



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



Addressing Sexual Assault and Sexual Harassment in the Department of Defense (DoD)

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Sexual Assault Prevention and Response Office (SAPRO)

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Eliminating Sexual Assault from the Military



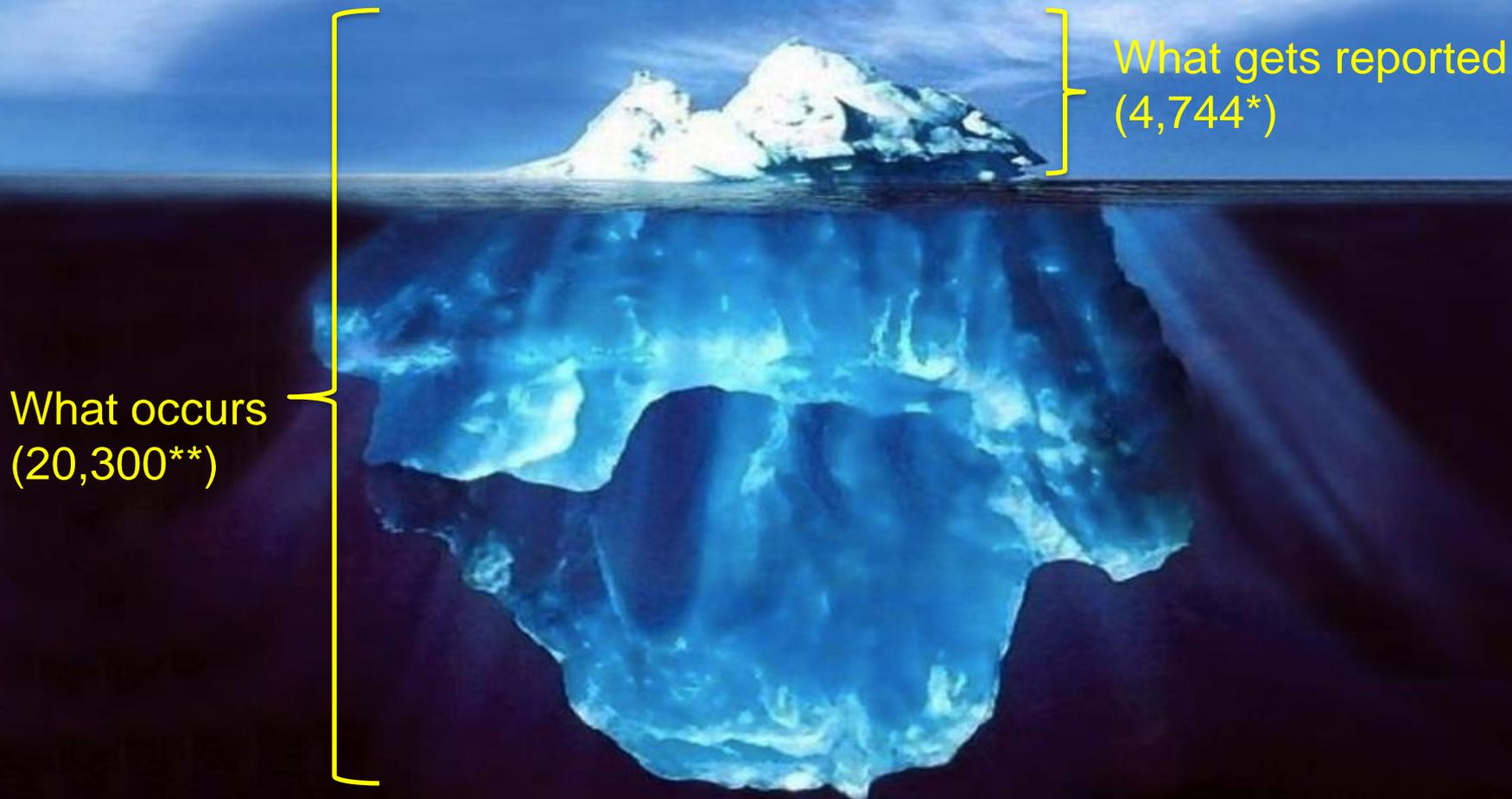
- **Vision:** A DoD Community free of sexual assault
- **Mission:** DoD SAPRO promotes military readiness by reducing sexual assault through advocacy and execution of SAPR Program policy, planning, and oversight across the DoD Community



