



SECRETARY OF DEFENSE
1000 DEFENSE PENTAGON
WASHINGTON, DC 20301-1000

DEC 03 2014

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
CHAIRMAN OF THE JOINT CHIEFS OF STAFF
UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND
READINESS
CHIEFS OF THE MILITARY SERVICES
CHIEF OF THE NATIONAL GUARD BUREAU
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE

SUBJECT: Sexual Assault Prevention and Response

In December 2013, the President directed the Department of Defense to prepare a comprehensive report detailing major improvements since August 2013 in the prevention of and response to sexual assault in the military, including reforms to the military justice system. Over the past year, we have worked diligently to convey the Department's proactive and comprehensive approach to address sexual assault in the military in the 2014 "Department of Defense Report to the President of the United States on Sexual Assault Prevention and Response."

Over the past 3 years, we have taken aggressive action to substantially improve our sexual assault prevention and response program. Results from an externally administered Department-wide survey indicate a decrease in the prevalence of sexual assault in Fiscal Year 2014 compared to Fiscal Year 2012. Furthermore, the significant increase in military victims choosing to report this crime over the last 3 years greatly expands our ability to provide support and services to those victims and hold offenders appropriately accountable.

While results and initiatives described in this report demonstrate signs of progress in the fight against sexual assault in our military, there is much more work to do. Our future progress depends on a sustained and responsive approach to all issues that affect our Service men and women, particularly sexual assault. We will continue to strive to improve our sexual assault prevention and response programs and build upon the progress we have made in recent years. Therefore, I am directing immediate implementation of the following measures:

- **Installation Prevention Study:** To advance our knowledge and understanding of successful intervention policies, the Secretaries of the Military Departments, the Chiefs of the Military Services, and the Under Secretary of Defense for Personnel and Readiness will conduct a multi-year initiative to customize prevention efforts at select military installations. This effort will identify installation and community risk factors for sexual assault and develop associated actions leadership can take to mitigate sexual violence. The Under Secretary of Defense for Personnel and Readiness will provide a concept of operations for the initiative to the Secretary of Defense no later than January 30, 2015.



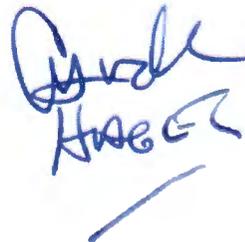
OSD014072-14

1412120764

- **Enhance First Line Supervisor Skills and Knowledge:** To further advance a climate of dignity and respect, and prevent the potential for retaliation associated with reporting, the Chiefs of the Military Services and the National Guard Bureau will augment all supervisor training to address the role of the supervisor in unit sexual assault prevention and response programs. This training will apply to all junior officers, junior enlisted supervisors, and civilian employees that supervise military members. Curriculum will emphasize the importance of engaging with subordinates on sexual assault prevention and response, recognizing the signs of possible acts of retaliation, and provide the opportunity to practice leadership skills to promote a healthy command climate. A curriculum development plan for this training will be provided to the Under Secretary of Defense for Personnel and Readiness by January 30, 2015.
- **Engage Command to Prevent Retaliation:** To enhance victim safety and recovery, the Chiefs of the Military Services and the National Guard Bureau will develop new procedures for installation commanders who serve as the Sexual Assault Prevention and Response Case Management Group Chair. These procedures will require installation commanders to regularly assess, and refer for appropriate corrective action, all reports from a victim, witness, or first responder of retaliation, ostracism, maltreatment, or reprisal in conjunction with a report of sexual assault. These procedures will be provided to the Under Secretary of Defense for Personnel and Readiness by January 30, 2015.
- **Provide Feedback to the Force:** To encourage greater victim reporting and demonstrate Department and Service progress, the Secretaries of the Military Departments will provide the findings in the Report to all Service members in an interactive manner. Please report your execution plan to the Under Secretary of Defense for Personnel and Readiness by January 30, 2015.

While our Report to the President demonstrates progress, as we all know, our work is not complete. We must remain persistent and relentless in our efforts to eradicate sexual assault from the military. Your strong personal leadership has been and will continue to be essential. These initiatives and plans, in addition to our ongoing efforts, provide a roadmap for this Department to enable military readiness, establish an enduring culture of dignity and respect, and eliminate this violent crime from our military.

