2013-2014 Academic Year Biennial Survey and Report on Sexual Harassment and Sexual Assault at the United States Merchant Marine Academy

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Foreword

The Duncan Hunter National Defense Authorization Act for Fiscal Year 2009 requires the U.S. Merchant Marine Academy (USMMA or the Academy) to conduct a survey on sexual harassment and sexual assault every other year. The results of the survey administered by the U.S. Department of Defense's Defense Manpower Data Center (DMDC) to a partial contingent[1] of Midshipmen in April and August of 2014 reveal that during the 2013-2014 Academic Year, a weighted estimate of 19 women (plus or minus 5) and a weighted estimate of 16 men (plus or minus 9) were sexually assaulted and an estimated 62 percent of women and 12 percent of men experienced sexual harassment. The Academy had four sexual assaults reported to Academy officials, which, while more than were reported in previous years, still requires significant improvement.

The Academy also conducted a Faculty and Staff Sexual Harassment and Sexual Assault Survey, the first such survey given since 2010. There were no reported sexual assaults, but three faculty and staff members revealed that they had been victims of sexual harassment. One faculty or staff member said that he or she reported the sexual harassment to the Equal Employment Opportunity office, but the office has no record of such a report being made.

These results are unsatisfactory to me, to the leadership of the Academy, and the U.S. Department of Transportation (DOT). We will take every necessary measure to put a stop to this egregious behavior and to ensure that Midshipmen have a safe and supportive environment on campus and during their Sea Year training.

Appendix C details the comprehensive Plan of Action the Academy has launched to prevent and respond to sexual assault and sexual harassment. In 2014, the Academy hired a new Sexual Assault Prevention and Response Coordinator (SARC) to replace the previous SARC who resigned earlier in the year. In addition, the Academy has established an oversight framework for its Sexual Assault Prevention and Response Program (SAPR), which includes the following: (1) goals by which the Academy's progress can be assessed; (2) continuing education requirements for the SARC position; (3) performance metrics for the SAPR program and its sexual harassment prevention activities; (4) a plan with assigned responsibilities and deadlines by which annual reports and action plans on sexual assault and harassment are delivered to Congress; (5) standard operating procedures related to the SARC's responsibilities and the execution of the program; and (6) a systematic recordkeeping system for sexual assault and sexual harassment incidents, reports, and related training.

We also continue to upgrade our safety and security systems. The campus 24/7 Command and Control Center was fully operational in January 2014 and an electronics access system for the barracks was activated in May 2014. Further upgrades are planned throughout Fiscal Years 2015

[1] This Report documents only the results from the April and August 2014 survey sessions since results from the November 2014 survey sessions are not yet available. It takes 6 months for DMDC to perform survey analysis, so waiting for results inclusive of all surveys would have prevented the timely submission of this Report to Congress to be submitted on time. The Academy will provide an amended Report once it has received and evaluated DMDC's final analysis. This will likely be released in the summer of 2015.

and 2016, including the establishment of a Public Safety Local Area Network, increased video surveillance, installation of additional callboxes, and implementation of a campus entry point screening system.

In addition, DOT has delegated oversight responsibility for USMMA's SAPR program to the Maritime Administration (MARAD) who clarified lines of reporting and defined the position requirements for the SARC. DOT and MARAD continue to involve their senior leaders involved in the execution of the Academy's SAPR program.

DMDC will begin to conduct Midshipmen Focus Group sessions in the coming weeks. We will use the focus group results to corroborate the SAGR Survey data and to obtain more specificity on Midshipmen perceptions of the program. The 2014 SAGR Survey and 2015 focus group sessions results taken together will be useful in guiding us on additional steps we must take to fully implement an effective "Zero-Tolerance" Sexual Assault Prevention and Response Program at the Academy.

The American people entrust the U.S. Merchant Marine Academy with developing some of America's best young men and women into leaders of exemplary character who proudly serve as officers in the U.S. Merchant Marine and our Armed Forces. DOT, MARAD, and the Academy are committed to providing Midshipmen with an environment free of sexual harassment and sexual assault, living quarters that are safe and secure, a faculty and staff who are worthy of trust and respect, and an institution of higher education that honors diversity and allows every member of the Regiment of Midshipmen to live up to his or her full potential.

Anthony R. Foxx
Secretary of the U.S. Department of Transportation

January 12, 2015

Executive Summary

The Duncan Hunter National Defense Authorization Act for Fiscal Year 2009 (P.L. 110-417), requires the U.S. Merchant Marine Academy *USMMA or Academy) to prescribe a policy and conduct an assessment during each Academic Year[2] to determine the effectiveness of its policies, training and procedures with respect to sexual harassment and sexual assault prevention. For each Academic Year beginning in an odd-numbered year, the Academy also must administer a survey.

Four official reports of sexual assault were made to the Academy in the 2013-2014 Academic Year. The same number of assaults was reported in the previous academic year. No assaults were reported in the two years before that, even though the Midshipmen survey for those years indicates that sexual assaults and harassment were about as prevalent then as in the most recent Academic Year. The Academy appears to be gaining ground in earning the trust of the Midshipmen to fairly consider and investigate these incidents. But the number of incidents officially reported to the Academy is still only a fraction of all the incidents of harassment and assaults that occurred, based on the information the Midshipmen provided in DMDC's anonymous survey. As the Plan of Action in Appendix C shows, the Academy leadership is continuing to work on establishing an environment in which Midshipmen feel safe reporting incidents, as an important step towards reducing and eliminating assaults and harassment.

Nonetheless, these preliminary results are still highly disturbing. The Midshipmen at the Academy deserve an environment that is entirely free of sexual harassment and sexual assault. But it is clear both from the four official reports of sexual assault and the survey results outlined below that these behaviors continue to occur at the Academy. It is the responsibility of the Academy leadership, the Maritime Administration, and the U.S. Department of Transportation to address this culture at the Academy and effect meaningful change that results in a climate where there is zero tolerance for these behaviors. DOT and MARAD will continue to involve senior leaders in the execution of the Academy's SAPR program, and this survey provide the data points to be used to tailor training effort to affect this change on campus.

As in the 2011-2012 Academic Year, the Academy contracted with the U.S. Department of Defense's Defense Manpower Data Center (DMDC) to administer its confidential Service Academy Gender Relations sexual assault and sexual harassment survey (SAGR Survey).[3] The advantage of this approach was threefold: (1) it enabled the Academy to use an unbiased outside resource to administer a standardized survey tailored to students attending service academies, (2) it provided professional compilation and analysis of results, and (3) it gave the Academy the ability to compare results with other Federal service academies.

There are, however, some aspects of the SAGR Survey that should be considered when interpreting statistical inferences about the Academy's Midshipman population. For instance,

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[2] An Academic Year at the Academy begins on July 1 of each year and ends on June 30 the following year.

[3] This is the same survey that DMDC administers at the Nation's other four service academies: the United States Military Academy, the United States Naval Academy, the United States Air Force Academy and the United States Coast Guard Academy.

the Survey extrapolates the responses of actual survey takers to non-survey takers using a weighting formula.[4] This means that the Survey provides estimated percentages of the overall population rather than actual numbers of Midshipmen. Like any survey, each estimate has some margin of error. Some estimates of groups of Midshipmen within the Survey have such large margins of error that an estimate cannot even be reported. Rather than provide the margins of error for every percentage in this Report, however, the convention will be to use the word "estimated" or "about" to remind the reader that actual results may vary from the numbers reported. In addition this Report was written based on partial raw data and will be updated via an amended Report once the full complement of surveys has been analyzed; the amended Report may contain more details and have conclusions that are modified from those specified in this Report.

The 2012 SAGR Survey provided the Academy with an opportunity to baseline its Sexual Assault Prevention and Response Program (SAPR) program. The 2014 preliminary results now being reported will provide Academy leadership with its first data points in assessing the progress of the program. The Academy's SAPR program began in earnest with the hiring of the first Sexual Assault Prevention and Response Coordinator (SARC) in April 2012, but because the majority of Midshipmen took that year's SAGR Survey the same April, the new program had little or no influence on Midshipmen responses. As a result, the 2012 SAGR results can be considered a true baseline. The 2014 SAGR Survey offers a first look at Midshipmen perceptions, even if based solely on partial data after two years of exposure to the SAPR program.

The preliminary 2014 SAGR Survey presents results for a Midshipman population of 825 based on 452 respondents to the Survey. Non-U.S. citizens and visiting students were not eligible to take the Survey.

The SAGR Survey is a product developed specifically for Federal service academy students and cannot be administered to Academy faculty or staff. No survey of the faculty or staff was conducted in 2012; the Academy developed and administered its own Faculty and Staff Sexual Harassment and Sexual Assault Survey in 2014, the first such survey given since 2010. There were no reported sexual assaults from Academy faculty or staff, but three of them revealed that they had been victims of sexual harassment. One faculty or staff member said that he or she reported the sexual harassment to the Equal Employment Opportunity office, but the office has no record of such a report being made.

The 2014 SAGR Survey was given to Midshipmen in three separate sittings[5] – in April, August and November 2014 – to members of the Classes of 2014 through 2017.[6] A total of 663

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[4] As with the other service academies, Midshipmen are encouraged but not required to complete the survey, thus the reason for the weighting formula. DMDC methodology uses complex sampling and weighting procedures to ensure accuracy of estimation to the full student population at each service academy.

[5] Normally, DMDC conducts two survey sessions at the Academy because approximately half of the Second and Third Class Midshipmen are away from campus on Sea Year training during the first administration in the spring. A second survey session must be held in November after these Midshipmen return to campus.

[6] For reporting results: Senior (1st class) – 2014, Junior (2nd class)– 2015, Sophomore (3rd class) – 2016 and Freshman (4th class or Plebe)- 2017

Midshipmen sat for the April Survey. An additional session was held in August 2014 to survey 125 members of the Class of 2015 who had returned from sea early. DMDC conducted the August session in an effort to collect and analyze as much data as possible to assist the Academy in providing the fullest possible snapshot by the Congressionally-mandated January 12, 2015 deadline date for the Report. The Academy is waiting for DMDC to incorporate data from the November Survey session into its analysis – a process that usually takes six months after the last session is completed. The Academy will provide an amendment to this Report once it receives a final data analysis from DMDC, likely in the summer of 2015.

The Survey results show that a weighted estimated of 19 (plus or minus 5) female Midshipmen and 16 (plus or minus 9) male Midshipmen were sexually assaulted (subject to behaviors ranging from unwanted touching to forced sexual acts). Of these, an estimated 8 women (plus or minus 4) reported that they experienced unwanted sexual contact while on Sea Year training. Of the 19 women (plus or minus 5) who were assaulted, 12 percent said that they reported the situation to an Academy official. This approximates the number of actual reports received by the Academy's acting SARC. Of the 16 men (plus or minus 9) who were assaulted, virtually none (a statistically insignificant number) said that they reported the assault. Nor did the Academy receive any actual reports from men who had been sexually assaulted.

An estimated 62 percent of women reported that they had been sexually harassed compared to 57 percent in the 2012 Survey. An estimated 12 percent of men reported that they had been sexually harassed compared to 8 percent in the 2012 Survey. The survey's definition of sexual harassment includes acts of crude and/or offensive behavior, unwanted sexual attention and sexual coercion. The Survey also asked if the Midshipman considered any of the selected behaviors to be sexual harassment.

In a distinct increase from the 2012 survey, the SAGR Survey showed that an estimated 78 percent of female Midshipmen believe that senior leadership (defined as the Superintendent, Deputy Superintendent, Academic Dean, Commandant, and Vice/Deputy Commandant) would make honest and reasonable attempts to stop sexual harassment and sexual assault. In the 2012 Survey, 67 percent of female Midshipmen reported that they believed that senior leadership had created a climate in which "to a large extent" sexual harassment and sexual assault were not tolerated. The 2014 Survey results also showed that, compared to the 2012 Survey, higher percentages of female Midshipmen believed that Midshipmen leaders, uniformed academic faculty, civilian academic faculty and athletic staff would make honest and reasonable efforts to stop sexual harassment and sexual assault. These results show that faith in senior leadership to stop sexual harassment and sexual assault continues to build, but there is much more work yet to be done.

The Academy's Plan of Action has been updated and reflects ongoing areas of concern as well as new items identified as a result of the SAGR Survey. Based on the preliminary survey results, we have identified the following seven areas as requiring attention:

- Working toward a "no tolerance and full reporting" climate;

- Working with industry to continue to address the climate aboard commercial vessels;
- Improving intervention and prevention training among faculty, staff and senior leadership;
- Intensifying awareness, prevention, and bystander training among midshipmen;
- Improving the variety and quantity of after-class activities to reduce the draw of alcohol-fueled entertainments;
- Developing self-assessment tools; and
- Increasing gender diversity in Academy employees and the Regiment of Midshipmen.

Because the Academy will receive a more comprehensive and final product from DMDC in the near future, the amendment to this Report may contain updated figures and a revised list of areas requiring attention.

Legislative Requirement

This report is produced in compliance with the Duncan Hunter National Defense Authorization Act for Fiscal Year 2009 (P.L. 110-417), title XXXV – Maritime Administration, section 3507 (Act) (Appendix B). The Act requires an annual assessment at the U.S. Merchant Marine Academy (USMMA or Academy) to determine the effectiveness of its policies, training and procedures with respect to sexual harassment and sexual assault involving its personnel. In odd-numbered Academic Years (*e.g.*, 2011-2012 Academic Year), the annual assessment consists of the Academy's self-assessment and an anonymous survey of midshipmen. In even-numbered years (*e.g.*, 2010-2011 Academic Year), the Academy performs its annual assessment and reports changes to policies, training and outreach material. This assessment includes the results of a survey, which is the Academy's third survey since implementation of the Duncan Hunter Act's requirements.

2013-2014 Academic Year Survey Development and Methodology

The U.S. Military Academy, U.S. Naval Academy and U.S. Air Force Academy began in 2004 to follow a sexual harassment and sexual assault program assessment cycle that consisted of alternating surveys and focus groups.[7] The first assessment in the series was conducted by the Department of Defense Inspector General. Responsibility for subsequent assessments was transferred to DMDC, which conducted surveys in 2005, 2006, 2008, 2010, and 2012 and focus groups in 2007, 2009, 2011, and 2013. U.S. Merchant Marine Academy officials requested to be included in the service academy assessment program, beginning in 2012, in order to make use of a readily available survey for a comparable cohort and to take advantage of the services of professional statisticians in analyzing survey results.

The DMDC designed the SAGR Survey to track sexual assault and sexual harassment issues at the service academies. The results provide information on the annual prevalence rates of sexual assault, sexual harassment and sexist behavior; a discussion of students' perceptions of Academy climate with respect to sexual assault and sexual harassment; the availability and effectiveness of sexual assault and sexual harassment training; and the students' perceptions of program effectiveness in reducing or preventing sexual assault and sexual harassment. The DMDC will tailor survey specifics to aspects unique to each service academy; for the U.S. Merchant Marine Academy, this has meant adding questions to address the Midshipman Sea Year experience.

The DMDC administered the SAGR Survey in April, August, and November 2014 to the Academy's Midshipmen in the Classes of 2014 through 2017. The Academic student population at the Academy at the time of the April and August administrations was 825 (124 female and 701 male Midshipmen). Even though the Survey was completed by only a portion of the total onboard population, the total Midshipman population number is important because data from respondents is weighted by analysts so that the results are reflective of the entire population.[8] Three administrations of the Survey were necessary because approximately half of the

[7] As codified in Title 10of the U.S, as amended by Section 532 of the John Warner National Defense Authorization Act for Fiscal Year 2007.

[8] The amended report will describe the methodologies used for weighting and the margin of error for each estimate.

sophomore and junior classes were away from campus on Sea Year training during the first administration in April. The second session was held in August to capture responses from Midshipmen who had returned to campus in late July after completing their Sea Year training. The third session was held in November to capture responses from Midshipmen who departed for sea duty in March and did not return until mid-November.

The SAGR Survey also was administered at the Nation's four military service academies. The same survey and analytical procedures were used at all academies producing comparable results with one caution – the U.S. Merchant Marine Academy results include a longer timeframe as a reference for some of the questions (June 2013 to November 2014 as opposed to June 2013 to May 2014) for those Midshipmen who were surveyed in November. Prevalence rates might be slightly higher due to the longer timeframe (34 percent of Midshipmen completed the survey in November).