Our approach is prevention-focused with an uncompromising commitment to victim assistance



Sexual Assault is an Underreported Crime



***Service member victims reporting sexual assault for 2014**

****Estimated Service member prevalence statistics for 2014**

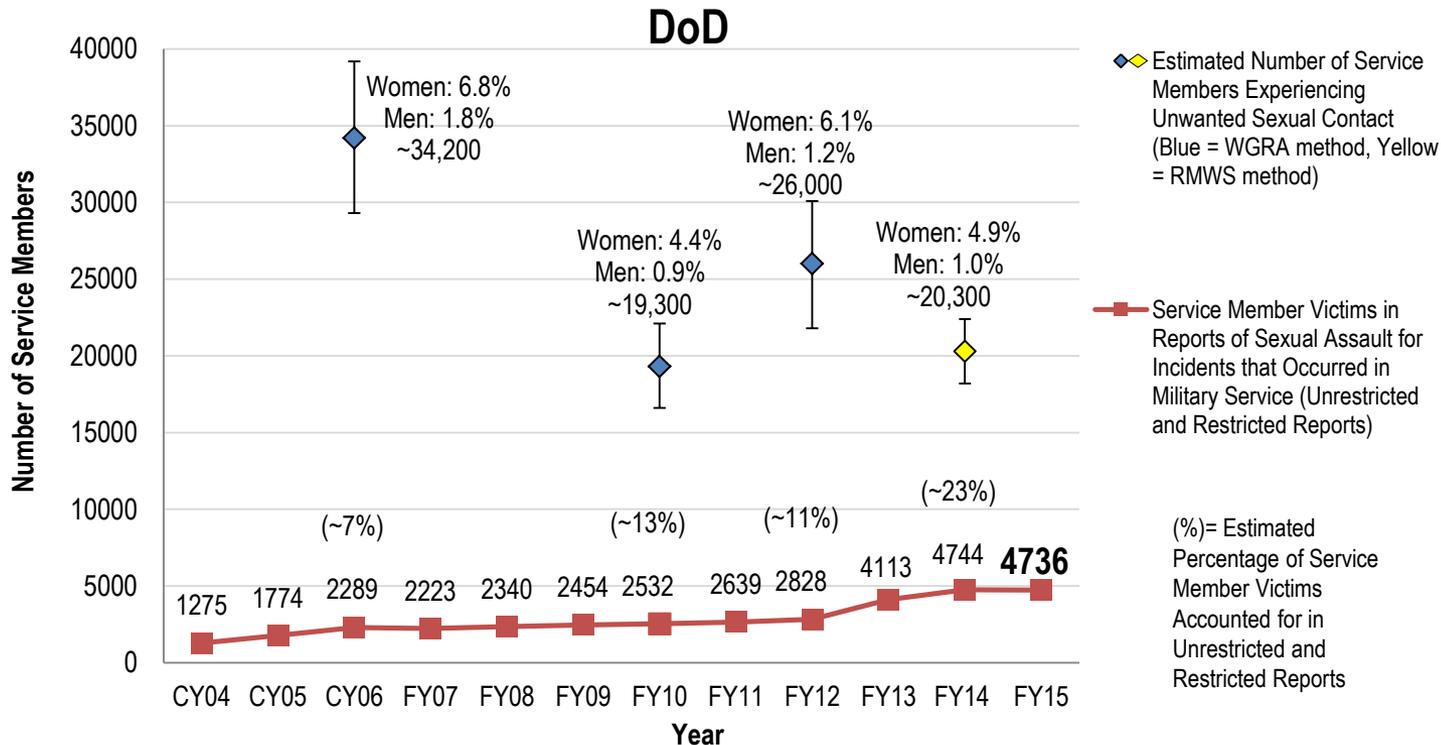
Defining the Problem through Research



DoD leverages key data collection tools to learn more about the problem and where to direct solution-oriented policies