Thank you.



cc:
 Under Secretaries of Defense
 Commanders of the Combatant Commands
 Inspector General of the Department
 of Defense
 Assistant Secretaries of Defense
 Directors of the Defense Agencies
 Directors of the DoD Field Activities



SECRETARY OF DEFENSE
1000 DEFENSE PENTAGON
WASHINGTON, DC 20301-1000

FEB 10 2015

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND
READINESS

SUBJECT: Assessment of Sexual Harassment and Violence at the United States Military Service Academies for Academic Program Year 2013-14 (June 1, 2013 to May 31, 2014)

Our Armed Forces rely on our Military Service Academies to develop future officers of the highest character. As such, it is essential that we train and develop our young men and women to foster a climate of dignity and respect, where sexual assault, sexual harassment, and inappropriate behavior and attitudes are not condoned, tolerated, or ignored. I know you share my commitment in this effort, as we continue to see considerable energy and emphasis placed on the Academies' sexual assault prevention and response programs. In fact, results from the *Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2013-2014* demonstrate progress in reducing the prevalence of unwanted sexual contact this year.

This commitment notwithstanding, sexual assault remains an underreported crime at our nation's Service Academies. In fact, the significant increase in sexual assault reporting seen in the active duty force over the past two years did not occur at our Academies. We must redouble our efforts at the Academies to encourage greater victim reporting while sustaining our prevention focus.

To further enhance Service Academy programs and ensure alignment with Department-wide efforts, I am directing implementation of these essential measures:

- **Strategic Dialogue:** The Under Secretary of Defense for Personnel and Readiness (USD(P&R)) will host a senior summit each Academic Program Year for Service Academy leadership and others to facilitate collaboration and exchange of best practices and lesson learned in prevention and response policies. Service Academy leadership will also be incorporated into the Sexual Assault Prevention and Response Executive Integrated Product Team forum.
- **Targeted Interventions:** The Secretaries of the Military Departments will develop and conduct specific prevention programs and initiatives for cadets and midshipmen at the conclusion of their first Academic Program Year. This training will address professional relationship expectations and the factors behind higher rates of sexual assault experienced during the Academy third-class year. Submit your planned activities to the USD (P&R) by May 31, 2015 and complete this orientation for rising second-year cadets and midshipmen by the start of the Academic Program Year 2015-2016.

- **Addressing Prior Victimization:** The Department of Defense Sexual Assault and Prevention Office will develop and deploy an anonymous, self-guided education program designed to address and support those cadets, midshipmen, and other military members who may have been victims of sexual assault or abuse prior to entering military service. Report a plan for implementation to the USD(P&R) by May 31, 2015.
- **Improving Sexual Assault Reporting:** To encourage greater reporting of sexual assault, the Superintendents of the Military Service Academies, in collaboration with the USD(P&R) and their respective Military Department Sexual Assault Prevention and Response Program offices, will assess their individual Academy climates and develop a plan to promote greater reporting of these crimes by cadets and midshipmen. Submit your plan to the USD(P&R) by May 31, 2015.

Finally, to bolster Service-wide efforts aimed at reducing retaliation associated with reporting of sexual assault, I direct that the USD(P&R), in collaboration with the Office of General Counsel, the Inspector General, and the Secretaries of the Military Departments, conduct a comprehensive review of the means available to address both social and professional retaliation, to include appropriate social media conduct. This review will include recommendations for changes to law and/or policy. The USD(P&R) will submit the results of the review to the Secretary of Defense by May 31, 2015.

Report additional progress and completion of these measures in annual assessments undertaken in support of the requirements established by section 532 of Public Law 109-364 and annual report submissions in support of Section 1631(d) of Public Law 111-383, as appropriate.

Thank you.

A handwritten signature in blue ink that reads "Clark Haber". The signature is stylized and includes a horizontal line underneath the name.

cc:
Secretaries of the Military Departments
Chairman of the Joint Chiefs of Staff
Chiefs of the Military Services
Superintendent, U.S. Military Academy
Superintendent, U.S. Naval Academy
Superintendent, U.S. Air Force Academy



UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

MAR 12 2015

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
CHAIRMAN OF THE JOINT CHIEFS OF STAFF

SUBJECT: Data Call on Retaliation for the Fiscal Year 2014 Department of Defense Annual Report on Sexual Assault in the Military

Following the December 2014 "Report to the President of the United States on Sexual Assault Prevention and Response," substantive interest was expressed about the experience of retaliation associated with sexual assault reporting. In preparation for the Fiscal Year (FY) 2014 Department of Defense (DoD) Annual Report on Sexual Assault in the Military, I request your assistance in obtaining data on retaliation allegations, if any, associated with sexual assault reporting, for submission to this office. I request the Secretary of the Navy prepare separate reports for the Navy and Marine Corps.