The ability to calculate annual prevalence rates is a distinguishing feature of this Survey. The preliminary results include rates of unwanted sexual contact and unwanted gender-related behaviors experienced during the Academic Year 2013-2014 (defined in the questions as June 2013 through the date of the survey administration in April, August and November 2014). Future administrations of the Survey will allow trend comparisons of rates across survey years.

Respondents were provided with the following definitions of sexual harassment and sexual assault:

> "Sexist Behavior" is defined as verbal or nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the gender of the student.
>
> "Sexual Harassment" is defined as experiences of crude/offensive behavior (e.g., repeatedly told sexual stories or jokes that are offensive), unwanted sexual attention (e.g., unwanted attempts to establish a romantic sexual relationship despite efforts to discourage it) or sexual coercion (e.g., treated badly for refusing to have sex).
>
> "Unwanted Sexual Contact (Sexual Assault)" is defined as intentional sexual contact that was against a person's will or which occurred when the person did not or could not consent, and includes completed or attempted sexual intercourse, sodomy (oral or anal sex), penetration by an object, and the unwanted touching of genitalia and other sexually-related areas of the body.

Survey Administration

Data was collected in April, August, and November 2014 from Academy Midshipmen in Classes 2014 through 2017. A team from DMDC administered the anonymous paper-and-pen survey in group sessions. Separate sessions were held for female and male students. After checking in, each student was handed a survey, an envelope, a pen, and an Academy-specific information sheet. The information sheet included details on where students could obtain help if they became upset or distressed while taking the survey or afterwards. Students were briefed on the purpose of the survey and the importance of participation, yet completion of the survey itself was voluntary. Students could leave the session at the completion of the mandatory briefing if they did not wish to take the survey. Students returned completed or blank surveys (depending on

whether they chose to participate) in sealed envelopes to the survey staff as they exited the session.

Midshipmen Response Rates

The total student population at the Academy is 934. The total Survey sample as of April and August 2014 consisted of a census of 825 students based on student rosters provided by the Academy. The number 825 was achieved after excluding students who could not participate for various reasons (e.g., left the Academy, were foreign nationals, or were exchange students from another Academy). Of those 825 students, 37 did not complete the Survey because they were sick or on leave or otherwise unable to be present. Of the remaining students, 133 chose not to complete any of the survey, and 203 answered some questions but did not answer enough questions to provide usable results.[9] That meant that usable surveys were completed by 452 students.[10] Table 1 details the demographics of the 452 Midshipmen respondents.[11] Overall the Survey had a 55 percent response rate, with 51 percent of male Midshipmen participating and 77 percent of female Midshipmen participating.

We are unable to compare 2014 response rates with 2012 because we do not yet have the final Survey results. However, with only two of three sessions analyzed the 2014 Survey response rate of 55 percent already exceeds the total 2012 response rate of 51 percent (482 responses out of a Midshipman population of 946). Further comparisons of response rate data will be provided in the amendment to this Report.

Table 1. Midshipmen Response Rates By Gender (April and August only)

Gender/Class	Midshipmen Population	Number of Responses	Response Rate (%)
Male	**701**	**356**	**51**
Female	**124**	**96**	**77**
Total	**825**	**452**	**55**

Since this Report considers only responses received from the sessions in April and August 2014, the overall response rate is low. The low response rate, and particularly the fact that the response rate varies greatly from one group of students to another (e.g., only 51 percent for males but 77 percent for females) inevitably raises the question of whether the validity of the results is compromised by non-response bias.

Non-response bias is the possibility that the results of the Survey are incorrect because some categories of students had a much lower response rate than others. If the categories of students who had higher response rates experienced a different rate of sexual harassment or sexual assault

[9] Survey responses were considered usable if the respondent answered at least 50 percent of the questions asked of all participants, answered at least one sub-question on question 12, and answered question 21.

[10] 112 Midshipmen took the Survey in November 2014 The final amendment will contain the results from 564 Midshipmen out of 934 total Midshipmen for a response rate of 58%.

[11] The amendment to the report will also include a table listing the Midshipmen population and response rate by class year as well.

from the categories of students that had lower response rates, then the results of the Survey would be biased.

Typically DMDC weighs the different categories of students in projecting estimates for the overall population (with weights inversely related to their response rates) to correct for non-response bias. While we have not conducted a thorough analysis of non-response bias for this survey, DMDC has in the past performed such an analysis for the similar surveys that it has conducted for active duty military personnel.[12] In its 2012 study, DMDC concluded that the level of non-response bias appeared to be modest, and that the amount of non-response bias seemed more likely to understate the rate of unwanted sexual contact (USC) than to overstate it. It detected some evidence that categories of respondents that were more likely to experience USC were less likely to complete subsequent surveys, thus understating the prevalence of USC, but described this effect as "minimal." The Amendment to this Report will fully address this issue once the DMDC has completed their analysis of the survey responses.

Midshipmen Perceptions

Training

As reflected in Table 2, the Survey results show little variation between male and female Midshipman in their understanding of how to report sexual harassment, how to report sexual assault, and in how training helped a Midshipman to understand the investigative process associated with reporting sexual assault. However, both female and male Midshipmen were less familiar with the dynamics of the investigatory process than they were with the reporting process.

This question changed significantly from the 2012 SAGR Survey. DMDC warns that because of this, comparison to the 2012 SAGR Survey should be made cautiously. The 2012 Survey asked whether Midshipmen understood the difference between sexual harassment and sexual assault (mostly, with 94 percent of men and 95 percent of women saying they understood) and the difference between restricted and unrestricted reporting[13] (less so, with 62 percent of men and 71 percent of women saying they understood). The 2014 SAGR Survey deleted these questions and replaced them with a new one, asking instead if Midshipmen understood the sexual assault investigative process. While it would have been worthwhile to trend the sexual harassment versus sexual assault and restricted versus unrestricted survey data from 2012 to 2014, it is still noteworthy that understanding of the investigatory process lags understanding of the reporting process. This topic will be addressed more thoroughly in future Midshipman training.

An estimated 82 percent of males and 87 percent of females indicated via the 2014 SAGR Survey that they understood how to report sexual harassment. This is in contrast to the 90

[12] Defense Manpower Data Center, *2012 Workplace and Gender Relations Survey of Active Duty Members: Nonresponse Bias Analysis Report*, Alexandria, Virginia, January 2014.

[13] Under Unrestricted Reporting, both the senior leadership and law enforcement are notified. With Restricted (Confidential) Reporting, the assault victim can access healthcare, advocacy services, and legal services without the notification to senior leadership or law enforcement.

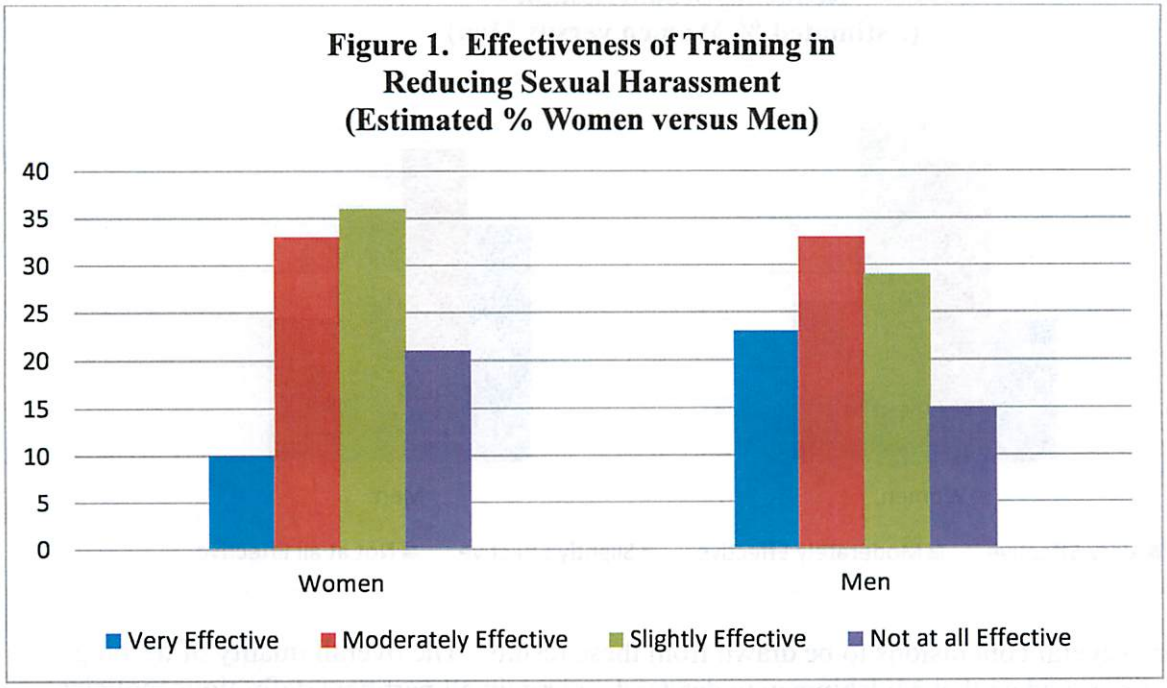
percent of males and 81 percent of females who indicated in the 2012 Survey that they understood how to report sexual harassment. An estimated 82 percent of males and 86 percent of females indicated via the 2014 SAGR Survey that they understood how to report sexual assault. This is in contrast to the 91 percent of males and 83 percent of females who indicated in the 2012 Survey that understood how to report sexual assault. These results indicate that female Midshipmen are achieving a better understanding of how to report sexual harassment and sexual assault, but that male Midshipmen appear to be losing ground in understanding the reporting process.

Table 2. Training Helped Midshipmen to Understand (Estimated % of Respondents Who Fully Understand)

Midshipman Cohort	Training Topic		
	How to Report Harassment	How to Report Assault	How Investigative Process Associated with Reporting Sexual Assault Works
Male	82	82	77
Female	87	86	79
Total	83 (plus or minus 4)	83 (plus or minus 4)	77 (plus or minus 4)

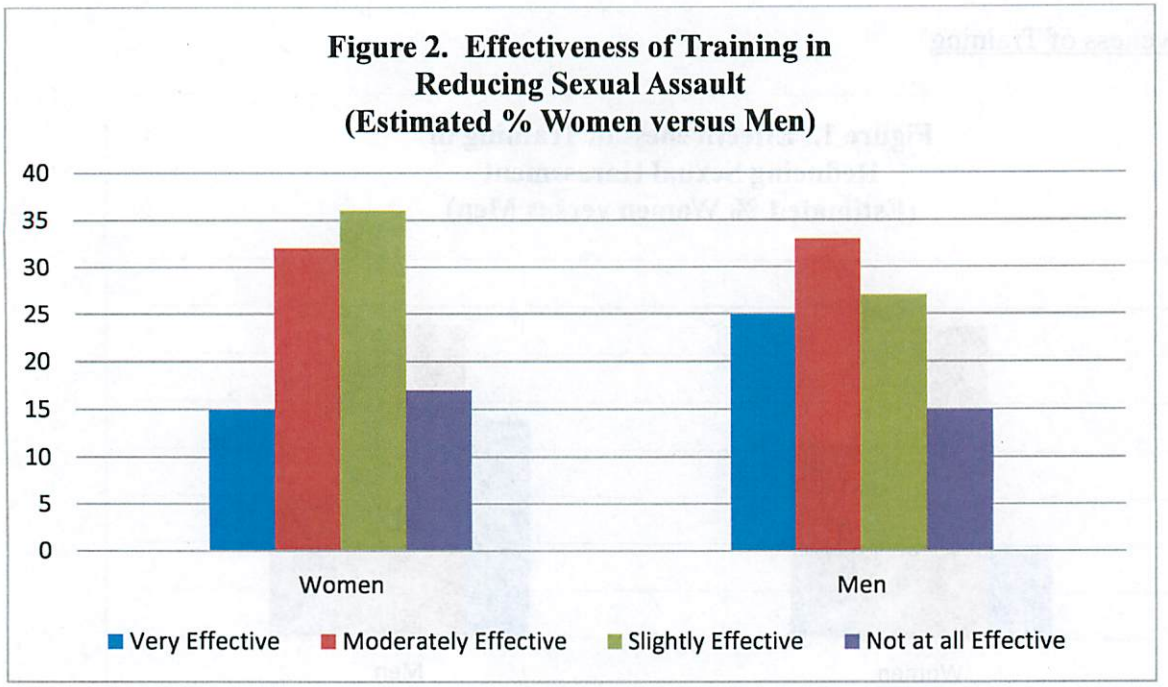
Throughout the 2013-2014 Academic Year, the Academy continued to execute a comprehensive training plan that featured professional speakers, awareness campaigns and online training sessions. For the first time, the SARC held small group discussion sessions of 20-30 upperclassmen, which were intended to be more effective than the previous large lecture sessions in which students were far less participatory. We know from survey results that the majority of Midshipmen are attending training sessions, but we must continue to tailor content to address deficient areas of understanding.

Effectiveness of Training



When asked to evaluate the Academy's Midshipmen training program in terms of its effectiveness in reducing sexual harassment, an estimated 43 percent of women and 56 percent of men felt that it was very effective or moderately effective (Figure 1). This compares unfavorably with the 57 percent of women who thought it was only slightly effective or not at all effective. Training was perceived somewhat better by men, in that only 44 percent thought the training was only slightly effective or not at all effective. These results show that while Academic Year 2013-2014 training was meaningful to a majority of male Midshipmen, it still failed to meet the expectations of female Midshipmen that the delivery and content of the training would actually reduce sexual harassment.

When asked to evaluate the Academy's training program in terms of its effectiveness in reducing sexual assault, an estimated 47 percent of women and 58 percent of men felt that it was very effective or moderately effective (Figure 2). These results show that training conducted in Academic Year 2013-2014 failed to meet the expectations of female Midshipmen that the delivery and content of the training would actually reduce sexual assault.



There are several conclusions to be drawn from these results. The overall quality of training must be improved so that Midshipmen understand and retain all pertinent definitions, policies and reporting procedures. In addition, the training must address campus climate issues and foster within each Midshipman an appreciation for human dignity and respect for others. The Midshipmen must learn to recognize situations with potential for sexual assault and practice techniques of bystander intervention to diffuse the situation and reduce the risk of a sexual assault. The Academy must also continue to be open to the feedback of female Midshipmen regarding the quality of the training.

Based on feedback from previous surveys, the Academy increased the frequency of its training in the 2013-2014 Academic Year. In fact, the 2014 SAGR Survey reported that 99 percent of women and 96 percent of men had received sexual harassment and sexual assault training compared to the 2012 SAGR Survey, in which only 89 percent of men and women reported receiving sexual harassment training and 89 percent of women and 88 percent of men reported receiving sexual assault training. The Academy has tried to accommodate different learning methods by providing training in different formats, including lectures, small group discussion sessions and online sessions. Entry training for Fourth Class Midshipmen (freshmen) was held in nine different scenario driven sessions with the Superintendent or Deputy Superintendent attending every session. The former SARC initiated meetings for the first time with women from the senior class to solicited their ideas and comments for improving their training. The new SARC is institutionalizing this program.

Going forward, the Academy will continue to provide a sexual harassment and sexual assault training curriculum that emphasizes prevention and response. In addition, the Academy will use training to try to bring about a broad transformation in the attitudes and sexual bias that currently exist on campus. This will require a change in the core thinking of Midshipmen so that they see each other as a gender-neutral team working toward a common cause, where each person is a

valued member of the community and worthy of being protected. In parallel, the Academy is working to evaluate and improve its leadership development and training, and we expect that the process of creating leaders will align well with the theme of caring for and protecting others. A new SARC was hired and began working in November 2014 and we expect that she will bring a fresh perspective to training to help the Academy to answer the challenge of eliminating the sexism and sexist thinking that are the root cause of sexual harassment and assault.