- **Measuring Prevalence** – *Workplace and Gender Relations Survey*
 - Measures estimated prevalence of sexual harassment and assault
 - Probability random sample survey of the Active Force population – results weighted to reflect the full population of interest
 - Administered every other year
- **Tracking Reports** – *Defense Sexual Assault Incident Database*
 - Centralized case-level database to collect and maintain information on sexual assaults
 - Updated in real time by DoD sexual assault advocacy professionals

Data Example: Prevalence Vs. Reporting



- In FY15, the Department received a report from nearly 1 in 4 Service member victims
 - The same percentage as in FY14 (23%)
 - Up from 7% in 2006
 - Female victims report their sexual assault at a rate four times greater than men
- Sexual assault past-year prevalence to be updated this summer: *2016 Workplace and Gender Relations Survey of the Active Duty*

Assessing the Climate at the Unit Level



- Assessing the Climate
 - Unit leaders require tools to identify strengths and areas for improvement
 - Prevalence and reporting measures provide macro view of the problem
 - Climate surveys provide a micro or individual unit-level picture
- *DoD Equal Opportunity Climate Survey*
 - Convenience sample of unit members conducted online or on paper
 - Administered when a new commander assumes command, annually thereafter, or when required
 - Assesses unit member perceptions of leadership efforts to address:
 - Sexual harassment
 - Discrimination
 - Sexual assault reporting and prevention climate
 - Equal opportunity
 - And other factors to include locally generated questions
 - Results are shared with participants and the next higher level of supervisor
 - Effectiveness in addressing climate challenges are assessed as part of leaders' annual performance evaluations

Data Example: Reporting Sexual Harassment Complaints



- **FY15 Sexual Harassment Reporting**

- Total 657 complaints were filed in FY15
 - 566 (86%) of investigations were completed in FY15; 91 pending resolution (14%)
- Of the 566 complaints closed in FY15
 - 315 (56%) complaints were substantiated; 41 of 315 (13%) involved repeat offenders
 - 251 (44%) unsubstantiated
- 80% of complaints in FY15 filed by women; 96% of alleged offenders reported as men
 - Majority of complaints filed by E1-E4 females; 84% of alleged offenders were enlisted males

- **Accountability**

- Of the 315 substantiated complaints, outcomes were available for 269 (46 pending at end of FY):
 - 137 (51%) received non-judicial punishment;
 - 113 (42%) received some form of adverse administrative actions;
 - 19 (7%) received other other action, including courts-martial discharges;
- Department policy requires commanding officers to notify the General Court Martial Convening Authority (GCMCA) of formal complaints within 72 hours
 - 92% of all formal complaints met requirement to notify the GCMCA;
 - 90% of formal complaints forwarded to GCMCA met the 72 hour requirement