This data call is designed to provide transparency to the Department's oversight efforts with respect to retaliation against victims who made an Unrestricted Report of sexual assault, witnesses/bystanders of sexual assault, sexual assault first responders (e.g., Sexual Assault Response Coordinators, Victim advocates, Special Victims' Counsel/Victims' Legal Counsel, and others). In preparation for the Annual Report, I am requesting you provide a final submission of all items to allow the Secretary of Defense to better understand the kinds of retaliation allegations being reported and our collective response to them.

The first submission is the Alleged Retaliation Case Synopses, located in Attachment 1. This form is intended to capture information that involves retaliation against a sexual assault victim who made an Unrestricted Report during the period of FY 2014 through February 2015, and what action was taken, if any. This submission will likely require a review of Service Inspector General complaints, commander-directed inquiries (also known as Army Regulation 15-6 investigations and JAGMAN investigations in the Navy and Marine Corps), criminal complaints made to Military Criminal Investigative Organizations, military equal opportunity, responses to Congressional inquiries, and any other Service-specific sources for reports of retaliation associated with sexual assault reporting. For any identified retaliation reports, please also provide a brief synopsis, as indicated in the attached spreadsheet, of how the report was addressed and any associated outcomes, (e.g., corrective actions taken by command, disciplinary actions, or any other outcome).

The second submission is the Case Management Group (CMG) Retaliation Allegations Snapshot, located in Attachment 2. This information is requested pursuant to the Secretary of Defense's December 3, 2014, directive to engage commands to prevent retaliation by having installation and/or mission commanders regularly assess, and refer for appropriate corrective action, all reports from a victim, witness, or first responder of retaliation, ostracism, maltreatment, or reprisal in conjunction with a report of sexual assault. The CMG provides a monthly forum to leverage information relating to sexual assault reports and related matters, to

include retaliation allegations. This snapshot will capture information about instances of retaliation, as defined by your Service-specific regulations, discussed at all CMG meetings held in March 2015 involving victims, witnesses/bystanders, and first responders associated with Unrestricted Reports of sexual assault. Please ensure you provide a submission via the electronic spreadsheet for each Service CMG that meets during March 2015.

The DoD Sexual Assault Prevention and Response Office (SAPRO) will forward the attached data collection materials to each Service in electronic format. Each Service should submit one consolidated Alleged Retaliation Case Synopses file per Service and one CMG Retaliation Allegations Snapshot file for each of your Service's CMGs that met in March 2015. Given the number of submissions expected back from your CMGs, please submit all materials electronically. I request each Service submit these materials to SAPRO no later than April 3, 2015. DoD SAPRO will consolidate and summarize the data call submissions in support of the Annual Report to be provided to Congress in April 2015.

I recognize that this is an extremely short suspense, and appreciate your efforts to return this information on time for appropriate analysis and deliberation by DoD and Military Department leadership. My point of contact and lead for this effort is Major General Jeffrey Snow, Director, DoD SAPRO. He is available to provide additional information as needed and can be reached at jeffrey.j.snow.mil@mail.mil.


Jessica L. Wright

Attachments:
As stated

cc:
Chiefs of the Military Services
Chief of the National Guard Bureau

Retaliation Data Call – Alleged Retaliation Case Synopses Instructions

Purpose: The purpose of the Alleged Retaliation Case Synopses is to provide Department and Service leadership with numerical data and synopses of reports, if any, of retaliation associated with sexual assault reporting. This spreadsheet is intended to capture information about reported matters in FY 2014 and through February 2015 that involve allegations of retaliation against a sexual assault victim who made an Unrestricted Report. This submission will likely require a review of Service Inspector General complaints, commander-directed inquiries (also known as Army Regulation 15-6 investigations and JAGMAN investigations in the Navy and Marine Corps), criminal complaints made to Military Criminal Investigative Organizations, and other Service-specific sources for reports of retaliation associated with sexual assault reporting. For any identified retaliation reports, please also provide a brief synopsis, as indicated below, of how the report was addressed and any associated outcomes, (e.g., corrective actions taken by command, disciplinary actions, or any other outcome).

Instructions: Each Service should provide one consolidated electronic spreadsheet per Service. Each submission must include completed electronic versions of the Excel file "Alleged Retaliation Case Synopses". Scanned images of the synopses and/or PDF submissions will not be accepted. The final document must have a title of "Alleged Retaliation Case Synopses FY14-February 2015 <Insert Your Service>," and no watermarks, such as *DRAFT* or *FOUO*.

In order to access the drop-down menu options available in the document "Alleged Retaliation Case Synopses", you must enable "macros." To enable, look for the "Security Warning" banner located below the "Clipboard" and above the formula bar when first opening document. Select "Enable Content."

Please ignore the tab titled "SAPRO USE ONLY."