Confidence in Reporting/Outcomes of Reporting

The 2014 SAGR Survey revealed that Fourth Class Midshipmen of both genders have more confidence in the Academy for reporting sexual assault than do male and female Midshipmen generally (Table 3). The entire female cohort, however, expressed substantially less confidence than did the men that the system would protect their privacy, ensure their safety, and treat them with dignity and respect. The 2014 SAGR Survey revised the wording of the "trust" questions to ask if "Midshipmen would be likely to trust the Academy," whereas the 2012 SAGR Survey asked if "Midshipmen would be likely to trust the system." Although DMDC warns that, because of this, comparison to the 2012 SAGR Survey should be made cautiously, they nevertheless conclude that in 2014, male and female Midshipmen are generally more likely to trust the Academy to protect their privacy, ensure their safety, and treat them with dignity and respect than they were in 2012.

Table 3. If Experiencing Sexual Assault in the Future, a Midshipman Would be Likely to: (Estimated % of Respondents)

	Trust Academy to Protect Privacy			Trust Academy to Ensure Safety			Trust Academy to Treat You w/ Dignity/Respect		
	Yes	No	Don't Know	Yes	No	Don't Know	Yes	No	Don't Know
Male	57	35	8	70	23	7	69	24	7
Fourth Class	72	21	6	81	15	5	78	15	7
Female	42	38	20	43	34	24	42	34	24
Fourth Class	45	31	24	52	24	24	41	28	31
Total	55*	36*	9*	67*	24*	9*	66*	25*	9*

*Plus or minus 4 - The amended report will describe the methodologies used for weighting and the margin of error for each estimate.

The Academy has put many initiatives in place to increase confidence in the system. The reporting system produced four formal sexual assault reports by Midshipmen that otherwise might not have been made had they not had some level of trust in the system. The Academy has written and implemented Standard Operating Procedures (SOPs) - Investigating an Unrestricted Report of Sexual Assault, Processing a Restricted Report of Sexual Assault, and Maintenance of Restricted and Unrestricted Reports, and posted these reports in a shared drive on the Academy network so that they can be accessed by anyone in the campus community. Leadership has provided visible support to the Students Against Sexual Assault (SASA) Club and has challenged the club to plan a rigorous program for the April 2015 Sexual Assault Awareness

Month. In addition, the Academy activated its barracks access control system in May 2014, restricting building entry to only those who have authorization.

The Academy plans further initiatives that will increase Midshipman confidence in reporting sexual harassment and sexual assault incidents. These will continue to build upon a plan to have investigators outside of the Commandant's Department conduct inquiries into sexual assaults. The Academy will consider expanding the number of Sexual Assault Victim Advocates to include trusted faculty members. Additional campus security upgrades are contemplated throughout Fiscal Years 2015 and 2016, including the establishment of a Public Safety Local Area Network, increased video surveillance, installation of additional callboxes, and implementation of a campus entry point screening system. We also look forward to the ideas and input of the newly hired SARC in helping us to build Midshipmen confidence and trust in the Academy's ability to process reports of sexual assault.

Person to Whom Midshipmen Would be Willing to Report Assault

The 2012 SAGR Survey asked Midshipmen that if they experienced a sexual assault, would they be likely to discuss the incident with the SARC, a victim advocate, a peer advocate, or a friend. In the 2014 SAGR Survey, this question was changed to ask more details about the type of report made. The question provided five reporting type response options for a Midshipman who has experienced sexual assault – "restricted," "unrestricted," "restricted that was converted to unrestricted," "did not make a report," or "don't recall what type of report made." The 2014 SAGR Survey results reveal that for both men and women, the number of responses to the question were so small as to be statistically not reportable.

DMDC notes that additional insights into the topic of Midshipman confidantes will be provided based on comment analysis to the question, "to whom did you report this situation [of sexual assault]?" However, comment analysis was not included in the preliminary report provided to the Academy. Comment analysis on this topic will be provided in the amendment to this Report.

Consequences of Reporting or Bringing Charges of Assault

The results of the "consequences of reporting or bringing charges of assault" were not included in DMDC's preliminary report. The results of this question will be provided in the amendment to this Report.

Since mid-2012, the Academy has been proactively training Midshipmen with a more robust program about sexual assault prevention and response, emphasizing the importance of reporting even in the face of challenging consequences. During each session, Midshipmen are asked to consider how sexual assault affects victims. The training has also stressed the importance of reporting sexual assault, since reporting enables the Academy to ensure that Midshipmen are receiving necessary support services and maintain an accounting for these incidents. Midshipmen are informed that reporting sexual assault allows the Academy to prosecute the offender so that his or her crimes cannot be repeated.

Despite these training sessions and the SARC's ongoing encouragement that they report sexual harassment and sexual assault, it continues to be a challenge to alleviate the fears of Midshipmen that they will be stigmatized by members of the Regiment or punished for a separate offense connected with the assault, such as under-age alcohol consumption. The Academy will continue with its training regimen, but will also seek a better understanding of how to actively break down the cultural stigma of sexual assault.

Culture

It is crucial to establish an institutional culture in which sexual harassment and sexual assault are not tolerated, so that both men and women can live and learn in a positive and professional environment that is above all safe. At the Academy, three separate cohorts were identified as having particular influence over the Regiment of Midshipmen: members of senior leadership, academic faculty, and Regimental staff. Members of senior leadership set the overall tone for the Academy while the academic faculty sets the tone within the classroom. The Regimental staff is responsible for day-to-day oversight of the Midshipmen and sets the tone within barracks living spaces. The SAGR Survey asked Midshipmen whether they believed that these three cohorts make honest and reasonable efforts to stop sexual harassment and sexual assault. Their answers speak to the effectiveness of the Academy effort to create a climate where sexual harassment, sexual assault, and sexist behavior will not be tolerated.

Table 4. Do Academy Leadership, Faculty and Company Staff Make Honest and Reasonable Efforts to Stop Sexual Harassment and Sexual Assault? (Estimated % of Respondents)

	Senior Leadership			Civilian Faculty			Regimental Staff		
	Yes	No	Don't Know	Yes	No	Don't Know	Yes	No	Don't Know
Male	81	7	4	76	13	10	79	8	13
Fourth Class	90	6	14	76	15	9	82	9	9
Female	78	7	15	75	10	15	77	9	15
Fourth Class	81	16	3	69	19	13	75	13	13
Total	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*

*Not Available because data was not included in DMDC preliminary report. Data will be provided in the amendment to this report

The Survey results (Table 4) showed that three quarters or more of all Midshipmen respondents believe that senior leadership, faculty and Regimental staff are making an honest and reasonable effort to stop sexual harassment and sexual assault. This is a large increase from 2012, especially with female Fourth Class Midshipmen; in 2012 only 46 percent of female Fourth Class Midshipmen indicated that they believed that civilian faculty would make an honest and reasonable effort to stop sexual harassment and sexual assault compared to 69 percent in 2014. As in 2012, senior leadership received the highest vote of confidence in 2014, while confidence in civilian faculty members was again the lowest. Compared to males, the female cohort was less confident overall than males that leadership, civilian faculty, and Regimental staff would make honest and reasonable efforts to stop sexual harassment and sexual assault. Clearly, the

Academy must concentrate on convincing of female Midshipmen that the leadership team is committed to creating a culture of non-tolerance for sexual harassment and sexual assault.

Privacy of Reporting

The results of the "privacy of reporting" were not included in DMDC's preliminary report. The results of this question will be provided in the amendment to this Report.

Incidents of Midshipman Sexual Harassment and Sexual Assault

Incidents of Sexual Assault

In the SAGR Survey, each Midshipman was asked whether, since June 2013, he or she had "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: 1) sexually touched you, 2) attempted to make you have sexual intercourse, but was not successful, 3) made you have sexual intercourse, 4) attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful, or 5) made you perform or receive oral sex, anal sex, or penetration by a finger or object."

Table 5.[14] Incidents of Sexual Assaults* on Midshipmen (Estimated % of Respondents)

	Respondents	Number of Incidents		
		One	Two	Three or More
Male	2.3	NA**	NA**	NA**
Fourth Class	3.4	NA**	NA**	NA**
Female	15.5	NA**	NA**	NA**
Fourth Class	6.3	NA**	NA**	NA**
Total	NA**	NA**	NA**	NA**

*Includes sexual touching, attempted or completed sexual intercourse, oral sex, anal sex, or penetration by a finger or object

**Not Available because data was not included in DMDC preliminary report. Data will be provided in the amendment to this report

In total, a weighted estimate of 19 women (plus or minus 5) and 16 men (plus or minus 9) (Table 5) responded that they had experienced at least one incident of sexual assault during that period. An estimated three women responded that they had reported the assault through the Academy's formal reporting procedures. This total approximates the number of formal reports received by

[14] The SAGR Survey takes the responses of actual survey takers and extrapolates those results to non-survey takers using a weighting formula. This means that the survey provides estimated percentages of selected populations rather than actual numbers of Midshipmen, and that each estimate calculated has some margin of error. The SAGR Survey results were reported as percentages but, for purposes of this report, have in some places been converted to produce actual number of Midshipmen. As in any survey, these estimates are subject to both sampling error and rounding error.

the Academy. Since June 2013, the Academy has received one restricted and three unrestricted reports of sexual assault (Table 6).

Sources of Sexual Assault

As Table 6 indicates, three of four officially reported cases of sexual assaults on female Midshipmen were perpetrated by other Midshipmen. These figures corroborate with the results of the 2012 SAGR Survey, which showed that the estimated majority of incidents (13 of 17) were perpetrated by other Midshipmen. One officially reported incident of sexual assault against a female Midshipman was perpetrated by a ship's crew member, which corroborates previous survey analysis that some portion of Academy women are experiencing sexual assault during their Sea Year deployment (the 2012 SAGR Survey estimated that 10 women were sexually assaulted during Sea Year).

Table 6. Disposition of Officially Reported Cases of Sexual Assault During the 2013-2014 Academic Year

Incident	Victim	Subject	Investigation	Result
1	Midshipman	Midshipman	None	Restricted report
2	Midshipman	Ship crew member	Conducted by Military Sealift Command	Investigator recommended discipline for offender
3	Midshipman	Midshipman	Referred	Perpetrator dis-enrolled
4	Midshipman	Midshipman	Referred	Superintendent disciplinary action taken

Note: See footnote 13 on page 12 for a description of the difference between restricted and unrestricted reporting

The data shown in Table 6 and from the last SAGR Survey appear to match national statistics showing that approximately two-thirds of rapes were committed by someone known to the victim.[15] A more comprehensive analysis of sources of sexual assault (Table 7) will be reported in the amendment to this Report once the Academy has obtained a complete 2014 SAGR Survey analysis from DMDC.

[15] U.S. Department of Justice, 2005 National Crime Victimization Study, 2005.

Table 7. Incidents of Sexual Assault* on Midshipmen by Source (Estimated % of Respondents)					
	All	Other Midshipmen**	Faculty/Staff**	DoD/DOT person not affiliated with the Academy**	Person not affiliated with DoD/DOT**
Male	2.3	NA	NA	NA	NA
Female	15.5	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA

*Includes sexual touching, attempted or completed sexual intercourse, oral sex, anal sex, or penetration by a finger or object.
**Not Available because data was not included in DMDC preliminary report. Data will be provided in the amendment to this report.

Academy training during the 2013-2014 Academic Program Year has focused on teaching Midshipmen what constitutes sexual assault and what students should do if they find themselves in situations that may lead to sexual assault. The SARC provides the bulk of in-house training, but professional speakers have been used to provide Midshipmen with different perspectives and approaches to preventing sexual assault and sexual harassment. Instructors have sought to teach Midshipmen how to recognize appropriate and inappropriate behaviors, how to handle awkward or difficult situations, how to protect themselves in compromising or dangerous situations, and how to intervene if they witness other students in these situations. The Academy has implemented online sexual assault prevention and alcohol prevention training; these programs were required of selected class years to supplement normally scheduled training.

The Academy has also provided targeted training on sexual assault and sexual harassment to all Midshipmen preparing to embark on Sea Year. A special program for female Midshipmen features a female Academy graduate who returns to the school to brief deploying women on what to expect in their experiences at sea. In addition, the Academy's Policy on Sexual Assault Prevention and Response (Attachment 1) requires the Director of the Department of Shipboard Training and Professional Development to solicit shipping companies for their policies on sexual harassment and sexual assault in order to provide them to Midshipmen for situational awareness. Of the shipping companies that embark Midshipmen on their ships for Sea Year training, 39 out of 40 have provided their policies to the Academy, or make them publicly available. The Academy is working with to secure the policies of the remaining company before any more Midshipmen are assigned on board.

It is clear, however, that if a substantial portion of sexual assaults are being perpetrated by Midshipmen on other Midshipmen, then the Academy's prevention strategy must include not only basic policy and reporting options training, but must also address and resolve the environmental root causes of sexual assault. The Academy has put together a framework document outlining four SAPR strategic goals: climate, prevention, response and accountability. To get at the root cause of sexual harassment and sexual assault, the Academy must create a climate of respect, trust, and adherence to our core values, and a culture that is intolerant of sexual harassment and sexual assault, those who commit it, and anyone who stands idly by while

it occurs. Leaders must promote dialogue that encourages awareness and intervention and removes any barriers to reporting.

Going forward, the Academy must do more to assess the effectiveness of training and the extent to which efforts to change the campus climate make it less sexist and harassing. The Midshipmen themselves must be engaged in order to determine what they think can be done to reduce sexual harassment and sexual assault within their own ranks. Senior leadership has challenged a core group of Midshipmen Human Relations Officers/Sexual Assault Victim Advocates to develop and carry out a peer-led training program and to come up with ways that they can combat sexual harassment and sexual assault from within the Regiment.

Role of Alcohol or Drugs in Sexual Assaults

In three of the four official reports of sexual assault received by the Academy (Table 7), either one or both individuals involved in the incident had been drinking. A more comprehensive analysis of the role of alcohol or drugs in sexual assault will be reported in the addendum to this Report once the Academy has obtained a complete 2014 SAGR Survey analysis from DMDC.

Use of Formal Reporting Procedures

The Academy received four official Midshipmen reports of sexual assault in the 2013-2014 Academic Program Year, yet the preliminary 2014 SAGR Survey results indicate there were many more that were sexually assaulted. This means that a majority of the Midshipmen who were assaulted chose not to report it to authorities. In the 2012 SAGR Survey, 92 percent of the females who were sexually assaulted said that they did not report the assault because they did not want to be the subject of gossip and an equal percentage feared that their reputation and standing would be damaged. It remains to be determined what the 2014 SAGR Survey results will show. A more comprehensive analysis of formal reporting procedures will be provided in the amendment to this Report once the Academy has obtained a complete 2014 SAGR Survey analysis from DMDC.

Incidents of Sexual Harassment

Table 8. Sexual Harassment of Midshipmen by Type* (Estimated % of Respondents)**

	All***	Crude/Offensive Behavior****	Unwanted Sexual Attention*****	Sexual Coercion******
Male	12	NA	NA	NA
Fourth Class	13	NA	NA	NA
Female	62	NA	NA	NA
Fourth Class	55	NA	NA	NA
Total	20 (plus or minus 3)	42 (plus or minus 4)	20 (plus or minus 3)	9 (plus or minus 2)

*Midshipmen were allowed to respond to each type of behavior indicating frequency of experiences ranging from "never" to "very often"

** Not Available because data was not included in DMDC preliminary report. Data will be provided in the amendment to this report.

***Sexual harassment incident rate was constructed from Crude/Offensive Behavior, Unwanted Sexual Attention and Sexual Coercion statistics and counted only if the respondent considered the behavior to be sexual harassment

****Defined as verbal and nonverbal behaviors of a sexual nature that were offensive or embarrassing

*****Defined as attempts to establish a sexual relationship or to engage in sexually suggestive behavior

******Defined as classic quid pro quo, instances of special treatment or favoritism conditional on sexual cooperation

Table 8 shows that an estimated 62 percent of females and 12 percent of males reported experiencing sexual harassment. This reflects a drop compared to the 2012 Survey, particularly in males, when 17 percent reported that they had been sexually harassed. We will not speculate on the reason for the significant drop reported in male sexual harassment until we have received a complete set of data from DMDC. A more comprehensive analysis of incidents of sexual harassment will be provided in the amendment to this Report once the Academy has obtained a complete 2014 SAGR Survey analysis from DMDC.

