



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

JAN 10 2014

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

SUBJECT: Assessment of Sexual Harassment and Violence at the U.S. Military Service Academies for Academic Program Year 2012-13 (June 1, 2012 to May 31, 2013)

Our Armed Forces rely on our military service academies to develop future officers of the highest character. As such, preventing sexual assault and sexual harassment at these institutions remains a top priority for the Department of Defense.

I know you share my commitment in this effort. In both the academic year ending May 2013 and the intervening period, we have seen considerable energy and emphasis placed on the respective service academy sexual assault prevention and response (SAPR) programs. Critical to these on-going efforts is fostering a cadet/midshipman culture that embraces dignity and respect for all, and one in which our future officers demonstrate the social courage to challenge those who do not.

To advance this culture, strengthen our service academies, and address the findings and recommendations of this year's Annual Report on Sexual Harassment and Violence at the U.S. Military Service Academies, I am directing implementation of the following essential measures:

- ***Enhance Strategic Planning:*** To ensure unity of effort and purpose, the service academy superintendents will ensure implementation of academy-focused sexual assault and sexual harassment prevention and response strategic plans, aligned with their respective Department or Service SAPR strategic plans.
- ***Enhance Program Effectiveness:*** To improve the overall effectiveness of policies and programs, the superintendents will involve cadets and midshipmen in command climate assessments and implement appropriate metrics and assessment tools, consistent with Department-wide methodologies, to evaluate and regularly report progress in sexual harassment and assault prevention and response.
- ***Advance and Sustain Appropriate Culture:*** To advance the values and behaviors required of a military officer and to increase victim confidence associated with reporting, the superintendents will: innovate and implement solutions that address concerns of social retaliation among peers; employ purposeful and direct engagement with leaders and supervisors of teams, clubs, and other cadet/midshipman organizations; and provide cadet and midshipman influencers with the skills and knowledge to strengthen their ongoing mentorship programs.

- **Enhance Comprehension:** To further increase awareness and understanding of the impact of disrespectful and criminal behaviors, the superintendents will develop sexual harassment and sexual assault learning objectives and incorporate them in related classes within academic curricula.
- **Expand Alcohol Policies:** To improve the safety of cadets and midshipmen and reduce the risks posed by alcohol, the superintendents will review and systematically expand institutional alcohol policies to address risk factors beyond the individual use of alcohol, to include such matters as training of alcohol providers, alcohol availability, and community outreach.

Report back to me with your plan to support these initiatives through the Under Secretary of Defense for Personnel and Readiness by March 31, 2014. Report additional progress in annual assessments undertaken in support of the requirements established by Section 532 of Public Law 109-364.

Thank you.

A handwritten signature in blue ink that reads "Clark Abel". The signature is written in a cursive style and is underlined with a single blue line.

cc:
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