In the tab titled "Case Synopses", complete the following for ALL reports or investigations of sexual assault retaliation in FY14 through February 2015 pertaining to victims who filed Unrestricted Reports. Please select or write a response under each of the blue column headers. An example case is provided.

Synopsis Number (Column A): This is a number assigned to the synopsis by your Service for referencing purposes. There should be one line per victim report of alleged retaliation. Numbers should be 1, 2, 3, 4, etc.

Fiscal year of retaliation report or investigation (Column B): Select the fiscal year that the sexual assault was reported to DoD: either FY14 or FY15.

Type of alleged retaliation associated with the report of sexual assault (Column C): Select as many as apply. To select more than one option, click the arrow for the dropdown menu again after selecting the first one. To deselect an option(s), clear the cell and reselect the correct option(s).

(1) Allegation of professional retaliation: Taking or threatening to take an adverse unfavorable personnel action, or, withholding or threatening to withhold a favorable personnel action, with respect to a member of the Armed Forces because the member reported, prepared to report, or was perceived as having reported or prepared to report a sexual assault. Retaliatory action taken by chain of command. Personnel action is defined as any action concerning a member of the Armed Forces that affects, or has the potential to affect, that military member's current position or career, such as promotion; a disciplinary or corrective action; a transfer or reassignment; a performance evaluation; a decision on pay, benefits, awards, or training; referral for a mental health evaluation; or any other significant change in duties or responsibilities inconsistent with the military member's grade. Examples include: promotion interference; disciplinary or other corrective actions; and unfair decision on pay, benefits, awards, or training. (Military Whistleblower Protection Act, 10 U.S.C. 1034, as implemented by DoD Directive 7050.06)

(2) Allegations of social retaliation: Ostracism and acts of maltreatment, as designated by the Secretary of the relevant Military Department, committed against a member of the Armed Forces who reported a sexual assault. Retaliatory action taken by peers, co-workers, or chain of command. Examples include: exclusion from social acceptance, activities or interactions; blaming; insulting or bullying; assault; physical or psychological force or threat; and abusive or unjustified treatment that results in physical or mental harm.

Narrative of the retaliation allegation(s) associated with a report of sexual assault (Column D):

Write a brief narrative, including the following elements:

- Describe the circumstances and nature of the alleged retaliation, to include the specific actions complained of by the victim forming the basis of the retaliation allegation (e.g., victim was denied a promotion and by whom)
- Provide an overview of the individuals involved
- Describe the way in which the alleged retaliation was reported
- Describe the remedial action taken, if any, on behalf of the victim of alleged retaliation, and the outcome of that action

Type of alleged retaliation report (Column E): Select as many as apply. To select more than one option, click the arrow for the dropdown menu again after selecting the first one. To deselect an option(s), clear the cell and reselect the correct option(s).

- (1) Complaint to Service IG
- (2) Complaint to DoD IG
- (3) Complaint to Chain of Command
- (4) Complaint to MCIO or MP
- (5) Other

OTHER- Type of alleged retaliation report (Column F): If selected OTHER for Type of Alleged Retaliation Report (Column E), please specify type in this field.

Relationship between alleged retaliator(s) and victim of alleged retaliation (Column G): Select as many as apply. To select more than one option, click the arrow for the dropdown menu again

after selecting the first one. To deselect an option(s), clear the cell and reselect the correct option(s).

- (1) Alleged retaliator(s) is in the chain of command
- (2) Alleged retaliator(s) is superior, not in alleged victim's chain of command
- (3) Alleged retaliator is a peer or co-worker
- (4) Other (please explain in next column)

OTHER- Relationship between alleged retaliator(s) and victim of alleged retaliation (Column H): If selected OTHER for relationship between alleged retaliator(s) and victim of alleged retaliation, please specify relationship in this field.

Is the alleged retaliation actionable? (Column I): Regardless of whether a criminal or disciplinary action was taken, indicate whether action was possible based on the allegations made by the victim of alleged retaliation. (1) Yes (2) No

Is the alleged retaliator, or one of the alleged retaliators, also the alleged perpetrator of the underlying sexual assault allegation? (Column J): (1) Yes (2) No

Gender of Alleged Retaliator(s) (Column K):

- (1) Male
- (2) Female
- (3) Multiple Alleged Retaliators- Male
- (4) Multiple Alleged Retaliators- Female
- (5) Multiple Alleged Retaliators- Male and Female

Victim of Alleged Retaliation - Gender (Column L): (1) Male (2) Female

Retaliation allegation report outcome (Column M):

Select as many as apply. To select more than one option, click the arrow for the dropdown menu again after selecting the first one. To deselect an option(s), clear the cell and reselect the correct option(s).