Sources of Harassment

A more comprehensive analysis of sources of sexual harassment (Table 9) will be provided in the amendment to this Report once the Academy has obtained a complete 2014 SAGR Survey analysis from DMDC.

Table 9. Incidents of Midshipman Sexual Harassment by Source (Estimated % of Incidents)

	All	Other Midshipmen	Faculty/Staff	DoD/DOT person not affiliated with the Academy	Person not affiliated with DoD/DOT
Male	12	NA*	NA*	NA*	NA*
Fourth Class	13	NA*	NA*	NA*	NA*
Female	62	NA*	NA*	NA*	NA*
Fourth Class	55	NA*	NA*	NA*	NA*
Total	NA*	NA*	NA*	NA*	NA*

*Not Available because data was not included in DMDC preliminary report. Data will be provided in the amendment to this report

Staff Response Rates

The Academy also self-administered a survey of its own Faculty and Staff in 2014, the first since 2010. Tables 10 and 11 detail the demographics of the 118 faculty and staff respondents. There was about equal participation between faculty and staff in the survey. Although the tables reflect an overall response rate of 41 percent, it should be noted that not every faculty or staff member answered every question. When fewer than 118 faculty or staff members responded to a particular question, the associated table is annotated to indicate the number of members who did respond.

Table 10. Faculty and Staff Response Rates by Gender

Gender	On-Campus Population	Number of Responses	Response Rate (%)
Male	**214**	**88**	**41**
Female	**70**	**30**	**43**
Total	**284**	**118**	**41**

Table 11. Faculty and Staff Response Rates by Job Description

Position	On-Campus Population	Number of Responses	Response Rate (%)
Faculty	**130**	**61**	**47**
Staff	**154**	**57**	**37**
Total	**284**	**118**	**41**

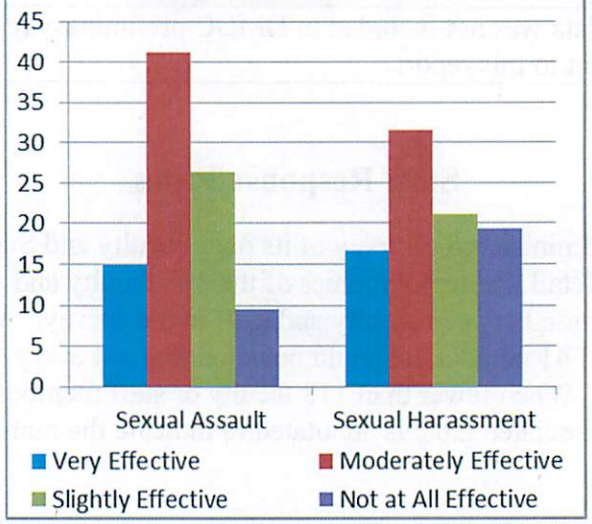
Staff Perceptions

Training

Eighty-seven percent of the respondents reported that they had received Equal Employment Opportunity (EEO) training on sexual harassment; 85 percent reported that they had received EEO training on sexual assault.

Seventeen percent of faculty and staff reported that training they had received was very effective in reducing sexual harassment, while 15 percent reported that training was very effective in reducing sexual assault. For the majority of respondents, training was only moderately effective (Figure 3)

Figure 3. Effectiveness of Training in Reducing Sexual Harassment and Sexual Assault (% of Respondents)



Staff and faculty members who answered that sexual harassment and sexual assault training were "not at all" effective were asked to comment on why they thought the training was ineffective. A majority of respondents said that they had no data or metrics by which to measure the effectiveness of training. Several individuals stated that the training focused on reporting sexual harassment and not on preventing it. Others said that they had learned nothing that they did not know already. Given this feedback, the SARC will tailor future training sessions to include a brief of SAGR as well as Faculty and Staff Survey results, a scenario illustrating bystander intervention techniques, and a dialogue that engages the audience so that active learning occurs.

With respect to the Academy's sexual harassment and sexual assault policies and procedures, 80 percent or more reported that to a "very large extent" or "large extent" they understood the difference between sexual harassment and sexual assault, knew the difference between restricted and unrestricted reporting, and they understood the Academy's sexual harassment and sexual assault policies (Table 12).

Table 12. Faculty and Staff Understanding of Academy Sexual Harassment and Sexual Assault Policies and Procedures (% of Respondents)*^

Topic	Very Large Extent	Large Extent	Moderate Extent	Small Extent	Not At All
Sexual harassment vs. sexual assault	69	28	0	0	0
Restricted vs. unrestricted reporting	56	29	13	0	0
Academy's sexual harassment policy	46	34	16	0	0
Academy's sexual assault policy	49	35	12	0	0

*There were 115 respondents to this question
^ Percentages do not sum due to rounding error

Outcomes of Reporting

When faculty and staff were asked about likely consequences of reporting or bringing charges of sexual harassment[16] against an Academy employee, more than 60 percent thought it was "very likely" or "likely" that there would be a fair investigation and that the harassment would stop (Table 13). This is an improvement compared to the 2010 Faculty and Staff Survey[17], when fewer than 40 percent of the respondents thought it "very likely" or "likely" percent that there would be a fair investigation and that the harassment would stop. In 2014, 48 percent of faculty and staff reported they thought that the harasser would be punished, compared to 2010, when fewer than 40 percent of respondents thought the harasser would be punished. This indicates that faculty and staff confidence in the outcomes of reporting is trending in the right direction.

Table 13. Consequences of Reporting and Bringing Charges Of Sexual Harassment Against an Academy Employee (% of Respondents)*^

Consequence	Very Likely	Likely	Neutral	Unlikely	Very Unlikely
A fair investigation would take place	30	32	20	14	0
Harassment by the accused would stop	19	47	24	1	0
Harassers would be punished	17	31	31	15	0
Alleged perpetrator's career would be ruined	1	30	38	18	1
Victim's (accuser's) career would be ruined	1	20	40	27	1
Accuser would be labeled a troublemaker	1	25	37	26	1
Accuser would be shunned by co-workers	1	14	39	32	1

*There were 114 respondents to this question
^ Percentages do not sum due to rounding error

[16] The faculty and staff survey did not include a question about the consequences of reporting or bringing a charge of sexual assault against an Academy employee.
[17] The Faculty and Staff survey conducted in 2010 asked similar questions and was administered similarly to the 2014 Faculty and Staff Survey. As such, we can make comparisons between the results of each.

Organizational Climate

More than 60 percent of faculty and staff believe that their supervisors and senior leadership are creating a climate, which to a "very large extent" or "large extent," does not tolerate sexual harassment or sexual assault (Table 14). Faculty and staff members believed that their supervisors would be more likely than senior leadership to create a climate in which workers were encouraged to report sexual harassment and sexual assault. Faculty and staff members thought that supervisors and senior leadership were generally equal in providing adequate information to employees about policies, procedures and the consequences of committing sexual harassment and sexual assault.

Table 14. Extent Supervisors and Senior Leadership Create a Climate in Which . . . (% of Respondents)*^

	Supervisor					Senior Leadership				
	Very Large Extent	Large Extent	Mod Extent	Small Extent	Not At All	Very Large Extent	Large Extent	Mod Extent	Small Extent	Not At All
Sexual harassment is not tolerated	43	32	15	1	0	35	28	27	0	0
Workers encouraged to report sexual harassment	38	32	21	0	0	32	27	29	1	0
Provides adequate info about harassment policies	32	27	32	1	0	30	27	33	0	0
Sexual assault is not tolerated	49	27	15	1	0	37	33	23	1	0
Workers encourage to report sexual assault	38	33	17	1	0	32	27	29	1	0
Provides adequate info about assault policies	31	30	28	0	1	30	33	30	0	0

*There were 109 respondents to this question
^ Percentages do not sum due to rounding error

Persons to Whom Faculty and Staff Would be Willing to Report Sexual Harassment or Assault

Faculty and staff members were asked to whom they would be willing to report a personal experience of sexual harassment or sexual assault. Respondents could make multiple selections. The majority (64 percent) of respondents indicated that they would be willing to report the incident to the SARC (Table 15). Other trusted agents included civilian law enforcement (62 percent), a supervisor (59 percent), and Academy security (51 percent). In 2010, when the Faculty and Staff Survey was last administered, the Academy did not have a SARC so the most trusted agents were a supervisor (70 percent), civilian law enforcement (60 percent), and a spouse or boyfriend/girlfriend (57 percent).

Table 15. Faculty and Staff Preferences in Reporting an Incident of Sexual Harassment or Sexual Assault (% of Respondents)*

Willing to Report to:	Total
Sexual Assault Response Coordinator	64
Civilian Law Enforcement	62
Your Supervisor	59
Academy security	51
Civil Rights Director	37
Another Academy official	36
A local crisis center or victim's hotline	34
An Academy clergy member	33
A co-worker	32
A MARAD or DOT official	22
Nobody	4
*There were 114 respondents to this question	

Assistance to Midshipmen

We were interested in determining whether members of the faculty or staff would know how to assist a Midshipman who had confided in them an instance of sexual harassment or sexual assault.

Faculty members interact with Midshipmen on a frequent basis and develop relationships such that a Midshipman might report an incident of sexual harassment or sexual assault to a trusted faculty member. Some staff members work with Midshipmen on a closer basis than others, and might develop similar trusted relationships. Per the faculty and staff survey, 18 percent of faculty and staff reported that a Midshipman had confided in them an incident of sexual assault.

While Table 16 is reassuring in that the majority of faculty and staff appear knowledgeable and able to help a Midshipman, more work is needed. Nearly 30 percent of faculty and staff do not

understand how to provide advice and guidance to Midshipman victims of sexual assault and this shortcoming must be remedied. In addition, it appears that faculty and staff are concerned about whether Midshipmen are receiving adequate sexual harassment and sexual assault training, particularly in the area of bystander intervention.

Incidents of Staff Sexual Harassment and Sexual Assault

Three faculty or staff members reported in the survey that they had experienced at least one incident of sexual harassment during the 2013-2014 Academic Program Year. There were no reports of sexual assault. All three incidents of harassment were categorized as unwanted whistles, sexual remarks, looks or gestures. Two faculty or staff members reported that the sexual harassment was perpetrated by a staff member and one faculty or staff member reported that the harasser was an individual not related to the Academy. None of the victims reported being under the influence of alcohol or drugs, but at least one of the three perpetrators had been drinking alcohol when the harassment occurred. One of the respondents reported the sexual harassment incident through formal EEO channels and said that the EEO procedures helped to a moderate extent. When determining to report or not report the sexual harassment incident, all three victims considered that they did not want to be the subject of gossip. Two victims said they did not think anything would be done about the sexual harassment and that Academy administration would not solve the problem. One person said that the incident was not important enough to report. Additional reasons for not reporting included, "I wanted to handle it myself," "I thought people would not believe me," "I feared some form of retaliation," "I felt shame or embarrassment," "I feared ostracism, harassment, or ridicule by peers," and "I was negatively pressured by someone in a position of authority."

Table 16. Would a Faculty or Staff Member Understand . . . (% of Respondents)*

	Yes	No
How a midshipman should report sexual harassment	80	20
How a midshipman should report sexual assault	88	12
How to provide advice and guidance if a midshipman confided in you an incident of sexual assault	70	29
If the Academy provides adequate sexual harassment and sexual assault training to the Regiment of Midshipmen	65	35
If midshipmen understand the concept of bystander intervention	45	55

*There were 115 respondents to this question
^ Percentages do not sum due to rounding error

CONCLUSIONS

Preliminary results indicate that there is still much work to be done to rid the Academy of these unacceptable behaviors. The Academy, the Maritime Administration, and the Department of Transportation are fully committed to providing the Midshipmen with an environment that is safe, secure, and entirely free of sexual harassment and sexual assault. As noted in the Executive Summary, this initial report does not yet incorporate all of the survey data, so these results are preliminary. The Department will release an amended report in the summer of 2015 once all of the survey data have been fully analyzed. The conclusion to the amended report will contain additional analysis based on the final results of the survey, as well as action steps the Academy intends to take.

Appendix A: Sexual Assault Prevention and Response Program Accomplishments

For Academic Program Year 2013-2014, the Academy took major steps in the prevention of sexual assault and sexual harassment. The Academy implemented numerous actions while modifying existing policies to meet the program's goals and objectives. Below are key actions that were implemented or modified to prevent sexual assault and sexual harassment.

Prevention Training

- Provided scenario-based sexual assault prevention and response training to the incoming freshmen class within the first two weeks of Indoctrination training.
- Trained initial and subsequent student Sexual Assault Victim Advocates (SAVA).
- Continued online sexual assault prevention training.
- Provided sexual assault prevention training to all students by class in small group settings.
- Created the "Sea Year" survey to enable anonymous Midshipman feedback regarding the Sea Year experience.

Victim Advocacy

- Appointed an interim SARC when the previous employee resigned.
- Hired a new SARC.
- Participated in "White House Task Force on Sexual Assault" webinars.

System Accountability

- DOT delegated oversight authority for the SAPR program to MARAD.
- Clarified lines of reporting for the Academy SARC and the Civil Rights Director.
- Reviewed and updated the Position Description for the SARC.
- Established continuing education requirements for the SARC.
- Established an oversight framework for the SAPR and sexual harassment awareness and prevention programs.
- Developed performance metrics for the SAPR program and sexual harassment prevention activities along with an internal mechanism to measure progress in meeting established program goals.
- Developed a plan with milestones, assigned responsibilities and deadlines by which annual reports and action plans on sexual harassment and sexual assault are delivered to Congress.
- Wrote standard operating procedure for processing a restricted report of sexual assault.
- Wrote standard operating procedure for investigating an unrestricted report of sexual assault.
- Wrote standard operating procedure for maintenance of restricted and unrestricted reports.
- Held monthly teleconferences among senior staff at the Academy, MARAD and DOT to discuss the Academy's progress on the Sexual Assault and Sexual Harassment Prevention Action Plan.
- Worked with the Defense Manpower Data Center to obtain preliminary SAGR Survey data in order to write a preliminary Report to Congress that would meet a Congressionally-mandated deadline.

- Continued monthly Sexual Assault Review Board comprised of senior Academy personnel with the goal of addressing systemic issues surrounding sexual assault prevention, and victim advocacy issues. The Board is chaired by the Superintendent or the Deputy Superintendent.
- Participated in quarterly Service Academy teleconference with the intent to obtain and share valuable information in the campaign against sexual assault.
- Activated card reader access system for the barracks.

Awareness

- Facilitated weekly meetings with Sexual Assault Victim Advocates to provide them with updates on Academy activities aimed at sexual harassment and sexual assault prevention.
- Distributed laminated pocket-sized business cards to Fourth Class Midshipmen outlining reporting options and providing important phone numbers.
- Allowed students to wear jeans in lieu of uniforms to the evening meal to promote "Denim Day", a world-wide awareness campaign that debunks myths about rape.
- Coordinated with student leaders to promote the use of the "Circle of 6" phone application.

Appendix B: Excerpt from the Duncan Hunter National Defense Authorization Act for Fiscal Year 2009 (P.L. 110-417)

SEC. 3507. ACTIONS TO ADDRESS SEXUAL HARASSMENT AND VIOLENCE AT THE UNITED STATES MERCHANT MARINE ACADEMY.

(a) REQUIRED POLICY.—The Secretary of Transportation shall direct the Superintendent of the United States Merchant Marine Academy to prescribe a policy on sexual harassment and sexual violence applicable to the cadets and other personnel at the Academy.

(b) MATTERS TO BE SPECIFIED IN POLICY.—The policy on sexual harassment and sexual violence prescribed under this section shall include—

(1) a program to promote awareness of the incidence of rape, acquaintance rape, and other sexual offenses of a criminal nature that involve cadets or other Academy personnel;

(2) procedures that a cadet should follow in the case of an occurrence of sexual harassment or sexual violence, including—

(A) a specification of the person or persons to whom an alleged occurrence of sexual harassment or sexual violence should be reported by a cadet and the options for confidential reporting;

(B) a specification of any other person whom the victim should contact; and

(C) procedures on the preservation of evidence potentially necessary for proof of criminal sexual assault;

(3) a procedure for disciplinary action in cases of alleged criminal sexual assault involving a cadet or other Academy personnel;

(4) any other sanction authorized to be imposed in a substantiated case of sexual harassment or sexual violence involving a cadet or other Academy personnel in rape, acquaintance rape, or any other criminal sexual offense, whether forcibly or non-forcible; and

(5) required training on the policy for all cadets and other Academy personnel, including the specified training required for personnel who process allegations of sexual harassment or sexual violence involving Academy personnel.