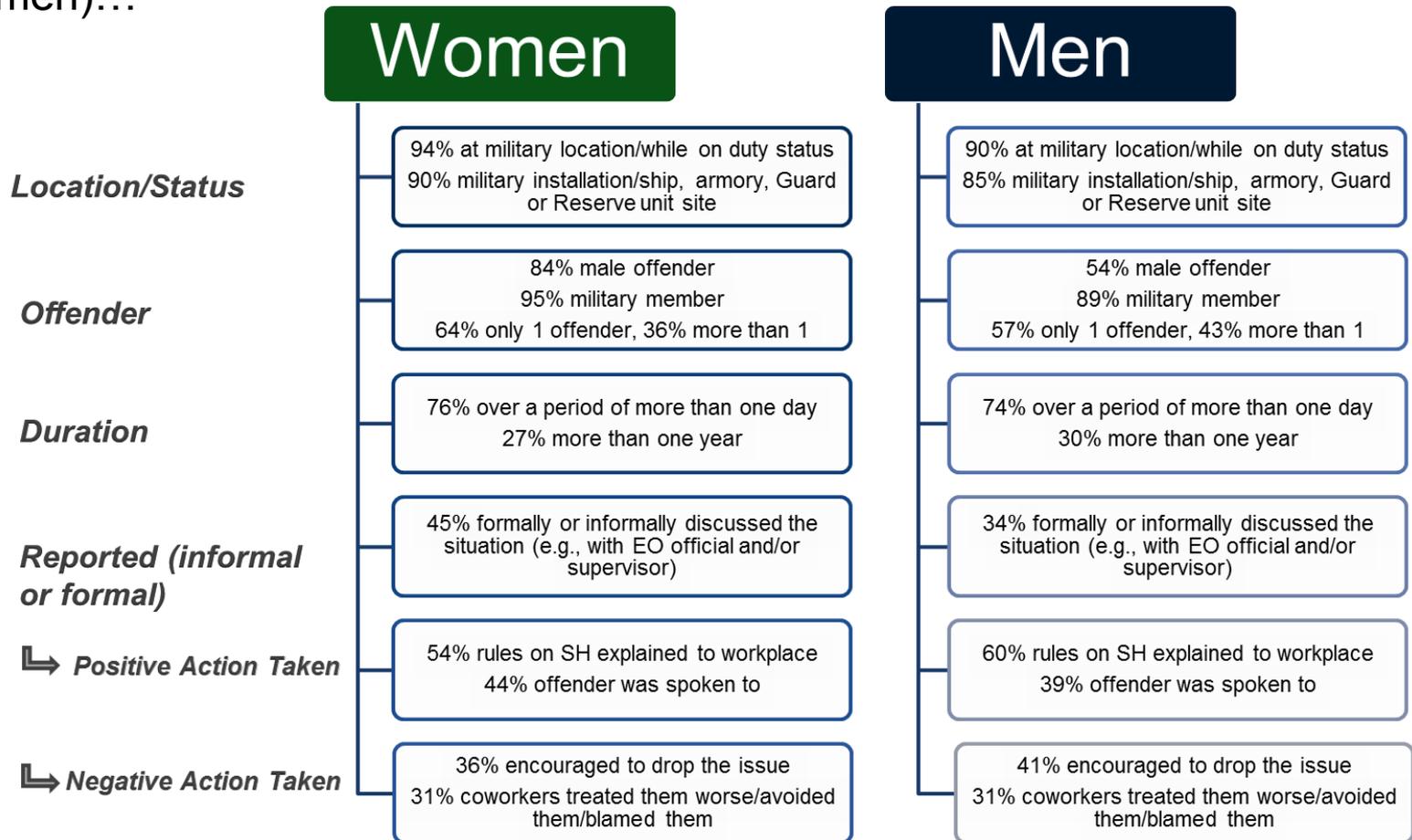
- **Three-Year Trends**

- Offenders continue to be in large measure Enlisted Service members and on the rise
 - 88% in 2015; 83% in 2014 and 76% in 2013
- Mid-tier male Noncommissioned Officers (NCOs) (grades E5-E6) identified as largest group of offenders
- On-duty occurrence; 74% of cases occurred on-duty in 2015 vs. 65% in 2013

Data Example: 2015 Workplace and Gender Relations Survey of Reserve Component Members



- Of those Reserve component members who experienced a sex-based Military Equal Opportunity (MEO) violation in the past year (24% of women, 5% of men)...



Margins of error range from ±2% to ±6%

Establishing a Professional Response System



Comprehensive access to dedicated medical, psychological, and legal assistance for victims of sexual assault



*Applies to those eligible to receive legal assistance, plus certain members of the reserve components.