- (1) Courts-Martial Charge Preferred
- (2) Nonjudicial Punishment imposed
- (3) Administrative Discharge
- (4) Other Adverse Administrative Action
- (5) Transfer or reassignment of alleged retaliator(s)
- (6) Briefings/trainings for alleged retaliator(s)
- (7) Briefings/trainings for unit/installation
- (8) New policies implemented by command in unit/installation
- (9) Expedited transfer of the victim of alleged retaliation
- (10) Military Protective Order issued for the victim of alleged retaliation
- (11) Other (please explain in next column)
- (12) No action taken (please explain in next column)

Retaliation report outcome - OTHER or NO ACTION (Column N): If selected OTHER or NO ACTION TAKEN for retaliation allegation report outcome, please specify below.

Synopsis number	Fiscal year of retaliation report or investigation	Type of alleged retaliation associated with the report of sexual assault	Narrative of the retaliation allegation(s) associated with a report of sexual assault	Type of alleged retaliation report	OTHER- Type of alleged retaliation report	Relationship between alleged retaliator(s) and victim of alleged retaliation	OTHER- Relationship between alleged retaliator(s) and victim of alleged retaliation	Is the alleged retaliation actionable?	Is the alleged retaliator, or one of the alleged retaliators, also the alleged perpetrator of the underlying sexual assault report?	Gender of Alleged Retaliator(s)	Victim of Alleged Retaliator on-Gender	Retaliation allegation report outcome	Retaliation allegation report outcome- OTHER or NO ACTION
<p>This is a number assigned to the synopsis by your Service for referencing purposes. There should be one line per victim report of alleged retaliation.</p>	<p>(1) FY14 (2) FY15</p>	<p>Select as many as apply. To select more than one option, click the arrow for the dropdown menu again after selecting the first one. To deselect an option, clear the cell and reselect the correct option(s) from the pull-down menu.</p> <p>(1) Allegation of professional retaliation: Taking or threatening to take an adverse unfavorable personnel action, or, withholding or threatening to withhold a favorable personnel action, with respect to a member of the Armed Forces because the member reported, prepared to report, or was perceived as having reported or prepared to report a sexual assault. Retaliatory action taken by chain of command. Personnel action is defined as any action concerning a member of the Armed Forces that affects, or has the potential to affect, that military member's current position or career, such as promotion; a disciplinary or corrective action; a transfer or reassignment; a performance evaluation; a decision on pay, benefits, awards, or training; referral for a mental health evaluation; or any other significant change in duties or responsibilities inconsistent with the military member's grade. Examples include: promotion interference; disciplinary or other corrective actions; and unfair decision on pay, benefits, awards, or training. (Military Whistleblower Protection Act, 10 U.S.C. 1034, as implemented by DoD Directive 7050.06)</p> <p>(2) Allegation of social retaliation: Ostracism and acts of maltreatment, as designated by the relevant Military Department, committed against a member of the Armed Forces who reported a sexual assault. Retaliatory action taken by peers, co-workers, or chain of command. Examples include: exclusion from social acceptance, activities or interactions; blaming; insulting or bullying; assault; physical or psychological force or threat; and abusive or unjustified treatment that results in physical or mental harm.</p>	<p>Write a brief narrative, including the following elements:</p> <ul style="list-style-type: none"> -Describe the circumstances and nature of the alleged retaliation, to include the specific actions complained of by the victim forming the basis of the retaliation allegation (e.g., victim was denied a promotion and by whom) -Provide an overview of the individuals involved -Describe the way in which the alleged retaliation was reported -Describe the remedial action taken, if any, on behalf of the victim of alleged retaliation, and the outcome of that action 	<p>Select as many as apply. To select more than one option, click the arrow for the dropdown menu again after selecting the first one. To deselect an option(s), clear the cell and reselect the correct option(s) from the pull-down menu.</p> <p>(1) Complaint to Service IG (2) Complaint to DoD IG (3) Complaint to Chain of Command (4) Complaint to MCIO or MP (5) Other</p>	<p>If selected OTHER for type of alleged retaliation report, please specify type below</p>	<p>Select as many as apply. To select more than one option, click the arrow for the dropdown menu again after selecting the first one. To deselect an option(s), clear the cell and reselect the correct option(s) from the pull-down menu.</p> <p>(1) Alleged retaliator(s) is in the chain of command (2) Alleged retaliator(s) is superior, not in alleged victim's chain of command (3) Alleged retaliator(s) is a peer or co-worker (4) Other (please explain in next column)</p>	<p>If selected OTHER for relationship between alleged retaliator and victim of alleged retaliation, please specify relationship below.</p>	<p>Regardless of whether a criminal or disciplinary action was taken, indicate whether action was possible based on the allegations made by the alleged victim of retaliation.</p> <p>(1) Yes (2) No</p>	<p>(1) Yes (2) No</p>	<p>(1) Male (2) Female (3) Multiple Alleged Retaliators- Male (4) Multiple Alleged Retaliators- Female (5) Multiple Alleged Retaliators- Male and Female</p>	<p>(1) Male (2) Female</p>	<p>Select as many as apply. To select more than one option, click the arrow for the dropdown menu again after selecting the first one. To deselect an option(s), clear the cell and reselect the correct option(s) from the pull-down menu.</p> <p>(1) Courts-Martial Charge Preferred (2) Nonjudicial Punishment imposed (3) Administrative Discharge (4) Other Adverse Administrative Action (5) Transfer or reassignment of alleged retaliator(s) (6) Briefings/trainings for alleged retaliator(s) (7) Briefings/trainings for unit/installation (8) New policies implemented by command in unit/installation (9) Expedited transfer of the victim of alleged retaliation (10) Military Protective Order issued for the victim of alleged retaliation (11) Other (please explain in next column) (12) No action taken (please explain in next column)</p>	<p>If selected OTHER or NO ACTION TAKEN for retaliation allegation report outcome, please specify below.</p>
<p>1</p>	<p>(1) FY14</p>	<p>(1) Allegation of professional retaliation</p>	<p>Victim made an Unrestricted Report. Afterwards, the victim reported that her promotion was cancelled by her supervisor who the victim characterizes as a friend of the subject of the sexual assault report. Commander conducted a 15-6 investigation and referred the case to the IG. Retaliator received a LOR. Complainant's promotion was retroactively granted.</p>	<p>(1) Complaint to Service IG, (3) Complaint to Chain of Command</p>		<p>(1) Alleged retaliator(s) is in the chain of command</p>		<p>(1) Yes</p>	<p>(2) No</p>	<p>(1) Male</p>	<p>(2) Female</p>	<p>(9) Expedited transfer of the victim of alleged retaliation, (4) Other Adverse Administrative Action</p>	