(c) ANNUAL ASSESSMENT.—

(1) The Secretary shall direct the Superintendent to conduct an assessment at the Academy during each Academy program year, to be administered by the Department of Transportation, to determine the effectiveness of the policies, training, and procedures of the Academy with respect to sexual harassment and sexual violence involving Academy personnel.

(2) For the assessment at the Academy under paragraph (1) with respect to an Academy program year that begins in an odd-numbered calendar year, the Superintendent shall conduct a survey, to be administered by the Department, of Academy personnel—

(A) to measure—

(i) the incidence, during that program year, of sexual harassment and sexual violence events, on or off the Academy reservation, that have been reported to officials of the Academy; and

(ii) the incidence, during that program year, of sexual harassment and sexual violence events, on or off the Academy reservation, that have not been reported to officials of the Academy; and

(B) to assess the perceptions of Academy personnel of—

(i) the policies, training, and procedures on sexual harassment and sexual violence involving Academy personnel;

(ii) the enforcement of such policies;

(iii) the incidence of sexual harassment and sexual violence involving Academy personnel; and

(iv) any other issues relating to sexual harassment and sexual violence involving Academy personnel.

(d) ANNUAL REPORT.—

(1) The Secretary shall direct the Superintendent of the Academy to submit to the Secretary a report on sexual harassment and sexual violence involving cadets or other personnel at the Academy for each Academy program year.

(2) Each report under paragraph (1) shall include, for the Academy program year covered by the report, the following:

(A) The number of sexual assaults, rapes, and other sexual offenses involving cadets or other Academy personnel that have been reported to Academy officials during the program year and, of those reported cases, the number that have been substantiated.

(B) The policies, procedures, and processes implemented by the Superintendent and the leadership of the Academy in response to sexual harassment and sexual violence involving cadets or other Academy personnel during the program year.

(C) A plan for the actions that are to be taken in the following Academy program year regarding prevention of and response to sexual harassment and sexual violence involving cadets or other Academy personnel.

(3) Each report under paragraph (1) for an Academy program year that begins in an odd-numbered calendar year shall include the results of the survey conducted in that program year under subsection (c) (2).

(4) (A) The Superintendent shall transmit to the Secretary, and to the Board of Visitors of the Academy, each report received by the Superintendent under this subsection, together with the Superintendent's comments on the report.

(B) The Secretary shall transmit each such report, together with the Secretary's comments on the report, to the Senate Committee on Commerce, Science, and Transportation and the House of Representatives Committee on Transportation and Infrastructure.

Appendix C. Sexual Harassment and Sexual Assault Prevention Action Plan

2011 REPORT TO CONGRESS	Responsible	Status	Target	Complete
Survey report. July 1, 2011 - June 30, 2012	Deputy Superintendent	Complete		100%
2012 REPORT TO CONGRESS	**Responsible**	**Status**	**Target**	**Complete**
Focus group report, 1 July 2012 - 30 June 2013	SARC	Complete	30-Jun-14	100%
CLIMATE	**Responsible**	**Status**	**Target**	**Complete**
Schedule sessions for faculty to: a) gauge their trust in the reporting system for students to report incidents and b) to obtain their view of barriers to report student incidents of sexual assault or sexual harassment.	SARC, Civil Rights & Dean		31-Mar-15	0%
Conduct an organizational climate assessment for faculty and staff.	Civil Rights	Analyzing results	30-Sep-14	75%
INCIDENT REPORTING	**Responsible**	**Status**	**Target**	**Complete**
Schedule quarterly small-group sessions to midshipmen to gauge improvement in reporting system.	SARC & Civil Rights		31-Mar-15	0%
Develop an SOP for criminal investigations of sexual assaults.	SARC, DPS, DHS	Not needed; criminal investigations are reported by DPS to FBI. FBI conducts the investigation.		100%
Develop an SOP for restricted reports of sexual assault.	SARC	Complete	30-Jun-14	100%
Develop an SOP for administrative investigations of sexual assaults.	Deputy Superintendent, Counsel	Complete	30-Jun-14	100%
Review and adjust current approaches for communicating key incident protocols to address midshipmen fears that punishment for an offense will be worse than reporting an assault.	Superintendent, Deputy Superintendent, Commandant		31-Mar-15	0%
Provide female midshipmen a chance to voice individual concerns about reporting.	SARC, senior females		31-Mar-15	0%
AT-SEA PROTOCOLS	**Responsible**	**Status**	**Target**	**Complete**
Collect sample sexual assault and sexual harassment policy statements from individual shipping companies and use to prepare midshipmen for Sea Year experience.	PDCS	Statements provided from 80% of shipping companies Academy works with	30-Jun-14	100%
Conduct briefings with shipping companies on the possibility of midshipman-on-midshipman sexual harassment and sexual assault and the steps to respond to an incident in accordance with USMMA policies and procedures.	PDCS	Complete	31-Dec-14	100%
Engage with maritime industry to solicit ideas and make recommendations for additional training or policy changes.	SARC	In progress – MARAD met with Marine Engineers' Beneficial Assoc. on 9/29/14	31-Mar-15	20%
MIDSHIPMAN AND STAFF AWARENESS, PREVENTION, AND TRAINING	**Responsible**	**Status**	**Target**	**Complete**
Develop and utilize a quiz to gauge midshipmen retention of information.	SARC		31-Mar-15	0%
Provide scenario based training/discussions facilitated by Company Officers, faculty or selected staff members.	SARC & Civil Rights	Complete	31-Mar-14	100%
Have faculty or staff members lead off before training with an introduction of the topic and why it is important.	Commandant & Dean	Solicit faculty and staff.	31-Dec-14	0%

Provide training (identification of incidents, intervention strategies and reporting procedures) to faculty in small groups by academic department, i.e., Marine Transportation, Naval Science, Humanities, etc.	SARC		31-Mar-15	0%
Provide training (identification of incidents, intervention strategies and reporting procedures) to Company Officers	SARC		31-Mar-15	0%
Conduct small-group training sessions to midshipmen to increase interaction and discussion.	SARC & Civil Rights	Complete	31-Mar-14	100%
Schedule enhanced awareness of sexist behavior discussions.	Student Activities Director, Civil Rights		31-Mar-15	0%
Schedule enhance awareness of crude/offensive behaviors discussions.	Student Activities Director, Civil Rights		31-Mar-15	0%
Provide awareness of unwanted sexual attention discussions.	Civil Rights		31-Mar-15	0%
Provide training on preventing domestic violence, partner abuse, and stalking.	SARC		31-Mar-15	0%
Schedule enhance Alcohol Awareness training.	Commandant		31-Jun-15	0%
Meet with female midshipmen to ascertain why they feel sexual harassment and sexual assault training is ineffective.	SARC, senior females		31-Jun-15	0%
Provide sensitivity training to all Academy personnel.	SARC, Civil Rights		31-Mar-15	0%
SUPPORT NETWORK AND INTERVENTION	**Responsible**	**Status**	**Target**	**Complete**
In coordination with the Midshipmen Council Provide after-class recreational opportunities and local area exploration trips for midshipmen.	Student Activities Director	New Social Activities Director position description complete.	31-Dec-14	40%
Schedule five intramural activities per trimester.	Athletic Director	In progress	31-Mar-15	0%
PROGRAM EFFECTIVENESS ASSESSMENTS	**Responsible**	**Status**	**Target**	**Complete**
Develop and administer a sexual harassment and sexual assault prevention survey to faculty and staff.	SARC, Civil Rights, HR, HRC Chair	Survey and analysis complete	31-May-14	100%
GENDER DIVERSITY	**Responsible**	**Status**	**Target**	**Complete**
Increase the gender diversity of incoming classes; increase funding as necessary to achieve the desired goals.	Admissions	Gender diversity for Class of 2018 is at 18.7% (highest	30-Sep-14	100%
Increase the gender diversity of faculty, coaches and staff.	HR & Civil Rights		31-Mar-15	0%
FOCUS GROUP RECOMMENDATIONS	**Responsible**	**Status**	**Target**	**Complete**
Engage returning Sea Year midshipmen and reintegrate into Academy Life and professional environment.	Commandant, SARC	Complete	30-Sep-14	100%
Conduct a vulnerability assessment and recommend adjustments to reduce risk.	Commandant, DPS	Complete	30-Sep-14	100%
Review and adjust team movement safety guidance requirements.	Commandant	Complete	30-Sep-14	100%
Review and adjust sea year brief with more emphasis on reporting avenues.	SARC & Civil Rights	Complete	30-Jun-14	100%
Highlight medical clinic services to increase trust and usage: 1) conduct a patient satisfaction survey, 2) conduct a survey on student's view of DHS, 3) begin weekly "Did You Know" informational messages, 4) Manage PII and PHI.	DHS	Satisfaction survey complete. student view survey in development	30-Jun-15	25%
Provide focused training to company officers.	SARC, Civil Rights		31-Mar-15	0%
Explore additional confidential reporting options.	Legal Counsel	Potential confidential reporting candidates identified	31-Dec-14	40%

Evaluate computer-based training for effectiveness.	SARC	Complete	30-Jun-14	100%
Confer with other service academies and universities to obtain best practices in the prevention strategy.	SARC		31-Mar-15	0%
Explore bringing victims as professional speakers.	SARC		31-Mar-15	0%
Carry over Topics from 2011-2012	**Responsible**	**Status**	**Target**	**Complete**
Convene focus groups for midshipmen.	SARC	Focus Group conducted, draft results provided.		100%
Review outreach and recruitment.	HR, Civil Rights	Conducting ongoing periodic reviews.	31-Mar-15	75%
Plan to increase diversity of student body.	Admissions	Plan in place. Next: Plan measurable goals and identify additional funding required.	31-Mar-15	75%

Updated as of 12 November 2014

Appendix D. 2014 Service Academy Gender Relations Survey Instrument

RCS: DD-P&R(AR) 2198
Exp: 03/28/18

2014 Service Academy Gender Relations Survey

Department of Defense Human Resources Strategic Assessment Program (HRSAP)

PRIVACY ADVISORY

This survey is anonymous, does not collect or use personally identifiable information, and responses are not retrievable by personal identifier. In order to better protect your privacy, do not include information that may identify you when completing write-in responses. The purpose of this survey is to determine the extent to which sexual assault/harassment is occurring among cadets/midshipmen at the Service Academies and to evaluate the effectiveness of each Service Academy's sexual assault/harassment policies, training and procedures. Your responses will be aggregated and will provide senior Department of Defense, Department of Homeland Security, or Department of Transportation officials a benchmark to track sexual assault/harassment trends over time. These aggregated findings will also be reported to Congress and may be published by the Defense Manpower Data Center in professional journals or presented at conferences, symposia, or scientific meetings. Completing this survey is voluntary. There will be no attempt to trace responses back to the respondent. There is no penalty for not responding or skipping questions; however, maximum participation is encouraged so that the data will be complete and representative.

STATEMENT OF RISK: The data collection procedures are not expected to involve any risk or discomfort to you. The only risk to you is accidental or unintentional disclosure of any identifying data you provide. However, DMDC has a number of policies and procedures to ensure that survey data are kept anonymous and protected. If you have any questions about this survey, please contact SA-Survey@mail.mil.

COMPLETION INSTRUCTIONS

- **Please take your time and select answers you believe are most appropriate.**
- **Please PRINT where applicable. Do not make any marks outside of the response and write-in boxes.**
- **If you need more room for comments, use the back page or ask a survey proctor for a blank piece of paper.**
- **Place an "X" in the appropriate box or boxes.**

RIGHT	WRONG
☒	☑ ☐

- **To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.**

CORRECT ANSWER	INCORRECT ANSWER
☒	■

BACKGROUND INFORMATION

1. Which Service Academy/Preparatory School do you attend?

- ☒ United States Military Academy
- ☒ United States Military Academy Preparatory School
- ☒ United States Naval Academy
- ☒ United States Naval Academy Preparatory School
- ☒ United States Air Force Academy
- ☒ United States Air Force Academy Preparatory School
- ☒ United States Coast Guard Academy
- ☒ United States Merchant Marine Academy

2. Are you... ?

- ☒ Male
- ☒ Female

3. What is your Class year?

- ☒ 2014
- ☒ 2015
- ☒ 2016
- ☒ 2017
- ☒ 2018

EDUCATION AND TRAINING

4. In your opinion, how effective was the training you received since June 2013 in actually reducing/preventing behaviors that might be seen as... ***Mark one answer for each item.***

	Does not apply; I have not had training	Not at all effective	Slightly effective	Moderately effective	Very effective
a. Sexual harassment?	☒	☒	☒	☒	☒
b. Sexual assault?	☒	☒	☒	☒	☒

5. Did the training you received since June 2013 help you personally... ***Mark one answer for each item.***

	Does not apply/Don't know	No	Yes
a. Stop someone from attempting to sexually assault you?	☒	☒	☒
b. Stop someone from sexually harassing you?	☒	☒	☒
c. Intervene to prevent a sexual assault?	☒	☒	☒
d. Intervene to prevent sexual harassment?	☒	☒	☒
e. Understand how to report sexual assault?	☒	☒	☒
f. Understand how to report sexual harassment?	☒	☒	☒
g. Understand the investigative process associated with reporting sexual assault?	☒	☒	☒

6. In your opinion, how effective were each of the following speakers in helping you understand issues related to sexual assault? ***Mark one answer for each item.***

	Does not apply; I have not heard this speaker	Not at all effective	Slightly effective	Moderately effective	Very effective
a. Sex Signals (Catharsis Productions)	☒	☒	☒	☒	☒
b. Hook Up (Catharsis Productions)	☒	☒	☒	☒	☒
c. May I Kiss You? (Mike Domitrz)	☒	☒	☒	☒	☒
d. No Zebras, No Excuses (Steve Thompson, M.S.)	☒	☒	☒	☒	☒
e. One-in-Four (Men's Program)	☒	☒	☒	☒	☒
f. Green Dot Program (Dorothy Edwards, Ph.D.)	☒	☒	☒	☒	☒
g. Date Rape or Drunk Sex (Brett Sokolow, J.D.)	☒	☒	☒	☒	☒
h. Sex Offenders, Service Members, and You: Leadership Beyond the Obvious (Russell Strand – CID Investigator)	☒	☒	☒	☒	☒
i. What About You?/You Deserve to be Here (Veraunda Jackson, Esq.)	☒	☒	☒	☒	☒
j. The Unknown Conspirator (Anne Munch, J.D.)	☒	☒	☒	☒	☒
k. Frank: The Undetected Rapist (David Lisak, Ph.D.)	☒	☒	☒	☒	☒
l. Let's Talk About It (Kelly and Becca)	☒	☒	☒	☒	☒

ACADEMY CULTURE

7. At your Academy, to what extent do you think... ***Mark one answer for each item.***

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. High-profile cases of sexual assault deter other victims from reporting sexual assault?					
b. Potential scrutiny by the media makes victims less likely to come forward to report sexual assault?					
c. Potential negative reaction from Academy peers makes victims less likely to report sexual assault?					
d. Women "cry rape" to avoid punishment or after making a regrettable decision?					
e. "Victim blaming" occurs (i.e., holding a victim partly or entirely responsible for a sexual assault)?					
f. A victim's reputation affects whether Academy peers believe he or she was assaulted?					
g. The other cadets/midshipmen watch out for each other to prevent sexual assault?					
h. Your cadet/midshipman leaders enforce rules (such as rules against fraternization and drinking in the dormitory)?					
i. Your commissioned officers (AOCs, TACs, Company Officers) set good examples in their own behavior and talk?					
j. Your non-commissioned officers (AMTs, TAC NCOs, SELs) set good examples in their own behavior and talk?					

