DoD Sexual Assault Prevention and Response Office (SAPRO) Update

DACOWITS Quarterly Meeting
September 19, 2014

Major General Jeffrey J. Snow
Director, DoD SAPRO

Agenda

- Background: Report to the President
- Report Content
- Surveys & Focus Groups
- Notional Points of Analysis
- Metrics/Non-Metrics

Background: Report to the President

- **December 20, 2013**: POTUS directed SECDEF to provide a report demonstrating progress in the DoD on Sexual Assault Prevention and Response by December 1, 2014

- **February 2014**: Joint Chiefs of Staff (JCS) approved POTUS report format and metrics and submitted them to the White House

Report Content

- Scope: Selected Initiatives from FY12-FY14
- Format:
  - DoD Overview
    - By Line of Effort: Metrics & Non-Metric Areas
    - Statistical Section
  - Surveys
    - RAND Military Workplace Study
    - Survivor Experience Survey
  - Focus Groups
  - Service, NGB and Coast Guard Enclosures
  - UCMJ Review (Office of the General Counsel)

Survivor Experience Survey

- Who: DMDC
- When: June-September 2014
- Why: To obtain feedback from survivors on services and resources recently received or used
- Population: Military survivors who filed a sexual assault report since October 1, 2013
  - Includes both Unrestricted and Restricted Reports
- Results: DoD-wide analysis of responses (not by Component)

Focus Groups

- Who: DMDC
- When: July-August 2014
- Why: To solicit qualitative feedback beyond survey data
- Results: DoD-wide analysis of common themes (not by Component)

INSTALLATIONS

Installations:	Army	Navy	USMC	USAF	NG
Training	Ft Gordon	Pensacola	Camp Johnson	Sheppard AFB	N/A
Operational	Ft Riley	Norfolk	Camp Lejeune	JB Lewis McChord	Shelby (ARNG) Gulfport (ANG)

POPULATIONS

Trainees
E1-E2 (some E3-E4)
Training Installations
Males / Females

Junior Enlisted
E3-E4
CONUS Installations
Males/Females

Mid-Level Enlisted
E5-E6
CONUS Installations
Males/Females

Junior Officers
02-03
CONUS Installations
Males/Females

Senior Enlisted
E7-E9
CONUS Installations
Mixed

RAND Military Workplace Study

- Who: RAND Corporation
- When: August-September 2014
- Why: To estimate the past year prevalence of sexual harassment and sexual assault
- Population: Active & Reserve Components
- Status: Currently fielding survey
- Results:
  - Top line results to be included in POTUS Report
  - Full report and analysis to be released Spring 2015

Notional Points of Analysis

Prevention

- **Policy Requirements**
- **Legislation**
- **Strategy**
- **Interventions**
- **Outcomes**

- Pre-Service Misconduct Screening
- Basic Training
  - 14 Day SAPR Program Brief
  - Full SAPR Training
- Advanced School Training
- Pre-Command Training
- Recruiter-Recruit/Trainee-Trainer Policy
- Command Climate: Visual Inspections
- Commander Effectiveness Assessments
- SAPR Accession Training/Selection Initiatives
  - Recruiters, MEPS, ROTC
- Command Climate Assessments
  - Updated SAPR Items
  - Required within 120 Days; 1 Year Thereafter
  - Results Elevated to Next Echelon Commander
- Sexual Assault Stand Down

Incident

Victim Advocacy

- **Policy Requirements**
- **Legislation**
- **Strategy**
- **Interventions**
- **Outcomes**

- Align Military Justice with Crime Victims' Rights Act
- Special Victims Counsel
- Balanced Expedited Transfer Options
- Victim Input to Post-Trial Action Phase
- Improved Response and Victim Treatment
- Reporting of Sexual Assault
- 50 Year SAPR Record Storage
- SARC/SAPR VA Certification Process
- DoD Safe Helpline
- SAFE/SANE Access for Victims

Restricted Report

Unrestricted Report

Investigation

- Employ Specialized Victim Interviewing Techniques
- Deploy Special Victims Capability
- Criminal Laboratory Capability and Turnaround Time
- Victim Investigative Experience

Accountability

- Special Victims Counsel
- Special Victims Capability
- Enhance Pretrial Investigations
- Elevating Disposition Authority
- Response Systems Panel Report
- Joint Service Committee UCMJ Review

Metrics Definitions

For the metrics on the following pages, please note the definitions below:

The Line(s) of Effort addressed by the Metric.

The data stream(s) to be used to support the metric.

Nr	Metric Name	Related Line(s) of Effort	Type of Metric: - Input (MOP) - Output (MOE)	Projected Data Sources	New Metric in FY13 or Existing Trend Data

For the purposes of this report, there will be two types of metrics used:

- **Input** (Measure of Performance - MOP): A metric that addresses task accomplishment. Answers questions such as: “Did we do a thing?” or “How many of a thing did we do?” or “How long did something take?”
- **Output** (Measure of Effectiveness - MOE): A metric that addresses our impact on a problem or a change in behavior or a system. Answers questions such as: “Are we doing better or worse?” or “Have our actions changed something?”

- New Metrics are those which have recently been created. There will be little or no historical data available. Nevertheless, the metric was created to assess a specific aspect of the military sexual assault prevention and response system.
- Existing Trend Data are those metrics that have been measured for some period of time. There may be several years worth of historical data available.