Data Call for Case Management Group Retaliation Allegations Snapshot – March 2015

Purpose: The purpose of the Case Management Group (CMG) Retaliation Allegations Snapshot is to provide Department and Service leadership with a better understanding of instances of perceived retaliation, if any, discussed at each CMG meeting held throughout the Department of Defense in March 2015. Retaliation allegation information to be included should be associated with an Unrestricted Report of sexual assault and include retaliation allegations against victims, witnesses/bystanders, and/or first responders (e.g., Sexual Assault Response Coordinators, Victim Advocates, Special Victims' Counsel/Victims' Legal Counsel, and others). This data call will include only the cases discussed during March 2015 CMGs.

Instructions: Each submission must include completed electronic versions of the Excel file “*CMG Retaliation Allegations Snapshot*” from *each* CMG held in March 2015. Scanned images of the synopses and/or PDF submissions will not be accepted. The final document must have a title of “CMG Retaliation Allegations Snapshot March 2015-<Insert Your Service and Installation>,” and no watermarks, such as *DRAFT* or *FOUO*. Due to the short suspense, submit each document electronically through your Service’s Sexual Assault Prevention and Reponse Program office.

In order to access the drop-down menu options available in the document “CMG Retaliation Allegations Snapshot,” you must enable “macros.” To enable, look for the “Security Warning” banner located below the “Clipboard” and above the formula bar when first opening document. Click “Enable Content.”

Please ignore the tab titled “SAPRO USE ONLY.”

STEP 1: On the tab “Step 1” of the spreadsheet “CMG Retaliation Allegations Snapshot March 2015,” answer all five questions listed. Please complete these questions after the March 2015 CMG meeting. Continue to Step 2.

STEP 2: On the tab “Step 2” of the document “CMG Retaliation Allegations Snapshot March 2015” create a row for each victim of alleged retaliation discussed at your March 2015 CMG meeting. A victim of alleged retaliation can be a victim who made an Unrestricted Report of sexual assault, a witness/bystander of sexual assault, or a first responder for the victim of sexual assault). In each row, select/write a response underneath the blue column headers. See the example cases that are highlighted in grey.

Case Number (Column A): This is a number assigned to the synopsis by your CMG for referencing purposes. Numbers should be 1, 2, 3, etc., for each Unrestricted Report in which retaliation allegedly occurred. If, within a single Unrestricted Report, there are multiple individuals who perceived retaliation, victims of alleged retaliation should be given the same number (1) but different letters (a, b, c, etc.). For example, if a victim of sexual assault perceived retaliation and a witness/bystander of that same sexual assault also perceived retaliation, the victim of reported sexual assault would be designated as 1a and the witness/bystander would be designated as 1b.