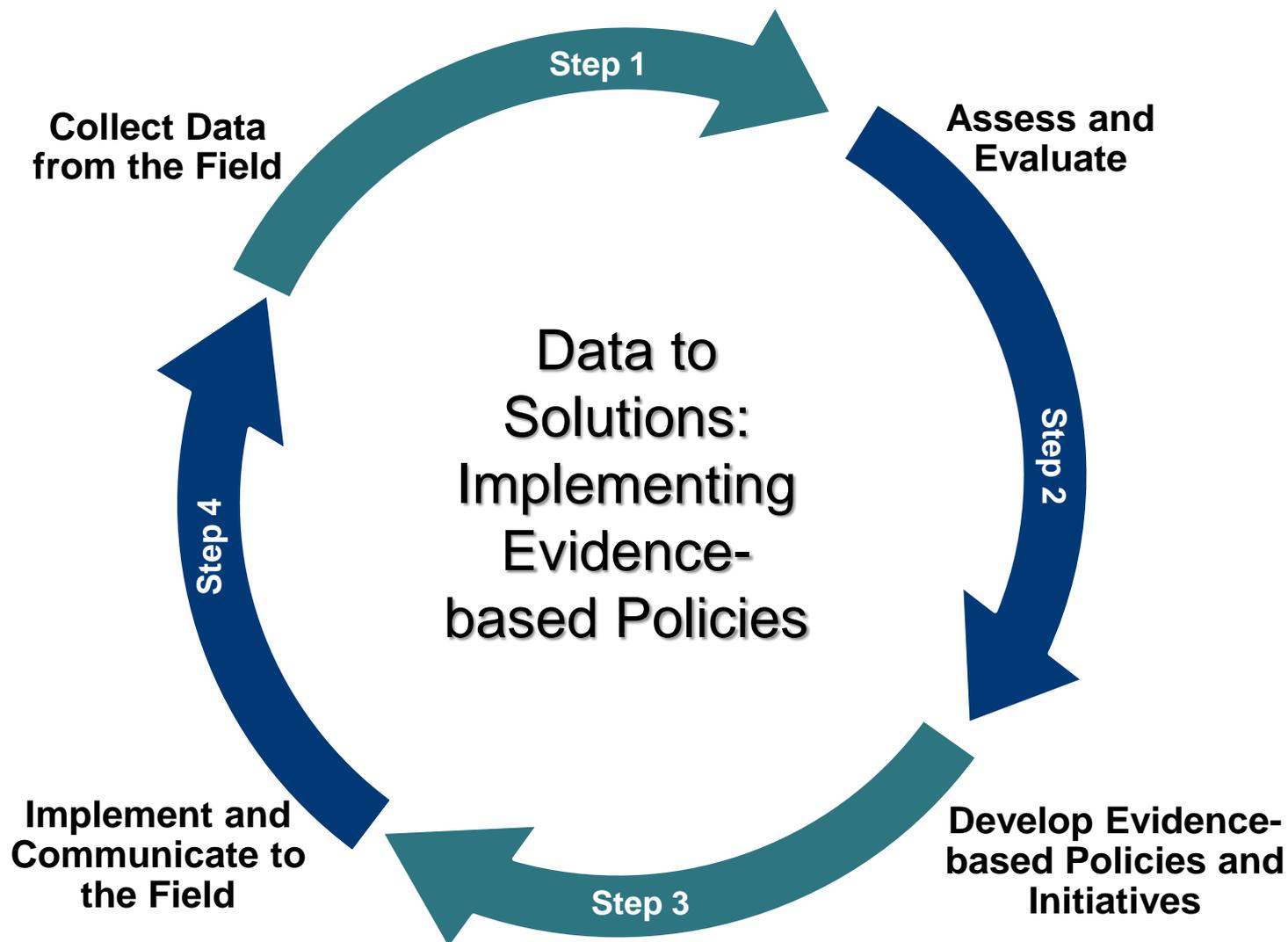
A System-wide Prevention Approach



DoD is intensifying prevention efforts throughout the force, while recognizing it takes much more than an hour of training, an awareness campaign, or an inspiring poster



A Cyclical Approach to Assessing the Problem and Implementing Solutions





Major Efforts for FY16

- 2017-2021 Sexual Assault Prevention Plan of Action
- Plan to improve prevention and response to Male Victims
- Retaliation Prevention and Response Strategy Implementation
- Field updated DoD Instruction for Sexual Harassment

Surveys

- Workplace and Gender Relations Survey of the Active Duty Force (4th Qtr.)
- Continued Military Investigation and Justice Experience Survey (Ongoing)
- Service Academy Gender Relations Survey (APY 15-16)