INFORMATION PAPER

DAPE-MPO
1 June 2015

SUBJECT: Tracking career progression for service members who report substantiated sexual assault (SA) or sexual harassment (SH).

1. Purpose: To provide a response to the Defense Advisory Commission on Women in the Service (DACOWITS) regarding service policies to track SA or SH reporting.

2. Background: The commission requested information from the services on how they track career progression of members who have substantiated reports of SH and/or SA to ensure career progression is not negatively impacted from reporting such incidents. Further, they wanted to know the retention rate of members (by gender and rank), beyond initial obligation periods, who report SH and/or SA.

3. Discussion:

a. The Army does not have policy that requires identification or tracking of members who report SH and/or SA. We do identify members convicted of sexual misconduct through an Assignment Consideration Code (ASCO) used and maintained by the Army's Human Resources Command to facilitate proper handling and disposition of these members as they are processed for reassignment. Our ASCO for convicted sex offenders is L8, and the code L3 is for Soldiers with a sex-related offense.

b. The Army's Sexual Harassment and Assault Response and Prevention staff is continuing to develop safeguards and requirements for handling and dissemination of this very sensitive information.

Mr. Al Eggerton / 695-6614
Approved by: COL Robert Bennett

RFI Category and Number:

Assignments Working Group RFI #4

RFI Question:

DACOWITS continues to be interested in the career progression of female officers and enlisted women. The Committee is concerned about the potential affects on women who report substantiated sexual harassment (SH) and/or sexual assault (SA) (e.g., retaliation).

- The Committee requests DoD SAPRO, DoD ODMEO, and the Services provide a written response on the following:
  - How does DoD and the Services track career progression of Service members who have substantiated reports of SH and/or SA to ensure career progression is not negatively impacted from reporting?
  - What is the retention rate of Service members (by gender and rank) beyond their initial contracts/obligations who report SH and/or SA?

RFI Response:

- There is currently no capability or requirement for Navy to track career progression of Service members who have substantiated reports of sexual harassment and/or sexual assault. The Navy personnel database does not contain an identifier that indicates a Navy service member is a sexual assault or sexual harassment victim - therefore no query capability exists to easily acquire this data.

- As stated above, there is currently no capability or requirement for Navy to track retention rates beyond initial contracts/obligations of Service members who have substantiated reports of sexual harassment and/or sexual assault. The Navy personnel database does not contain an identifier that indicates a Navy service member is a sexual assault or sexual harassment victim; therefore no query capability exists to easily acquire this data.

POC or office responsible:

Mr. Paul Rosen, Branch Head, Navy Sexual Assault Prevention and Response Office, OPNAV N172

Mr. George E. Bradshaw, Branch Head, Navy Sexual Harassment Prevention and Equal Opportunity Office, OPNAV N173

DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
3280 RUSSELL ROAD
QUANTICO, VIRGINIA 22134-5103

1752
MF
20 MAY 2015

From: Director, Marine and Family Programs Division
To: Director, Marine Corps Staff
Via: Deputy Commandant for Manpower and Reserve Affairs

Subj: DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES REQUEST FOR INFORMATION

Encl: (1) DACOWITS RFIs for June 2015

1. Headquarters Marine Corps (HQMC) Sexual Assault Prevention and Response (SAPR) has been directed to provide a written response to question A4 in enclosure (1).

2. Question A4: "Defense Advisory Committee on Women in the Services (DACOWITS) continues to be interested in the career progression of female officers and enlisted women. The Committee is concerned about the potential affects on women who report substantiated sexual harassment (SH) and/or sexual assault (SA) (e.g., retaliation). The Committee requests DoD SAPRO, DoD ODMEO, and the Services provide a written response on the following: How does DoD and the Services track career progression of Service members who have substantiated reports of SH and/or SA to ensure career progression is not negatively impacted from reporting? What is the retention rate of Service members (by gender and rank) beyond their initial contracts/obligations who report SH and/or SA?"

3. The career progression and retention rates of Service members who have substantiated reports of sexual harassment or sexual assault are not tracked by the Marine Corps.