Metrics (1 of 3)

Nr	Metric Name	Related Line(s) of Effort	Type of Metric: - Input (MOP) - Output (MOE)	Projected Data Sources	New Metric in FY13 or Existing Trend Data
1	Past Year Prevalence of Unwanted Sexual Contact	Prevention	MOE	RAND	Existing
2	Prevalence vs. Reporting	Prevention Victim Advocacy.	MOE	RAND + DSAID	Existing
3	Bystander Intervention Experience in Past 12 months	Prevention	MOE	DEOCS	New
4	Command Climate Index – Addressing Continuum of Harm	Prevention	MOE	DEOCS	New

Legend:
DEOCS = DEOMI Equal Opportunity Climate Survey (Frequency: Monthly)
DSAID = Defense Sexual Assault Incident Database (Frequency: Quarterly)
MCIO = Military Criminal Investigative Organization (CID; NCIS; AFOSI)
RAND = RAND Military Workplace Study
OTJAG = Office of the Judge Advocate General
SARC = Sexual Assault Response Coordinator
VA = Victim Advocate

Metrics (2 of 3)

Nr	Metric Name	Related Line(s) of Effort	Type of Metric: - Input (MOP) - Output (MOE)	Projected Data Sources	New Metric in FY13 or Existing Trend Data
5	Investigation Length	Investigation	MOE/MOP	MCIO Reports	Existing
6	All Certified SARC and VA Personnel Currently Able to Provide Victim Support	Victim Advocacy	MOP	Service Manning Data	New
7	Victim Experience: - SARC/VA Support - Special Victim Counsel Support	Victim Advocacy Accountability	MOE	Survivor Experience Survey	New
8	Victims Declining to Participate in the Military Justice Process	Victim Advocacy Accountability	MOE	DSAID OTJAG Reports of Trial	Existing

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Metrics (3 of 3)

Nr	Metric Name	Related Line(s) of Effort	Type of Metric: - Input (MOP) - Output (MOE)	Projected Data Sources	New Metric in FY13 or Existing Trend Data
9	Victim Retaliation: - Victim Perspective - Command Climate Perspective	Victim Advocacy Accountability	MOE	Survivor Experience Survey DEOCS RAND	New
10	Victim Experience: - Victim Kept Informed Regularly in the Military Justice Process	Victim Advocacy Investigation Accountability	MOE	Survivor Experience Survey	New
11	Service Members' Perceptions of Leadership Support for SAPR	Accountability Prevention Advocacy	MOE	DEOCS	New
12	Reports of Sexual Assault Over Time	Victim Advocacy Accountability	MOE	DSAID	Existing

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Non-Metric Areas to Be Addressed (1 of 2)

The following items will be included in the report but are not "metrics." These items address the military justice process. There will be no effort to direct these aspects or outcomes, as doing so may constitute illegal or undue command influence on military justice. However, given the substantive interest in the military justice system and how it functions, these items will be used to describe or illustrate certain aspects of the system.

Nr	Topic Area	Related Line(s) of Effort	Projected Data Sources	New or Existing Trend Data
1	Command Action – Case Dispositions	Accountability	DSAID/OTJAG Reports of Trial	Existing
2	Court -Martial Outcomes	Accountability	DSAID/OTJAGs	Existing
3	Time Interval: Report to Sexual Assault Court Outcome	Accountability	Start: DSAID: DD Fm 2910 End Point: DSAID/OTJAG: Report of Trial	New

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Non-Metric Areas to Be Addressed (2 of 2)

Nr	Topic Area	Related Line(s) of Effort	Projected Data Sources	New or Existing Trend Data
4	Time Interval: Report to Sexual Assault NJP Outcome	Accountability	Start: DSAID: DD Fm 2910 End Point: DSAID/OTJAG: NJP Form or Command Action Form	New
5	Time Interval: Initial Disposition Decision	Accountability	Service data	New
6	DoD Action in Sexual Assault Cases Declined by Civilians	Accountability	MCIO and OTJAG data	New

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Questions

Back-Up

Agreed Upon Report Requirements

- Demonstrate DoD-wide SAPR efforts and leadership to POTUS
- Exhibit command climate that is intolerant of harassment and assault
- Illustrate comprehensive prevention and response system
- Show clear measures of progress - both quantitative & qualitative:
  - Demonstrate signs of culture change
  - Measure outcomes of tasks and initiatives in Lines of Effort
  - Include past-year (FY14) prevalence rate of unwanted sexual contact
  - Show improved victim satisfaction and confidence in the system:
    - Demonstrate that reports progress as intended through the system
    - Describe experience of victims qualitatively
    - Address concerns of retaliation
    - Illustrate how investigations proceed appropriately
  - Provide review of the military justice system to include recent reforms (OGC)
  - Show that cases are being processed correctly
- Offer examples of best practices, projects, and interventions
- Identify what other reforms, if any, are necessary

Review of Military Justice System

(To be completed by OGC)

- Overview of the military justice system
- Major differences between the Uniform Code of Military Justice (UCMJ) and civilian justice systems
- UCMJ procedures prior to SECDEF's April 20, 2012 withholding of initial disposition authority in certain sexual assault cases
- Major reforms in processing and adjudicating Sexual Assault Cases
- Overview of how military sexual assault cases arising after December 26, 2014 will be handled
- Additional potential UCMJ reforms

Assessment

- Methods To Be Used:
  - DoD Metrics (Existing and Proposed)
  - Surveys (Prevalence, Victim Experience, SARC/VA)
  - Focus Groups
  - Service-authored Assessment Reports
- Specific Points of Assessment and Methods developed collaboratively with Services

- Data Sources:
  - RAND Military Workplace Study 2014 (Active and Reserve Component)
  - 2014 DEOMI Equal Opportunity Climate Surveys (DEOCS)
  - 2014 DoD Survivor Experience Survey
  - Military Criminal Investigative Organizations Reports
  - Office of the Judge Advocates General - Reports of Trial
  - Defense Sexual Assault Incident Database (DSAID)
  - Service Manning Data