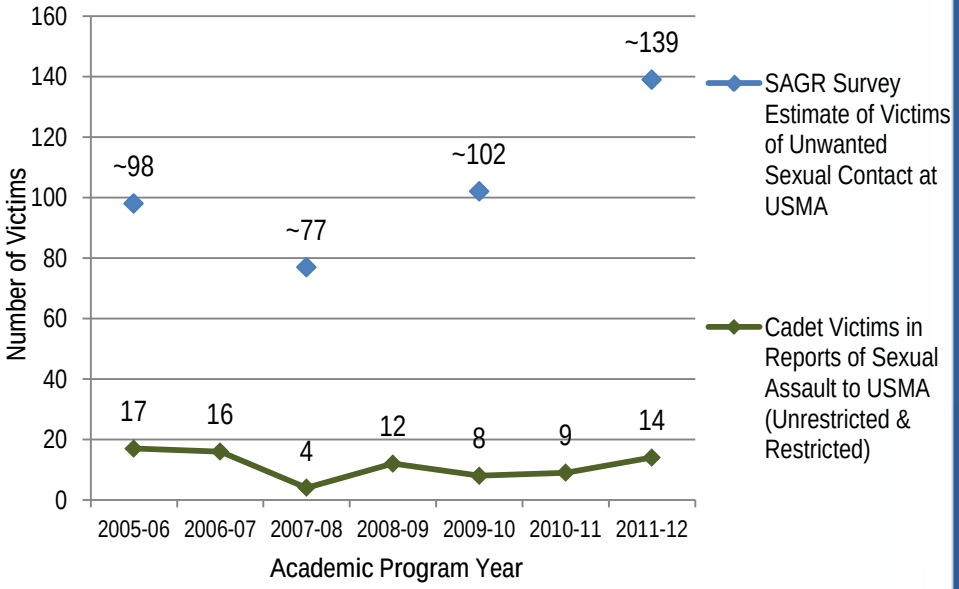
# INDIVIDUAL ACADEMY PROGRESS

# United States Military Academy

## Total Reports of Sexual Assault Made to USMA APY 05-06 to APY 11-12




## Survey Estimated Victims of Unwanted Sexual Contact vs. Number of Cadet Victims in Sexual Assault Reports




- Reporting has remained largely the same since 2005-06
- Prevalence of USC increased significantly this year with women
- Victims in USMA SA reports account for 10% of the survey-estimated number of cadets experiencing USC in APY 11-12

# United States Military Academy (cont'd)

## Work In Progress

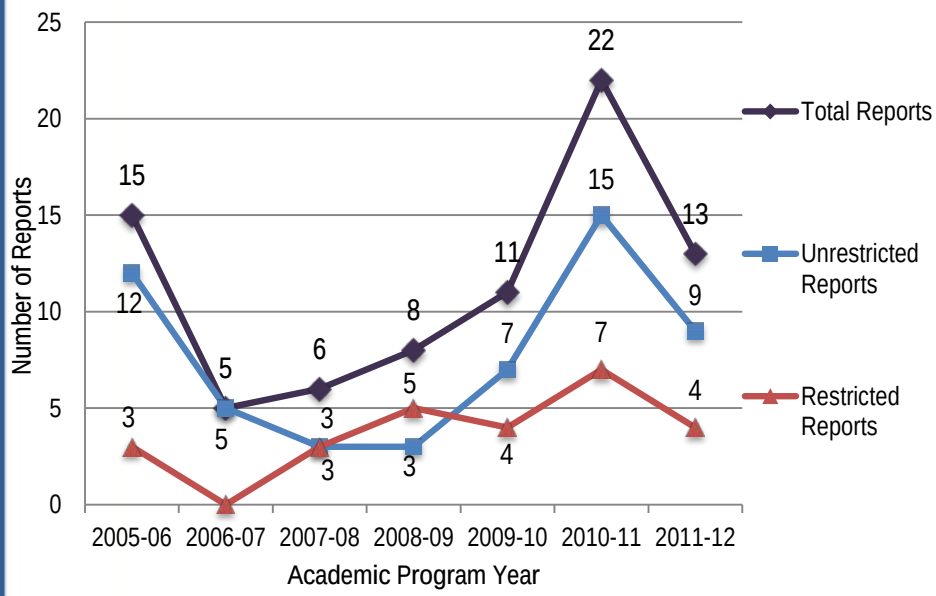
As of August 2012:

- 32 completed recommendations and action items from prior assessments.
- 7 in progress for APY 12-13:
  - *Develop outcome-based metrics for Sexual Assault Prevention and Response (SAPR) and Prevention of Sexual Harassment (POSH) Program efforts.*
  - *Develop a comprehensive sexual assault prevention curriculum.*
  - *Address collateral misconduct misperceptions in training.*
  - *Provide at least one full-time SAPR Victim Advocate (VA) for cadets so psychotherapists can focus exclusively on mental health services.*
  - *Request resources to support the employment of one or more full-time SAPR VA(s) exclusively focused on the cadets.*
  - *Create strategic planning efforts for the SAPR Program.*
  - *Conduct inspection of the United States Corps of Cadets SAPR Program.*

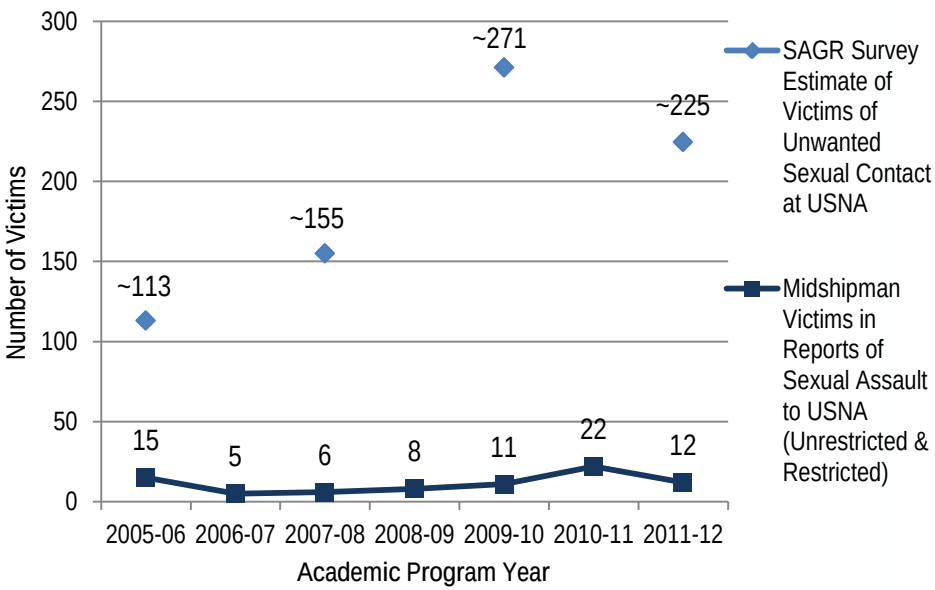
| Sexual Harassment Complaints | APY 11-12 | APY 10-11 | APY 09-10 | APY 08-09 |
|---|---|---|---|---|
| Formal | 2 | 0 | 1 | 0 |
| Informal | 0 | 1 | 2 | 4 |
| **Total** | **2** | **1** | **3** | **4** |

# United States Naval Academy

## Total Reports of Sexual Assault Made to USNA, APY 05-06 to APY 11-12




## Survey Estimated Victims of Unwanted Sexual Contact vs. Number of Midshipmen Victims in Sexual Assault Reports




- Reporting was on an upward trend until this year.
- Prevalence of USC increased significantly in 2010; no statistical change in 2012
- Victims in USNA SA reports account for 5% of the survey-estimated number of mids experiencing USC in APY 11-12

# United States Naval Academy (cont'd)

## Work in Progress

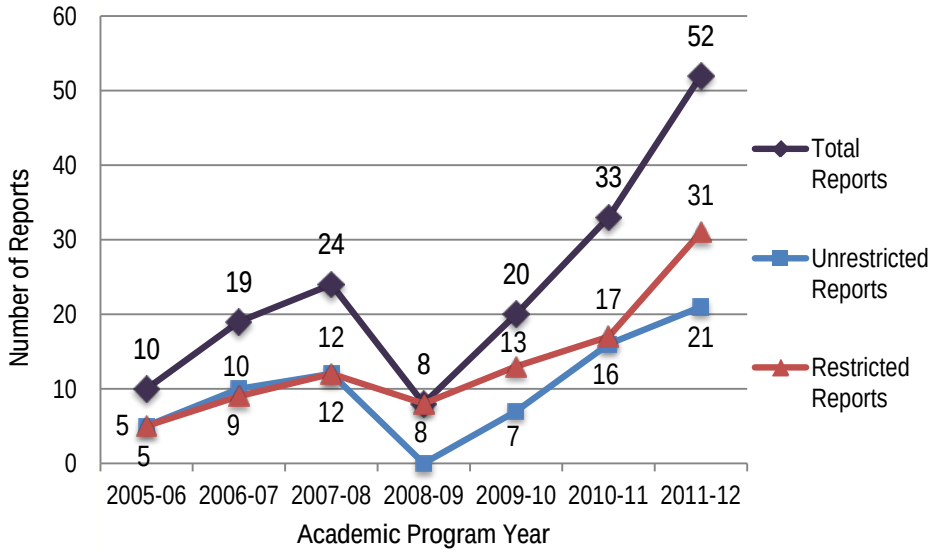
As of August 2012:

- 17 completed recommendations and action items.
- 5 in progress for APY 12-13:
  - *Develop outcome-based metrics for prevention training.*
  - *Continue to utilize midshipmen Sexual Assault Response (SAR) Guidance, Understanding, Information, Direction, Education (GUIDE) volunteers.*
  - *Consolidate all sexual harassment and assault outcome data into a single product organized by the DoD strategic priorities.*
  - *Provide SAPR and Victim Witness Liaison Officer (VWLO) training to the current VWLO as soon as possible.*
  - *USNA Sexual Assault Response Coordinator (SARC) should train appropriate off-base hospital personnel on the correct Sexual Assault Forensic Exam procedures.*

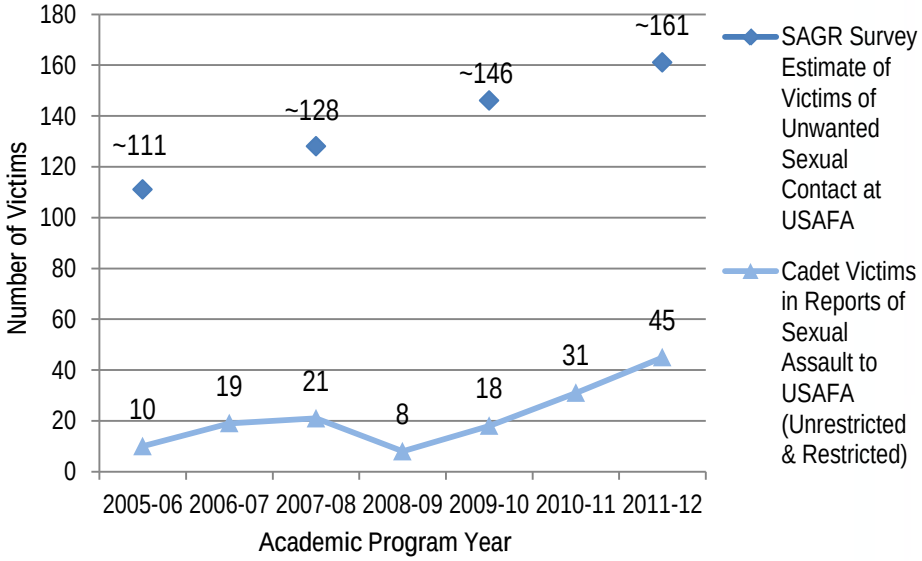
| Sexual Harassment Complaints | APY 11-12 | APY 10-11 | APY 09-10 | APY 08-09 |
|---|---|---|---|---|
| Formal | 0 | 0 | 0 | 0 |
| Informal | 10 | 8 | 0 | 4 |
| **Total** | **10** | **8** | **0** | **4** |

# United States Air Force Academy

## Total Reports of Sexual Assault Made to USAFA, APY 05-06 to APY 11-12




## Survey Estimated Victims of Unwanted Sexual Contact vs. Number of Cadet Victims in Sexual Assault Reports




- Reporting on an upward trend since APY 2008-09.
- Prevalence of USC increased significantly in 2010; no statistical change in 2012
- Victims in USAFA SA reports account for 28% of the survey-estimated number of cadets experiencing USC in APY 11-12

# United States Air Force Academy (cont'd)

## Work In Progress

As of August 2012:

- 23 completed recommendations and action items.
- Five in progress for APY 12-13.
  - *Establish quarterly conference call with MSA SAPR and POSH Program personnel.*
  - *Develop outcome-based metrics to address all prevention efforts.*
  - *Address collateral misconduct misperceptions in training.*
  - *Establish a second SARC position to support other units.*
  - *Consider training volunteer SAPR VAs and/or additional full-time staff to work with victims originating within the Air Base Wing, the Preparatory School, and the Pueblo County populations.*

| Sexual Harassment Complaints | APY 11-12 | APY 10-11 | APY 09-10 | APY 08-09 |
|---|---|---|---|---|
| Formal | 0 | 0 | 0 | 0 |
| Informal | 7 | 4 | 0 | 7 |
| **Total** | **7** | **4** | **0** | **7** |