8. At your Academy, do you think the persons below make honest and reasonable efforts to stop sexual harassment and sexual assault? ***Mark one answer for each item.***

	Don't know	No	Yes
a. Cadet/midshipman leaders			
b. Cadets/midshipmen not in appointed leadership positions			
c. Commissioned officers directly in charge of your unit			

8. Continued.

	Don't know	No	Yes
d. Non-commissioned officers or senior/ chief petty officers directly in charge of your unit			
e. Academy senior leadership (e.g., Superintendent, Commandant, Vice/ Deputy Commandant, Dean)			
f. Military/uniformed academic faculty			
g. Civilian academic faculty			
h. Athletic staff (e.g., coaches, trainers)			

STALKING AND/OR OTHER UNWANTED BEHAVIORS

9. Since June 2013, how often has someone assigned to your Academy, including students and military/uniformed/civilian personnel, engaged in the following unwanted and uninvited behaviors? ***Mark one answer for each item.***

	Very often	Fairly often	Sometimes	Almost never	Never
a. Followed or spied on you in public areas (e.g., in the library or while off Academy grounds)					
b. Spied on you in private areas (e.g., watched you while you were changing clothes or showering)					
c. Showed up at places where you were even though he/she had no reason to be there (e.g., athletic practices)					
d. Left unwanted items for you to find (e.g., gifts or other items)					
e. Stood outside or hung around your dorm room or classroom even though he/she had no reason to be there					
f. Vandalized or tampered with your belongings					
g. Took personal items that belonged to you					
h. Took your picture or videotaped you without your consent					
i. Sent you unsolicited personal messages (e.g., e-mails, text messages, photos, sexting, instant messages, notes, or letters)					
j. Made unsolicited personal phone calls to you					
k. Other					

10. **How many of the behaviors listed in Question 9, which you marked as happening to you, do you consider to have been stalking?** ***Mark one.***

- ☐ None were stalking
- ☐ Some were stalking; some were not stalking
- ☐ All were stalking
- ☐ Does not apply; I marked "Never" to every item ⇨ GO TO QUESTION 12

11. **Did you feel in danger of physical harm or sexual assault as a result of the behaviors you indicated experiencing in Question 9?**

- ☐ Yes
- ☐ No

GENDER-RELATED EXPERIENCES

12. **In this question you are asked about sex/gender-related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.**

Since June 2013, how often have you been in situations involving persons assigned to your Academy, including students and military/uniformed/civilian personnel, where one or more of these individuals (of either gender)... ***Mark one answer for each item.***

	Very often	Often	Sometimes	Once or twice	Never
a. Repeatedly told sexual stories or jokes that were offensive to you?	☐	☐	☐	☐	☐
b. Referred to people of your gender in insulting or offensive terms?	☐	☐	☐	☐	☐
c. Made unwelcome attempts to draw you into a discussion of sexual matters (e.g., attempted to discuss or comment on your sex life)?	☐	☐	☐	☐	☐
d. Treated you "differently" because of your gender (e.g., mistreated, slighted, or ignored you)?	☐	☐	☐	☐	☐
e. Made offensive remarks about your appearance, body, or sexual activities?	☐	☐	☐	☐	☐
f. Made gestures or used body language of a sexual nature that embarrassed or offended you?	☐	☐	☐	☐	☐
g. Made offensive sexist remarks (e.g., suggesting that people of your gender are not suited for the kind of work you do)?	☐	☐	☐	☐	☐
h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?	☐	☐	☐	☐	☐
i. Put you down or was condescending to you because of your gender?	☐	☐	☐	☐	☐
j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No?"	☐	☐	☐	☐	☐
k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?	☐	☐	☐	☐	☐
l. Made you feel threatened with some sort of retaliation for not being sexually cooperative?	☐	☐	☐	☐	☐
m. Touched you in a way that made you feel uncomfortable?	☐	☐	☐	☐	☐
n. Intentionally cornered you or leaned over you in a sexual way?	☐	☐	☐	☐	☐
o. Treated you badly for refusing to have sex?	☐	☐	☐	☐	☐
p. Implied better leadership positions or better treatment if you were sexually cooperative?	☐	☐	☐	☐	☐
q. Displayed images that made you feel uncomfortable (e.g., pornography, gender disparaging cartoons, images on a computer screen/TV)?	☐	☐	☐	☐	☐
r. Directed verbal insults against you as part of hazing or initiation rites?	☐	☐	☐	☐	☐
s. Other unwanted gender-related behavior?	☐	☐	☐	☐	☐

Please print.

13. **How many of the behaviors listed in the previous question, that you marked as happening to you, do you consider to have been sexual harassment?** ***Mark one.***

- ☒ None were sexual harassment
- ☒ Some were sexual harassment; some were not sexual harassment
- ☒ All were sexual harassment
- ☒ Does not apply; I marked "Never" to every item ⇨ GO TO QUESTION 21

14. **Did the incidents you experienced since June 2013 involve...?** ***Mark one.***

- ☒ The same offender(s) in all incidents
- ☒ The same offender(s) in some incidents, but not all
- ☒ Different offender(s) in each incident
- ☒ Offender(s) identity was unknown

GENDER-RELATED SITUATION WITH THE GREATEST EFFECT

15. **If you experienced situations in Question 12 since June 2013, pick the one situation that had the greatest effect on you. Which of the following categories best describe(s) the behavior(s) in the situation?** ***Mark "Yes" or "No" for each item below that describes the situation.***

	No	Yes
a. Sexist Behavior (e.g., mistreated you or exposed you to language/behaviors that conveyed offensive or condescending gender-based attitudes)	☒	☒
b. Crude/Offensive Behavior (e.g., exposed you to language/behaviors/jokes of a sexual nature that were offensive or embarrassing to you)	☒	☒
c. Unwanted Sexual Attention (e.g., someone attempted to establish a romantic sexual relationship with you, even though you objected)	☒	☒
d. Sexual Coercion (e.g., bribed or threatened you in exchange for sexual favors/cooperation)	☒	☒
e. Other	☒	☒

Please print.

16. **Who was the offender(s) in this situation?** ***Mark "Yes" or "No" for each item.***

	No	Yes
a. A fellow Academy student who was in a higher class year than me	☒	☒
b. A fellow Academy student who was in the same class year as me	☒	☒
c. A fellow Academy student who was in a lower class year than me	☒	☒
d. A fellow Academy student who was higher in the cadet/midshipman chain of command than me	☒	☒
e. Academy military/uniformed faculty or staff	☒	☒
f. Academy civilian faculty or staff	☒	☒
g. A DoD/DHS/DOT person not affiliated with the Academy	☒	☒
h. A person not affiliated with DoD/DHS/DOT	☒	☒
i. Unknown person	☒	☒

17. **Did the offender(s) do similar actions to others?**

- ☒ Yes
- ☒ No
- ☒ Don't Know

18. **Did you discuss/report this situation with/to any authority or organization?**

- ☒ Yes
- ☒ No ⇨ GO TO QUESTION 20

If you responded "Yes," to whom did you discuss/report this situation? Please indicate position or title, not name (e.g., Cadet commander, AOC/TAC/Company Officer, SARC, EO Officer, SHARP Officer).

Please print.

19. **What actions were taken in response to your discussing/reporting the incident?** ***Mark "Yes" or "No" for each item.***

	No	Yes
a. The situation was corrected	☐	☐
b. My situation was/is being investigated	☐	☐
c. I was kept informed of what actions were being taken	☐	☐
d. I was encouraged to let it go or tough it out	☐	☐
e. My situation was discounted or not taken seriously	☐	☐
f. Action was taken against me	☐	☐
g. I was ridiculed or scorned	☐	☐
h. Some other action was taken	☐	☐
i. I don't know what happened	☐	☐

GO TO QUESTION 21

20. **What were your reasons for not discussing/reporting this situation?** ***Mark "Yes" or "No" for each item.***

	No	Yes
a. I thought it was not important enough to report	☐	☐
b. I did not know how to report	☐	☐
c. I felt uncomfortable making a report	☐	☐
d. I took care of the problem myself by avoiding the person who harassed me	☐	☐
e. I took care of the problem myself by confronting the person who harassed me	☐	☐
f. I took care of the problem myself by forgetting about it and moving on	☐	☐
g. I did not think anything would be done	☐	☐
h. I thought reporting would take too much time and effort	☐	☐
i. I thought I would be labeled a troublemaker	☐	☐
j. I thought my evaluations or chances for leadership positions would suffer	☐	☐
k. I feared some form of retaliation from the offender or his/her friends	☐	☐
l. I did not want people talking or gossiping about me	☐	☐
m. I thought it would hurt my reputation and standing	☐	☐
n. I did not want to hurt the offender's career	☐	☐
o. I did not want to bring undue attention or discredit on the Academy	☐	☐

UNWANTED SEXUAL CONTACT

21. **Since June 2013, 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 46

22. **Since June 2013, how many separate incidents of each behavior did you experience?** ***Mark the number of incidents for each behavior.***

	Did not experience	One	More than one
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	☐	☐	☐
f. Other	☐	☐	☐

Please print.

23. **Did the incidents you experienced since June 2013 involve...?** ***Mark one.***

☐ The same offender(s) in all incidents

☐ The same offender(s) in some incidents, but not all

☐ Different offender(s) in each incident

24. Did any of these incidents since June 2013 involve... ***Mark "Yes" or "No" for each item.***

	No	Yes
a. Hazing or some form of initiation rites?	☒	☒
b. Horseplay or locker room behavior?	☒	☒
c. Someone placing his/her genitalia on you (e.g., "tea-bagging")?	☒	☒
d. Someone getting even with you for something you did?	☒	☒
e. Someone showing off for others or being dared to do it to you?	☒	☒

UNWANTED SEXUAL CONTACT SITUATION WITH THE GREATEST EFFECT

25. If you experienced situations or behaviors in Question 21 since June 2013, tell us about the one situation that had the greatest effect on you.

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

	Did not do this	Did 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	☒	☒
f. Other	☒	☒

26. Where did the incident take place? ***Mark "Yes" or "No" for each item.***

	No	Yes
a. On Academy grounds in dormitory/living area	☒	☒
b. On Academy grounds not in dormitory/ living area	☒	☒
c. Off Academy grounds at a social event (e.g., a party)	☒	☒
d. Off Academy grounds at an Academy sponsored event (e.g., a sports team trip, conference, or club event)	☒	☒
e. Off Academy grounds during summer experience/training/sea duty	☒	☒
f. Off Academy grounds while on leave	☒	☒
g. Some other location off Academy grounds	☒	☒

27. When did the situation occur? ***Mark "Yes" or "No" for each item.***

	No	Yes
a. During normal duty hours	☒	☒
b. After duty hours not on a weekend or holiday	☒	☒
c. After duty hours on a weekend or holiday	☒	☒
d. On leave	☒	☒
e. During summer experience/training/sea duty	☒	☒
f. On exchange to another Academy	☒	☒

28. Who was the offender(s) in this situation? ***Mark "Yes" or "No" for each item.***

	No	Yes
a. A fellow Academy student who was in a higher class year than me	☒	☒
b. A fellow Academy student who was in the same class year as me	☒	☒
c. A fellow Academy student who was in a lower class year than me	☒	☒
d. A fellow Academy student who was higher in the cadet/midshipman chain of command than me	☒	☒
e. Academy military/uniformed faculty or staff	☒	☒
f. Academy civilian faculty or staff	☒	☒
g. A DoD/DHS/DOT person not affiliated with the Academy	☒	☒
h. A person not affiliated with DoD/DHS/ DOT	☒	☒
i. Unknown person	☒	☒

29. Was the offender(s)...? ***Mark one.***

- ☒ One person (a male)
- ☒ One person (a female)
- ☒ More than one person (all males)
- ☒ More than one person (all females)
- ☒ More than one person (both males and females)
- ☒ Not sure

30. What, if any, was your relationship with the offender(s) in this situation? ***Mark "Yes" or "No" for each item.***

	No	Yes
a. Someone you were currently dating	☒	☒
b. Someone you had previously dated	☒	☒
c. Someone you had a casual sexual relationship with (e.g., hooked up with)	☒	☒
d. Someone you knew from class or other activity	☒	☒
e. Someone you had just met	☒	☒
f. A stranger	☒	☒

31. **Did you experience something to make you believe the offender(s) used drugs to knock you out and/or incapacitate you (e.g., date rape drugs, sedatives, etc.)?** *Mark one.*

- ☐ Yes
- ☐ No
- ☐ Not sure

32. **Had either you or the offender(s) been drinking alcohol before the assault?** *Mark one.*

- ☐ Yes
- ☐ No
- ☐ Not sure

33. **Had either you or the offender(s) been using drugs before the assault?** *Mark one.*

- ☐ Yes
- ☐ No
- ☐ Not sure

34. **Did the offender(s)...** *Mark "Yes" or "No" for each item.*

	Yes	No
a. Threaten to ruin your reputation if you did not consent?	☐	☐
b. Threaten to harm you if you did not consent?	☐	☐
c. Use some degree of physical force (e.g., holding you down)?	☐	☐

35. **Did any of the offender(s)...** *Mark "Yes" or "No" for each item.*

	Yes	No
a. Sexually harass you before this situation?	☐	☐
b. Stalk you before this situation?	☐	☐
c. Sexually assault you (i.e., sexually touched you, attempted sex, or completed sex) before this situation?	☐	☐
d. Sexually harass you after this situation?	☐	☐
e. Stalk you after this situation?	☐	☐
f. Sexually assault you (i.e., sexually touched you, attempted sex, or completed sex) after this situation?	☐	☐

36. **As a result of this situation, to what extent did...** *Mark one answer for each item.*

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. You consider requesting a transfer to another company/squadron?	☐	☐	☐	☐	☐
b. You think about leaving your Academy?	☐	☐	☐	☐	☐
c. Your academic performance suffer?	☐	☐	☐	☐	☐

37. **Did you report this situation to any military authority or organization?**

- ☐ Yes
- ☐ No ⇨ GO TO QUESTION 43

If you responded "Yes," to whom did you report this situation? Please indicate position or title, not name (e.g., Cadet commander, AOC/TAC/ Company Officer, SARC, Victims' Advocate, SHARP Officer).

Please print.

DoD provides two types of official reporting of sexual assault. Unrestricted reporting is for victims who want medical treatment, counseling, and an official investigation of the assault. Restricted reporting is for victims who want information and to receive medical treatment and counseling without prompting an official investigation of the assault.

38. **Did you make an official report?** *Mark one.*

- ☐ Yes, I made a restricted report
- ☐ Yes, I made an unrestricted report
- ☐ Yes, I made a restricted report that was converted to an unrestricted report
- ☐ No official report was made
- ☐ I don't recall what type of official report I made

39. Did you experience any of the following actions in response to your reporting the incident to a military authority or organization? ***Mark "Yes" or "No" for each item.***

	No	Yes
a. My situation was/is being investigated	☒	☒
b. I was kept informed of what actions were being taken	☒	☒
c. I was encouraged to let it go or tough it out	☒	☒
d. My situation was discounted or not taken seriously	☒	☒
e. I was ridiculed or scorned	☒	☒
f. I experienced professional retaliation from Academy leadership (e.g., loss of privileges, denied promotion)	☒	☒
g. I experienced professional retaliation from cadet/midshipman leadership (e.g., loss of respect, resistance to my authority)	☒	☒
h. I experienced social retaliation from fellow cadets/midshipmen (e.g., ignored by peers, blamed for the situation)	☒	☒
i. I experienced administrative actions (e.g., placed on a medical or legal hold, transferred)	☒	☒
j. I experienced discipline for infractions/ violations (e.g., underage drinking, fraternization, or other collateral misconduct)	☒	☒

40. What were your reasons for reporting the situation to any military authority or organization? ***Mark "Yes" or "No" for each item.***

	No	Yes
a. Prevent the offender from entering the Service	☒	☒
b. Stop the offender from hurting me again	☒	☒
c. Stop the offender from hurting others	☒	☒
d. Seek justice	☒	☒
e. It was the right thing to do	☒	☒
f. Seek help dealing with an emotional incident	☒	☒
g. Punish the offender	☒	☒
h. Discourage other potential offenders	☒	☒
i. Raise awareness that it occurs at the Academy	☒	☒
j. Identify a fellow cadet/midshipman who is acting inappropriately	☒	☒
k. Seek closure on the incident	☒	☒
l. Seek medical assistance	☒	☒
m. Seek mental health assistance	☒	☒
n. Stop rumors by coming forward	☒	☒
o. Other	☒	☒

Please print.