4. My point of contact is Lieutenant Colonel Richard Barnes, HQMC SAPR Compliance Officer, (703) 432-9765 or e-mail richard.barnes@usmc.mil.

R. A. C. Sanborn

R. A. C. SANBORN

Assignments A4:

DACOWITS continues to be interested in the career progression of female officers and enlisted women. The Committee is concerned about the potential affects on women who report substantiated sexual harassment (SH) and/or sexual assault (SA) (e.g., retaliation). The Committee requests DoD SAPRO, DoD ODMEO, and the Services provide a written response on the following:

- *How does DoD and the Services track career progression of Service members who have substantiated reports of SH and/or SA to ensure career progression is not negatively impacted from reporting?*
- *What is the retention rate of Service members (by gender and rank) beyond their initial contracts/obligations who report SH and/or SA?*

Response: The Air Force is in compliance with statutory and DoD policy requirements for reporting sexual harassment and sexual assault, to include submitting a Congressionally-mandated annual DoD Sexual Harassment Report and an annual Sexual Assault Prevention and Response report. There is no statutory or DoD policy requirement for the Air Force to track career progression of Air Force service members who make a sexual harassment or sexual assault report. However, victim retention is a question the AF SAPR Office wants to understand but has not had the capacity to compile the data. We are exploring ways to answer these kinds of questions without compromising the privileged information provided by our victims. In addition, some of the data required is not readily available, as the Enterprise-level system for entering sexual assault reports has only been operational for a little over a year. To fully understand the impact of sexual assault on retention will likely require two to three more years of data outcomes to examine with accuracy. Nevertheless, the Air Force shares your commitment to investigating these types of issues as resources allow.

DACOWITS June RFIs Coast Guard Responses

A4:

1. The Coast Guard has not historically tracked allegations of retaliation or disposition information on those offenses and does not have reliable data available.

The reason for this response falls into two categories. The first is the more obvious one, of the potential resource demands of short turnaround data calls. The second, also linked to the turnaround times, a lot of these requests come with, is that to the extent we are trying to assemble complex sets of information for the first time, and then release them to entities outside the armed forces and thus which will likely become publicly available, it is very difficult to know if the data we are providing is reliable and there are significant risks associated with releasing unreliable data.

2. The CG Civil Rights Directorate's Anti-Harassment and Hate Incident process documents claims and subsequent findings of investigations for members who participate in the AHHI process. This documentation includes the names of all involved members; however, AHHI does not track the career progression of or provide reports regarding the Aggrieved individuals (filing party) to other entities without just cause, i.e., CGIS or EEO investigations. Conversely, CRD often receives vetting requests/reviews for Awards, Promotion, etc. and provides information for nominees who have been charged as the Responsible person in substantiated AHHI claims.

A5:

Coast Guard does not have any closed position based on gender.

A7:

Coast Guard does not have any closed positions based on gender.

RFI DACOWITS June 2015 Meeting

National Guard Bureau

A4 - Assessment is a RFI from DoD SAPRO, DoD MEO, and the Services.

> No identifiable tracking mechanisms in place specifically to track the career progression and/or retention rate of any victim of sexual harassment or sexual assault (not just women), for negative impact as a result of reporting.

> As a result of the significant percentage of perceived retaliation of the 150 participants in the Survival Experience Survey, and survey participants in the RAND Military Workplace Study (MWS) survey, the Secretary of Defense directed the Acting USD(P&R), in collaboration with the Sec of the Military Departments and DoD IG to establish a comprehensive strategy to address retaliation, and report the plan to him by September 1, 2015. Since a great deal of these discussion (on the SAPRO side of the house) will take place in the Integrated Product Team meetings and working groups, NGB will certainly be at the table.

A6 - Wellness is a request for a briefing from DoD SAPRO and DoD ODMEO on the findings of the RAND MWS.

> The National Guard and other Reserve Components participation in the RAND MWS was sufficient enough to support top-line comparisons between the reserve components and the active services. The Workplace and Gender Relation Survey for Reserve Components is to be conducted later this year.