Type of retaliation allegation(s) associated with the report of sexual assault (Column B):
Please select as many options as apply. To select more than one option, click the arrow for the dropdown menu again after selecting the first option. To deselect an option, clear the cell and reselect the correct options from the pull down menu.

(1) Allegation of professional retaliation: Taking or threatening to take an adverse unfavorable personnel action, or, withholding or threatening to withhold a favorable personnel action, with respect to a member of the Armed Forces because the member reported, prepared to report, or was perceived as having reported or prepared to report a sexual assault. Retaliatory action taken by chain of command. Personnel action is defined as any action taken concerning a member of the Armed Forces that affects, or has the potential to affect, that military member's current position or career, such as promotion; a disciplinary or corrective action; a transfer or reassignment; a performance evaluation; a decision on pay, benefits, awards, or training; referral for a mental health evaluation; or any other significant change in duties or responsibilities inconsistent with the military member's grade. Examples include: promotion interference, disciplinary or other corrective actions; and unfair decision on pay, benefits, awards, or training. (Military Whistleblower Protection Act, 10 U.S.C. 1034, as implemented by DoD Directive 7050.06)

(2) Allegation of social retaliation: Ostracism and acts of maltreatment, as designated by the Secretary of the relevant Military Department, committed against a member of the Armed Forces who reported a sexual assault. Retaliatory action taken by peers, co-workers, or chain of command. Examples include: exclusion from social acceptance, activities or interactions; blaming; insulting or bullying; assault; physical or psychological force or threat; and abusive or unjustified treatment that results in physical or mental harm.

Victim of Alleged Retaliation – Type (Column C): Select one of the following that best describes the victim of alleged retaliation.

- (1) Victim of Sexual Assault
- (2) Witness/Bystander of Sexual Assault
- (3) First Responder for Sexual Assault Victim

Victim of Alleged Retaliation – Gender (Column D): Select the gender of the victim of alleged retaliation.

- (1) Male
- (2) Female

Gender of Alleged Retaliator(s) (Column E): Select the gender of the alleged retaliator(s).

- (1) Male
- (2) Female
- (3) Multiple Alleged Retaliators- Male

- (4) Multiple Alleged Retaliators- Female
- (5) Multiple Alleged Retaliators- Male and Female

Relationship between Alleged Retaliator(s) and Victim of Alleged Retaliation (Column F): Select as many as apply. To select more than one option, click the arrow for the dropdown menu again after selecting the first option. To deselect an option, clear the cell and reselect the correct options from the pull down menu.

- (1) Alleged retaliator(s) is in the chain of command
- (2) Alleged retaliator(s) is superior, not in alleged retaliation victim's chain of command
- (3) Alleged retaliator(s) is a peer or co-worker
- (4) Other

OTHER Relationship between Alleged Retaliator(s) and Victim of Alleged Retaliation (Column G): If selected OTHER for relationship between alleged retaliator(s) and victim of alleged retaliation, please specify relationship in this field.

Is the alleged retaliator, or one of the alleged retaliators, also the alleged perpetrator of the underlying sexual assault report (Column H):

- (1) Yes
- (2) No

CMG Action Regarding Alleged Retaliation Case (Column I): Select as many as apply. To select more than one option, click the arrow for the dropdown menu again after selecting the first option. To deselect an option, clear the cell and reselect the correct options from the pull down menu.

- (1) Information referred to IG
- (2) Information referred to Command
- (3) Information referred to MCIO
- (4) Safety plan updated for victim of alleged retaliation
- (5) Expedited transfer considered for victim of alleged retaliation
- (6) Expedited transfer considered for alleged retaliator
- (7) No action taken, please specify the reason(s) in the next column
- (8) Other, please specify in the next column

OTHER or NO Action – CMG Action for Alleged Retaliation Report (Column J): If selected OTHER or NO ACTION TAKEN for CMG Action Regarding Alleged Retaliation Report, please specify in this field.