41. How long after the situation occurred did you report it? ***Mark one.***

- ☒ Within 24 hours ⇨ GO TO QUESTION 44
- ☒ 2 to 3 days
- ☒ 4 to 10 days
- ☒ 11 to 30 days
- ☒ 31 to 365 days
- ☒ More than 365 days

42. Why did you delay reporting the situation? ***Mark "Yes" or "No" for each item.***

	No	Yes
a. Did not realize at first that the situation was a crime	☒	☒
b. Had to figure out how to report	☒	☒
c. Wanted to think about the situation before deciding to report	☒	☒
d. Wanted to seek advice first from a friend or family member	☒	☒
e. Wanted to seek advice/counseling from a professional (e.g., medical personnel, chaplain, mental health counselor, Safe Helpline) before deciding to report	☒	☒
f. Waited until I felt safe from the offender	☒	☒
g. Waited until I could reach a specific authority (e.g., my chaplain, my doctor, my commander)	☒	☒
h. Decided to report after receiving training or a briefing on sexual assault	☒	☒
i. Researched sexual assault before deciding to report	☒	☒
j. Was in a location where I could not contact an authority	☒	☒
k. Other	☒	☒

GO TO QUESTION 44

43. What were your reasons for not reporting the situation to any authority or organization? ***Mark "Yes" or "No" for each item.***

	No	Yes
a. I thought it was not important enough to report	☒	☒
b. I did not know how to report	☒	☒
c. I felt uncomfortable making a report	☒	☒
d. I took care of the problem myself by avoiding the person who assaulted me	☒	☒
e. I took care of the problem myself by confronting the person who assaulted me.	☒	☒
f. I took care of the problem myself by forgetting about it and moving on	☒	☒
g. I did not think anything would be done	☒	☒

43. Continued.

	No	Yes
h. I knew what other victims went through when they reported their situation	☒	☒
i. I thought I would not be believed	☒	☒
j. I thought reporting would take too much time and effort	☒	☒
k. I thought I would be labeled a troublemaker	☒	☒
l. I thought my evaluations or chances for leadership positions would suffer	☒	☒
m. I feared some form of retaliation from the offender or his/her friends	☒	☒
n. I did not want people talking or gossiping about me	☒	☒
o. I feared I or others would be punished for infractions/violations, such as underage drinking	☒	☒
p. I felt shame/embarrassment	☒	☒
q. I thought I would be blamed for the assault	☒	☒
r. I thought it would hurt my reputation and standing	☒	☒
s. I did not want to hurt the offender's career	☒	☒
t. I did not want anyone to know	☒	☒
u. I did not think my report would be kept confidential	☒	☒
v. I did not want to bring undue attention or discredit on the Academy	☒	☒
w. I did not want to repeat the details of the incident during the investigation	☒	☒
x. None of the above	☒	☒

44. **In retrospect, would you make the same decision about reporting if you could do it over?**

☒ Yes

☒ No

45. **In retrospect, if there is anyone who you would have preferred to discuss the situation with as you were making your decision to report or not, please describe who you would have preferred to consult with in making your decision. Please indicate position or title, not name (e.g., Cadet commander, AOC/TAC/ Company Officer, EO Officer, SHARP Officer).**

Please print.

GO TO QUESTION 48

REACTION TO SEXUAL ASSAULT AND SEXUAL HARASSMENT

46. **If you were to experience sexual assault in the future, would you be likely to...** ***Mark one answer for each item.***

	Don't know	No	Yes
a. Trust the Academy to protect your privacy?	☒	☒	☒
b. Trust the Academy to ensure your safety following the incident?	☒	☒	☒
c. Trust the Academy to treat you with dignity and respect?	☒	☒	☒

47. **If you were to experience <u>sexual assault</u> in the future, and you chose to make a RESTRICTED REPORT, to whom would you feel most comfortable making that report? <u>Restricted reporting</u> is for victims who want information and to receive medical treatment and counseling without prompting an official investigation of the assault.** ***Specify the recipient of the report in the box below.***

Please print.

48. **If you were to experience <u>sexual harassment</u> in the future, to whom would you feel most comfortable making that report?** ***Specify the recipient of the report in the box below.***

Please print.

49. **<u>Since June 2013</u> did you observe a situation where you believed sexual assault was occurring or about to occur?**

☒ Yes

☒ No ⇨ GO TO QUESTION 51

50. Which one of the following actions best describes your response to the situation? ***Mark all that apply.***

- ☒ I stepped in and separated the people involved in the situation
- ☒ I asked the person who seemed to be at risk if they needed help
- ☒ I confronted the person who appeared to be causing the situation
- ☒ I created a distraction to cause one or more of the people to disengage from the situation
- ☒ I asked others to step in as a group and diffuse the situation
- ☒ I told someone in a position of authority about the situation
- ☒ I considered intervening in the situation, but I could not safely take any action
- ☒ I decided to not take action

51. To what extent are <u>you</u> willing to... ***Mark one answer for each item.***

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Point out to someone that you think they "crossed the line" with gender-related comments or jokes?	☒	☒	☒	☒	☒
b. Seek help from the chain of command in stopping other students who continue to engage in <u>sexual harassment</u> after having been previously spoken to?	☒	☒	☒	☒	☒

PRIOR EXPERIENCES

52. <u>Prior to June 2013</u>, did you ever experience any of the following intentional sexual contacts that <u>were against your will or which occurred when you did not or could not consent</u> in which someone...

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

- ☒ Yes, before entering the Academy or Preparatory School
- ☒ Yes, after entering the Academy or Preparatory School
- ☒ No

53. The Academy has resources available to help people deal with sexual assault. To what extent would <u>you</u> be willing to... ***Mark one answer for each item.***

	Not at all/Not applicable	Small extent	Moderate extent	Large extent	Very large extent
a. Read information online about the impact of prior experiences of unwanted sexual behaviors?	☒	☒	☒	☒	☒
b. Participate in an online seminar or discussion group about the impact of prior experiences?	☒	☒	☒	☒	☒
c. Participate in an in-person seminar or discussion group about the impact of prior experiences?	☒	☒	☒	☒	☒
d. Meet with a counselor or health care professional?	☒	☒	☒	☒	☒

HOW ARE WE DOING?

54. **In your opinion, has sexual harassment become more or less of a problem at your Academy since you became a student?**

- ☒ Less of a problem
- ☒ About the same
- ☒ More of a problem

55. **In your opinion, has sexual assault become more or less of a problem at your Academy since you became a student?**

- ☒ Less of a problem
- ☒ About the same
- ☒ More of a problem

56. **In your opinion, what more could the Academy do to improve sexual assault prevention and response?**

Please print.

TAKING THE SURVEY

57. **The Academy relies on survey information to guide policies and programs. To what extent do you agree or disagree with the following statements?** ***Mark one answer for each item.***

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I have taken other surveys since June 2013 on the same topics as this survey	☒	☒	☒	☒	☒
b. I would be willing to take this survey online	☒	☒	☒	☒	☒

58. **If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. Your feedback is useful and appreciated.**

Please print.

Attachment 1

Superintendent's Instruction 2012-08, Policy on Sexual Assault Prevention and Response, dated 30 July 2012

United States Merchant Marine Academy
Kings Point, New York

30 July 2012

SUPERINTENDENT'S INSTRUCTION 2012-08

Subj: **POLICY ON SEXUAL ASSAULT PREVENTION AND RESPONSE**

References: a) Title VII of the Civil Rights Act of 1964 (as amended); b) Maritime Administration Order 770-713-3; c) and other federal, departmental, agency, or Academy policies governing sexual assault.

1. **Purpose:** To establish policy, assign responsibilities, and set procedures outlining the Academy policy on sexual assault prevention and response involving midshipmen and other Academy personnel.
2. **Applicability:** This policy applies to all Academy personnel, including midshipmen, faculty, staff, and personnel of tenant agencies, whether federal employees, military personnel, NAFI employees or contract employees.
3. **Supersedes:** Superintendent's Instruction 2010-05, "Policy Against Sexual Assault."
4. **Policy:**
   a) The United States Merchant Marine Academy is committed to maintaining a safe campus at which midshipmen can learn and mature in an environment free of violence, harassment, hazing, and sexual misconduct. In keeping with its mission, the Academy supports and nurtures a campus climate that allows midshipmen, faculty, and staff to perform at their highest abilities, assured of their essential safety and well-being. Each member of the Academy community is responsible for fostering mutual respect, being familiar with this policy, and refraining from conduct that violates this policy. Sexual assault will not be tolerated.
   b) The Academy will use training, education, and awareness to minimize sexual assault, promote the sensitive handling of victims of sexual assault, offer victim assistance and counseling, hold those who commit sexual assault offenses accountable, provide confidential avenues for reporting, and reinforce a commitment to Academy values.
   c) This policy applies –
      i) Both on and off Academy grounds and during duty and non-duty hours.
      ii) To working, living, and recreational environments (including both at the Academy, off the Academy grounds, and at sea).

d) The Academy will treat all victims of sexual assault with dignity, fairness, and respect. A victim's rights include the following:
   i) The right to be treated with fairness and with respect for his or her dignity and privacy;
   ii) The right to receive immediate and effective medical care and attention, including long-term follow-up treatment, if eligible;
   iii) The right to be reasonably protected from the accused offender;
   iv) The right to be notified of court proceedings;
   v) The right to be present at all public court proceedings related to the offense (unless the court determines otherwise);
   vi) The right to talk with the attorney for the Government handling the case;
   vii) The right to restitution, if appropriate;
   viii) The right to information about the conviction, sentencing, imprisonment, and release of the offender from custody; and
   ix) The right, if desired, to confidential or restricted reporting of the sexual assault incident.

e) The Academy will treat every reported sexual assault incident seriously by following proper guidelines. The information and circumstances of the allegations will be disclosed on a need-to-know basis only.

5. **Definition of Sexual Assault:**

Sexual assault, a crime of violence, is defined as intentional touching of a sexual nature against the will (by use of force, physical threat, or abuse of authority), or without the consent of the victim. The victim of sexual assault may be male or female and the perpetrator of the sexual assault may be of the same or opposite sex. Sexual assault includes, but is not limited to the following:

a) Unwanted kissing, groping, fondling, or other more aggressive physical acts, such as rape, nonconsensual sodomy (oral or anal sex), or attempts to commit these acts;
b) Sexual contact with someone whom you reasonably should have known was impaired due to the use of alcohol or drugs (including prescription medications);
c) Sexual contact with someone who is "passed out", sleeping, or otherwise incapacitated;
d) Sexual contact with someone who is unable to say "no" and/or change their mind due to the presence of coercion or intimidation; and
e) Sexual contact with someone who is under the age of consent in the jurisdiction in which the sexual assault occurs.

6. **Procedures:**

a) Victims of sexual assault are strongly encouraged to report such assaults as soon as possible, whether the assault took place on or off campus. A victim of sexual assault has the option to make either a restricted or unrestricted report.

b) **Types of Reporting:**

i) **Restricted Reporting:** Restricted reporting allows midshipmen who are sexual assault victims, on a confidential basis, to disclose the details of their assault to specifically identified individuals and receive medical treatment and counseling at a location of the victim's choice (on or off-campus), without triggering the official investigative process. Midshipmen who are sexually assaulted and desire restricted reporting under this policy should report the assault to the Academy's Sexual Assault Response Coordinator (SARC), a Victim Advocate (VA), or an Academy Health Care Provider (HCP), each of whom must immediately forward the report to the SARC. VAs or HCPs who fail to report assaults to the SARC will be held accountable for such failure. Midshipmen may also report the assault to the Academy's chaplain. This policy on restricted reporting is in addition to the current protections afforded privileged communications with a chaplain and does not alter those protections.

Restricted reports cannot be made to anyone other than those identified in this paragraph.

Midshipmen who initially elect to make a restricted report can, at any time after their initial restricted report, decide to pursue unrestricted reporting, which will result in the initiation of criminal and administrative investigatory proceedings. Sexual Assault Forensic Exam evidence kits collected from victims on restricted reports can only be used within 12 months of their initial reporting of the sexual assault.

ii) **Unrestricted Reporting:** Unrestricted reporting allows midshipmen who are sexually assaulted and desire medical treatment, counseling, and an official investigation of their allegations to report their assault to the SARC, law enforcement, through the chain of command (including Company Officers and other Commandant's uniformed staff members), a VA, an Academy HCP, a midshipman Human Relations Officer, or any trusted advisor, faculty, or staff member. A report of sexual

assault made to anyone other than the SARC must immediately be forwarded to the SARC, who will have primary responsibility for handling the report, including notifying the appropriate law enforcement personnel and the Academy staff responsible for the administrative investigation. Individuals who fail to report assaults to the SARC will be held accountable for such failure. Details regarding the incident will be limited to only those personnel who have a legitimate need to know. Use of the unrestricted reporting option is encouraged as it provides for immediate formal criminal and administrative investigations. It is the only option that can lead to accountability (offenders being held accountable) and prevent offenders from re-offending.

c) Any midshipman or other personnel who has been sexually assaulted or thinks that they may have been sexually assaulted should:
   i) Get away from the attacker immediately to a safe place.
   ii) Report the assault as provided above.
   iii) Preserve all evidence. Do not wash, comb, or clean any part of your body, and do not change clothes if possible.
   iv) Protect the crime scene: close and lock the door where the crime occurred.
   v) Seek medical care as soon as possible. Even if there are no visible physical injuries, there may be risk of becoming pregnant or acquiring sexually transmitted diseases.
   vi) Agree to a sexual assault forensic examination to preserve evidence.

d) **Requirement to Report:** Allegations of sexual assault received by any Academy Midshipman Officer, faculty member, staff member, contract employee, or other employee must be reported immediately to the SARC or to the VA on duty, who will take appropriate action pursuant to this policy. Individuals who fail to report such allegations will be held accountable for such failure.

e) **Academy Response in Cases of Imminent Danger:** The Academy will ensure that a sexual assault victim's election between an unrestricted and restricted report is honored to the maximum extent possible. However, disclosure of covered communications is authorized when there is imminent threat to the health or safety of the victim or another person.

f) **Disciplinary Action for Accused in Unrestricted Reports of Sexual Assault:** In addition to any criminal proceedings that may be instituted by Federal or local law enforcement authorities, the Academy may pursue an administrative investigation and disciplinary proceedings pursuant to the Midshipman Regulations. Other Academy personnel accused of sexual assault may be subject to investigation and discipline pursuant to the

Maritime Administrative Order (MAO) 770-751, Disciplinary and Adverse Actions.

g) **Prohibition Against Retaliation:** Loyalty to the Academy and its core values must supersede misplaced "loyalty" to someone who has violated the law and betrayed those values. Thus no individual shall be retaliated against in any way by a member of the Academy community for participation in this complaint procedure. Every effort will be made to protect members of the Academy community so that they may use or participate in this complaint procedure without fear of reprisal or retaliatory action. Threats or other forms of intimidation and retaliation against the victim, witnesses, or any other individual implementing or using the complaint procedure are violations of this policy and, thus, may be grounds for disciplinary action. Individuals who believe they have been retaliated against in violation of this policy should immediately notify the SARC. Supervisors, midshipman or commissioned officers, and other personnel in the chain of command will be held accountable for ensuring that such behavior does not occur.

h) **Alleged Victim Misconduct:** In any reported case of sexual assault, the Academy will defer adjudication of any alleged misconduct by the victim until the final disposition of the sexual assault case. The chain of command should take into account the trauma to the victim and respond appropriately to encourage reporting of sexual assault and the continued cooperation of the victim.

7. **Education and training:** Sexual assault prevention and response training is the most critical component to the success of the program. The goals of the program are to raise awareness and to train critical stakeholders in their part in the fight against sexual assault. The following training requirements will serve as the minimum standard:

a) **Plebe Candidates.** Within the first two weeks of reporting to the Academy; midshipmen will receive basic awareness training.

b) **All Midshipmen.** Quarterly awareness training (in addition to any other required training, such as Plebe Candidates, pre-Sea Year or post-Sea Year training). Training topics will vary by quarter to actively raise the awareness level.

c) **Sea Year Midshipmen.** Pre- and post-sea year training to prepare them for the challenges of sea year, including the need to become familiar with shipping company harassment and assault policies, and to reintegrate them to the Academy.

d) **Midshipman Officers.** Semiannual leader training to prepare them to prevent and respond effectively to incidents of sexual assault.

e) **All Faculty, Administrators, and Staff.** Annual training to raise awareness, advise on available resources to victims and explain how to respond effectively to incidents of sexual assault.

f) **First Responders.** Chaplains, clinic personnel, legal counsel, law enforcement and emergency medical technicians (EMTs) will receive annual training.

g) **Victim Advocates.** Annual training on victim support topics to prepare them for their critical roles.