# WAY AHEAD AND ROLL OUT

# Way Ahead

- In 2013 the Department will:
  - Conduct on-site assessments and focus groups at each of the MSAs and shift the focus from policy compliance to helping each MSA progress toward achieving a culture free from sexual harassment and violence.
  - Work with experts in academia and national advocacy groups to evaluate existing data and identify additional pathways for intervention and program enhancement.
  - Our approach will be to recommend new ways to further integrate SAPR and POSH programs into academy culture, including:
    - Providing specialized SAPR training for the Training, Advising, and Counseling (or equivalent) Officers at each of the MSAs.
    - Providing enhanced training to seniors at each of the MSAs.
    - Engaging and leveraging cadet influencers, including coaches, alumni associations, faculty, and sponsors as force multipliers.

# Questions

# Backup

# Unwanted Sexual Contact (USC) Measure and Specific Behaviors

## USC Incident Rate Measure

**19. Since June 2011, have you experienced any of the following intentional sexual contacts that were against your will or which occurred when you did not or could not consent in which someone...**

- **Sexually touched you (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them?**
- **Attempted to make you have sexual intercourse, but was not successful?**
- **Made you have sexual intercourse?**
- **Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?**
- **Made you perform or receive oral sex, anal sex, or penetration by a finger or object?**

☒ Yes

☒ No ⇒ GO TO QUESTION 40

## Specific Behaviors in One Situation

**21. Think about the situation(s) you experienced since June 2011 that involved the behaviors in Question 19. Tell us about the one event that had the greatest effect on you.**

**What did the person(s) do during this situation? *Mark one answer for each behavior.***

| | Did this | Did not do this |
|---|---|---|
| a. Sexually touched you (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them | ☒ | ☒ |
| b. Attempted to make you have sexual intercourse, but was not successful | ☒ | ☒ |
| c. Made you have sexual intercourse | ☒ | ☒ |
| d. Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful | ☒ | ☒ |
| e. Made you perform or receive oral sex, anal sex, or penetration by a finger or object | ☒ | ☒ |

**USC behaviors range from unwanted touching to forced sexual acts**

**Students who mark "Yes" to the single-item measure (Q19) are then asked to specify behaviors (Q21) in the one situation that had the greatest effect**

# Experiences of Unwanted Sexual Contact Prior to Entering the Academy

## Prior USC Incident Rate Measure

**50. Prior to entering the Academy, did you ever experience any of the following intentional sexual contacts that were against your will or which occurred when you did not or could not consent in which someone...**

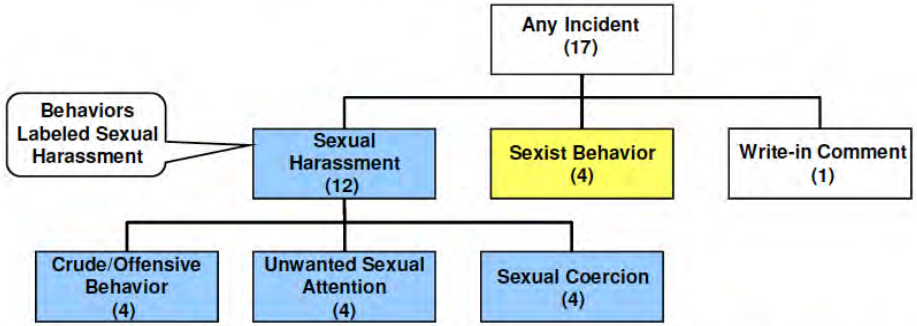
- **Sexually touched you (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them?**
- **Attempted to make you have sexual intercourse, but was not successful?**
- **Made you have sexual intercourse?**
- **Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?**
- **Made you perform or receive oral sex, anal sex, or penetration by a finger or object?**

☒ Yes

☒ No ⇒ GO TO QUESTION 52

# Unwanted Gender-Related Behaviors

## Sexual Harassment and Sexist Behavior




- **"Core measure" consists of 17 items representing unwanted, gender-related behaviors**
- **Sexual harassment measure has 12 items in a three-factor structure and a single "labeling" item**
  - Crude/Offensive Behavior – four items regarding verbal/nonverbal behaviors of a sexual nature that were offensive or embarrassing
  - Unwanted Sexual Attention – four items regarding unwanted attempts to establish a sexual relationship
  - Sexual Coercion – four items regarding classic *quid pro quo* instances of special treatment or favoritism conditioned on sexual cooperation
  - One "labeling" item that asks if the student considers any of the selected behaviors to be sexual harassment
- **Sexist behavior – verbal/nonverbal behaviors that convey insulting, offensive, and/or condescending attitudes based on gender of student**
- **Write-in comments analyzed separately**