Case Number	Type of alleged retaliation associated with the report of sexual assault	Victim of Alleged Retaliation- Type	Victim of Alleged Retaliation- Gender	Gender of Alleged Retaliator(s)	Relationship between Alleged Retaliator(s) and Victim of Alleged Retaliation	OTHER Relationship between Alleged Retaliator(s) and Victim of Alleged Retaliation	Is the alleged retaliator, or one of the alleged retaliators, also the alleged perpetrator of the underlying sexual assault report?	CMG Action Regarding Alleged Retaliation Case	OTHER or NO ACTION - CMG Action Regarding Alleged Retaliation Case
<p>This is a number assigned to the synopsis by your CMG for referencing purposes.</p> <p>Numbers should be 1, 2, 3, etc., for each Unrestricted Report in which retaliation allegedly occurred. If, within a single Unrestricted Report, there are multiple individuals who perceived retaliation, victims of alleged retaliation should be given the same number (1) but different letters (a, b, c).</p> <p>For example, if a victim of sexual assault perceived retaliation and a witness/bystander of that same sexual assault also perceived retaliation, the victim of sexual assault would be designated as 1a and the witness/bystander would be designated as 1b.</p>	<p>Select as many as apply. To select more than one option, click the arrow for the dropdown menu again after selecting the first one. To deselect an option(s), clear the cell and then reselect the correct option from the pull down menu.</p> <p>(1) Allegation of professional retaliation: Taking or threatening to take an adverse unfavorable personnel action, or, withholding or threatening to withhold a favorable personnel action, with respect to a member of the Armed Forces because the member reported, prepared to report, or was perceived as having reported or prepared to report a sexual assault. Retaliatory action taken by chain of command. Personnel action is defined as any action taken concerning a member of the Armed Forces that affects, or has the potential to affect, that military member's current position or career, such as promotion; a disciplinary or corrective action; a transfer or reassignment; a performance evaluation; a decision on pay, benefits, awards, or training; referral for a mental health evaluation; or any other significant change in duties or responsibilities inconsistent with the military member's grade. Examples include: promotion interference; disciplinary or other corrective actions; and unfair decision on pay, benefits, awards, or training. (Military Whistleblower Protection Act, 10 U.S.C. 1034, as implemented by DoD Directive 7050.06)</p> <p>(2) Allegation of social retaliation: Ostracism and acts of maltreatment, as designated by the relevant Military Department, committed against a member of the Armed Forces who reported a sexual assault. Retaliatory action taken by peers, co-workers, or chain of command. Examples include: exclusion from social acceptance, activities or interactions; blaming; insulting or bullying; assault: physical or psychological force or threat; and abusive or unjustified treatment that results in physical or mental harm.</p>	<p>Select one of the following that best describes the victim of alleged retaliation</p> <p>(1) Victim of Sexual Assault (2) Witness/Bystander of Sexual Assault (3) First Responder for Sexual Assault Victim</p>	<p>Select the gender of the victim of alleged retaliation</p> <p>(1) Male (2) Female</p>	<p>Select the gender of the alleged retaliator(s)</p> <p>(1) Male (2) Female (3) Multiple Alleged Retaliators- Male (4) Multiple Alleged Retaliators- Female (5) Multiple Alleged Retaliators- Male and Female</p>	<p>Select as many as apply. To select more than one option, click the arrow for the dropdown menu again after selecting the first option. To deselect an option, clear the cell and reselect the correct options from the pull down menu.</p> <p>(1) Alleged retaliator(s) is in the chain of command (2) Alleged retaliator(s) is superior, not in alleged victim's chain of command (3) Alleged retaliator(s) is a peer or co-worker (4) Other</p>	<p>If selected OTHER for relationship between alleged retaliator(s) and victim of alleged retaliation, please specify relationship below.</p>	<p>(1) Yes (2) No</p>	<p>Select as many as apply. To select more than one option, click the arrow for the dropdown menu again after selecting the first option. To deselect an option, clear the cell and reselect the correct options from the pull down menu.</p> <p>(1) Information referred to IG (2) Information referred to Command (3) Information referred to MCIO (4) Safety plan updated for victim of alleged retaliation (5) Expedited transfer considered for victim of alleged retaliation (6) Expedited transfer considered for alleged retaliator (7) No action taken, please specify the reason(s) in the next column (8) Other, please specify in the next column</p>	<p>If selected OTHER or NO ACTION TAKEN for CMG Action Regarding Alleged Retaliation Case, please specify below</p>
1a	(2) Allegation of social retaliation	(1) Victim of Sexual Assault	(1) Male	(3) Multiple Alleged Retaliators- Male	(1) Alleged retaliator(s) is in the chain of command, (3) Alleged retaliator(s) is a peer or co-worker		Yes	(1) Information referred to IG, (4) Safety plan updated for victim of alleged retaliation	
1b	(1) Allegation of professional retaliation	(2) Witness/Bystander of Sexual Assault	(2) Female	(1) Male	(1) Alleged retaliator(s) is in the chain of command		Yes	(6) No action taken, please provide reason in the box to the right	The victim of alleged retaliation did not want to participate in the retaliation investigation