8. **Responsibilities:**

a) The Superintendent shall:

i) Coordinate with the SARC to ensure that all faculty, administrators, and staff receive comprehensive training on sexual assault prevention and response.

ii) In accordance with MARAD policies, oversee the appropriate administrative investigatory and disciplinary response for all faculty, administrator, and staff allegations of sexual assault.

iii) Ensure that victims of sexual assault receive sensitive care and support and are not subjected to retaliation as a result of reporting the incident.

iv) Ensure that all faculty, administrators, and staff are familiar with the provisions of this policy.

v) Notify the SARC immediately of sexual assault incidents involving faculty, administrators, and staff whether as victims or subjects.

b) The Commandant of Midshipmen shall:

i) Coordinate with the SARC to insure that all midshipmen receive comprehensive training on sexual assault prevention and response.

ii) Oversee the appropriate administrative investigatory and disciplinary response to all midshipmen-related allegations of sexual assault.

iii) Ensure that victims of sexual assault receive sensitive care and support and are not subjected to retaliation as a result of reporting the incident.

iv) Ensure that all members of the Commandant's staff are familiar with the provisions of this policy.

v) Distribute a wallet-sized card containing emergency contact information; cards can be obtained from the SARC.

vi) Notify the SARC immediately of sexual assault incidents involving midshipmen whether as victims or subjects.

vii) Inform victims of available victim advocacy services.

viii) In consultation with the SARC, appoint a minimum of one midshipman (2/C or 1/C) as a Victim Advocate per company. Ensure that selection of these Midshipmen takes into account maturity level and ability to handle support in highly charged situations.

ix) Ensure sexual assault prevention information (posters, policy, victim advocate posters) are posted on all Company bulletin boards and in other locations deemed appropriate by the Commandant, such as in individual barracks rooms, barracks heads, etc.

x) Schedule prevention training for Plebe Candidates within the first two weeks of their Indoctrination training.

xi) Require midshipmen to attend quarterly training and other required training as necessary.

c) The Sexual Assault Response Coordinator shall:

i) Serve as the center of gravity for any and all actions relating to sexual assault awareness, prevention, training, and victim advocacy.

ii) Establish, monitor, and document a comprehensive prevention and education program for all midshipmen and other personnel.

iii) Train and oversee the Victim Advocates in the performance of their duties.

iv) Ensure victims are properly advised of their options for restricted or unrestricted reporting. Maintain written records for all incidents.

v) Notify the Superintendent within 24 hours of any incidents of sexual assault. For the purpose of public safety and command responsibility, on restricted reports, report information concerning sexual assault incidents, without information that could reasonably lead to personal identification of the victim.

vi) Serve as the central, confidential repository for all cases involving sexual assault incidents, including informing the Superintendent and/or the Commandant of Midshipmen of any emerging incidents, tracking investigations of cases, and serving as the point of contact for victims.

vi) Coordinate and facilitate the monthly Sexual Assault Review Board to discuss systematic issues regarding incidents and to discuss sexual assault prevention strategies and training program goals.

vii) Produce materials to market the program such as posters, informational papers, and wallet-sized cards.

viii) Coordinate sexual assault awareness events such as guest speakers, professional groups, etc.

ix) Maintain 24/7 sexual assault hotline capability.

x) Coordinate and facilitate sexual assault prevention training for the Academy with assistance from Victim Advocates and law enforcement, legal, and appropriate professionals.
xi) Develop flowcharts for restricted and unrestricted reports and disseminate to key stakeholders.

d) Victim Advocates shall:
i) Be supervised in the performance of their duties by the SARC.
ii) Report to and coordinate directly with the SARC when assisting a victim of sexual assault.
iii) Provide crisis intervention, referrals, and on-going non-clinical support to sexual assault victims.
iv) Inform victims of their options for restricted or unrestricted reporting and explain the scope and limitations of the VA's role as an advocate.
v) Be trained and certified by the SARC when all required initial training is complete.

e) The Head, Department of Professional Development & Career Services shall:
i) Develop specific appropriate procedures for midshipmen to report incidents of sexual assault during sea year or during internship and incorporate the SARC within those procedures as an added resource for midshipmen. Update Sea Year Guide with new policy procedures and training requirements.
ii) Coordinate and schedule appropriate sexual assault prevention training for all midshipmen as part of a requirement to be met before the first sea year, and coordinate training after their sea year to re-integrate midshipmen into the educational setting.
iii) Provide expertise to incorporate into the training for midshipmen as part of the required training.
iv) Serve as a liaison between the Academy and shipping companies with respect to training and coordination of policies and reporting procedures.

f) The Head, Department of Health Services shall:
i) Confirm training of appropriate medical personnel in handling the medical and psychological aspects of assisting sexual assault victims.
ii) Initiate or develop, where appropriate, MOUs/MOAs with non-Academy medical treatment and medical support activities to ensure adequate response and treatment in areas of counseling, care for victims, and evidence collection.
iii) Notify the SARC when a midshipman, faculty, or staff reports a sexual assault.

iv) Identify and appoint a Victim Advocate to further enhance clinic capabilities in support of victims of sexual assault.

g) The Head, Department of Public Safety shall:
   i) Provide sensitivity training in responding to victims of sexual assault, as well as training on victim assistance, available resources, and related law enforcement responses.
   ii) Partner with the local FBI office and the Nassau County Police Department, as appropriate, to create response procedures when incidents of sexual assault are reported.
   iii) Notify the SARC of all instances of sexual assault reports.

h) The Command Chaplain shall:
   i) Provide pastoral and spiritual support to victims of sexual assault, as requested, by the victim.
   ii) Encourage the victim to seek appropriate assistance and counseling.
   iii) Report incidents of sexual assault to the SARC when the victim consents, and maintain confidentiality and privileged communication at the request of the victim.

i) All Academy Midshipmen Officers, staff members, faculty members and contract employees or other employees shall:
   i) Adhere to the provisions of this Instruction at all times.
   ii) Report incidents of sexual assault to the SARC or to the VA on duty.
   iii) Respond to allegations of sexual assault promptly and professionally.
   iv) Midshipmen and other personnel appointed as Victim Advocates will follow reporting guidelines afforded to them under those duties and be held accountable for them.

9. **Expiration:** This Superintendent's Instruction is effective until superseded or rescinded.

JAMES A. HELIS
Rear Admiral, USMS
Superintendent

Dist. Via Email

Attachment 2

Superintendent Instruction 2013-02, Policy Against Discrimination and Harassment, Including Sexual Harassment of Midshipmen, dated 4 February 2013

UNITED STATES MERCHANT MARINE ACADEMY
KINGS POINT, NEW YORK

February 4, 2013

Superintendent Instruction 2013-02

Subj: **Policy against Discrimination and Harassment, Including Sexual Harassment, of Midshipmen**

References: a) Title IX of the Education Amendments of 1972 (20 USC 1681-1688); b) Superintendent's Instruction 2012-08, Policy on Sexual Assault Prevention and Response; and c) other federal, departmental, agency or Academy policies governing personal conduct, discrimination, and harassment.

1. **Purpose:**

   To establish policy, assign responsibilities, and set procedures outlining the Academy policy against discrimination or harassment, including sexual harassment, of Midshipmen.

2. **Applicability:**

   This policy applies to all Academy Midshipmen.

3. **Supersedes:**

   Superintendent's Instruction 2006-08, "Policy against Harassment, Discrimination or Sexual Harassment."

4. **Policy:**

   a) The Academy will not tolerate discrimination or harassment on the basis of race, national origin, color, religion, gender, age, sexual orientation, disability, marital status, genetic information or any other status protected by law. Whenever an alleged violation of this policy is brought to the Academy's attention, an investigation will be undertaken and, if a violation is found, prompt and effective corrective action will be taken.
   b) The Academy will use training, education and awareness to minimize discrimination and harassment, will offer assistance and counseling to victims of discrimination and harassment and will hold those who violate this policy accountable.
   c) This policy applies –
      i) Both on and off the Academy and during duty and non-duty hours.
      ii) To working, living and recreational environments (including at the Academy, off the Academy at Academy events and at sea).

d) The Academy will treat all victims of discrimination and harassment with dignity, fairness and respect. A victim's rights include the following:
   i) The right to be treated with fairness and with respect for his or her dignity and privacy.
   ii) The right to have his or her complaint fully and fairly investigated and, if a violation of the policy is found, the right to expect appropriate corrective action is taken.
   iii) The right to receive any required medical care or mental health support.

e) The Academy will treat every reported incident of discrimination and harassment seriously by following proper guidelines. The information and circumstances of the allegations will be disclosed on a need-to-know basis only.

5. **Definitions:**

a) **Discrimination and Harassment:** Generally, discrimination is unfavorable or unfair treatment of a person or class of persons in comparison to others who are not members of the protected class because of race, national origin, color, religion, gender, age, sexual orientation, disability, marital status or any other status protected by law. Harassment, whether verbal, physical or visual, that is based on any of the protected classes, is a form of discrimination. This includes harassing conduct that unreasonably interferes with an individual's academic performance or creates what a reasonable person would perceive is an intimidating, hostile or offensive environment.
   i) Examples of discrimination and harassment include, but are not limited to, the following:
      a) Basing a grade or other academic decision on stereotypes or assumptions about a person's protected status;
      b) Jokes or epithets about another person's protected status;
      c) Repeated suggestions, comments, teasing or joking directed at a person based on his or her protected status;
      d) Displaying, sharing or circulating written materials or pictures that degrade a person or group based on protected status; and
      e) Verbal abuse or insults about, directed at, or made in the presence of an individual or group of individuals in a protected group

b) **Sexual Harassment:** Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and other unwelcome verbal or physical conduct of a sexual nature or conduct directed at a person because of his or her gender, including, but not limited to, when:
   - Submission to such conduct is made either explicitly or implicitly a term or condition of status in a course, program or activity, including Regimental duties, or
   - Submission to or rejection of such conduct is used as a basis for an academic or Regimental decision affecting the individual, or for a decision regarding an individual's status in a course, program or activity, including Regimental duties, or
   - Such conduct has the purpose or effect, when judged from the perspective of a reasonable person in the position of the complaining

individual, of substantially interfering with an individual's academic or Regimental performance, or

- Such conduct has the purpose or effect, when judged from the perspective of a reasonable person in the position of the complaining individual, of creating an intimidating, hostile or offensive learning environment.

i) **Quid pro quo sexual harassment** is the conditioning of academic or Regimental benefits on an individual's submission to unwelcome sexual conduct.

ii) **Hostile environment sexual harassment** is unwelcome sexual conduct or conduct directed at an individual because of his or her gender that is sufficiently severe or pervasive to create an intimidating, hostile or offensive academic or Regimental environment.

iii) Examples of sexual harassment include, but are not limited to, the following:

a) Unwanted flirtation, advances or propositions of a sexual nature;

b) Insults, humor, jokes or anecdotes that belittle or demean an individual's or a group's gender or sexuality;

c) Unwelcome sexual comments about an individual's body or clothing;

d) Displays of sexually suggestive objects or pictures;

e) Unwelcome touching, such as patting, pinching, hugging or brushing against an individual's body; or

f) Sexual assault (see Superintendent's Instruction 2012-08.

6. **Procedures:**

a) Midshipmen may report instances of discrimination, harassment or sexual harassment (with the exception of sexual assault, which must be reported pursuant to Superintendent's Instruction 2012-08) through their chains-of-command; company officers and other Commandant's uniformed staff members; chaplains; Midshipmen counselors; Midshipmen Human Relations Officers; or any trusted advisor, coach, or faculty or staff member. After-hours, 24/7, reports may be made to the Command Duty Officer (CDO) and the Duty Chaplain.

b) **Requirement to Report:** Staff members, Midshipmen officers, and Midshipmen Human Relations Officers receiving reports of harassment, sexual harassment, or discrimination are responsible for forwarding the information to the Commandant or the Deputy Commandant to stop the harassing behavior, for investigative and possible disciplinary action, and to provide for the safety and support of alleged victims. Individuals who fail to report such allegations will be held accountable for such failure.

c) **Prohibition against Retaliation:** Loyalty to our core values and to our Academy must supersede misplaced "loyalty" to someone who has violated

the law and betrayed our values. Thus, no individual shall be retaliated against in any way by a member of the Academy community for participation in this complaint procedure. Every effort will be made to protect members of the Academy community so that they may use or participate in this complaint procedure without fear of reprisal or retaliatory action. Threats or other forms of intimidation, and retaliation against the victim, witnesses or any other individual implementing or using the complaint procedure are a violation of this policy and, thus, may be grounds for disciplinary action. Individuals who believe they have been retaliated against in violation of this policy should immediately notify their chain of command. Supervisors, Midshipmen or commissioned officers and other personnel in the chain of command will be held accountable for ensuring that such behavior does not occur.

d) **Alleged Victim Misconduct:** In any reported case of discrimination, harassment or sexual harassment, the Academy will defer adjudication of any alleged misconduct by the victim until the final disposition of the case.

e) **Privacy and Confidentiality:** See Superintendent's Instruction 2006-10 Privacy and Confidentiality.

f) **Education and Training:** Training is required for all Midshipmen, faculty, administrators and staff. Specific attention will be paid to the education of all Midshipmen regarding preventing and reporting instances of discrimination, harassment or sexual harassment of them or their fellow Midshipmen.

7. **Roles and Responsibilities:**

a) The Commandant of Midshipmen shall:
   i) Establish, monitor and document a comprehensive annual education and training program for all Midshipmen.
   ii) Oversee the appropriate investigative and disciplinary response to all Midshipmen-related allegations of discrimination, harassment or sexual harassment.
   iii) Ensure the safety, dignity, and necessary support of alleged Midshipmen victims of discrimination, harassment or sexual harassment, as well as the fair and professional treatment of alleged Midshipmen perpetrators.
   iv) Ensure that all members of the Commandant's staff are familiar with the provisions of this policy.
   v) Shall establish procedures and guidelines for reporting instances of harassment, sexual harassment, or discrimination made through the chain-of-command.
   vi) Shall offer the assistance of an advocate to the victim.

b) The Head, Department of Professional Development & Career Services shall:
   i) Develop appropriate procedures for Midshipmen to report incidents of discrimination, harassment, or sexual harassment during sea year training or during an internship.
   ii) Provide appropriate training in responding to incidents of discrimination, harassment or sexual harassment during sea year training or during an internship, including reporting the incident and seeking guidance from vessel personnel, shipping company personnel, or the Academy.

iii) Obtain and disseminate to Midshipmen the discrimination and harassment policies of the shipping and internship companies to which Midshipmen are assigned.

c) The Deputy Superintendent shall:

i) Establish, monitor and document a comprehensive annual education and training program for all faculty, administrators and staff.

ii) In collaboration with the Commandant, oversee the appropriate investigative and disciplinary response to all Midshipmen-related allegations of discrimination, harassment or sexual harassment made against a faculty member, administrator or staff member.

d) The Director of Civil Rights shall:

i) In collaboration with the Deputy Superintendent, develop and provide training to Midshipmen on cultural diversity, discrimination and harassment, including sexual harassment.

ii) Provide advisory service to faculty, administrators, staff and Midshipmen on discrimination and harassment.

e) All Academy Midshipmen, staff, faculty and employees of tenant agencies shall:

i) Adhere to the provisions of this Instruction at all times.

ii) Report incidents of harassment, sexual harassment, or discrimination to a superior officer, supervisor, or other appropriate authority or agency.

iii) Respond to allegations of harassment, sexual harassment, or discrimination promptly and professionally.

8. **Effective Date:**

This policy shall go into effect immediately and shall remain in force until superseded or revoked.

JAMES A. HELIS
Rear Admiral, USMS
Superintendent

Dist. via Email

Responsible Official: Commandant