

Inspector General

United States
Department *of* Defense



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INSPECTOR GENERAL
DEPARTMENT OF DEFENSE
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February 28, 2013

MEMORANDUM FOR UNDER SECRETARY OF DEFENSE FOR POLICY
SECRETARIES OF THE MILITARY DEPARTMENTS
COMMANDER, U.S. ARMY CRIMINAL INVESTIGATION
COMMAND
DIRECTOR, NAVAL CRIMINAL INVESTIGATIVE
SERVICE
COMMANDER, AIR FORCE OFFICE OF SPECIAL
INVESTIGATIONS
DIRECTOR, DOD SEXUAL ASSAULT PREVENTION AND
RESPONSE OFFICE

SUBJECT: Evaluation of the Military Criminal Investigative Organizations' Sexual
Assault Investigation Training (Report No. DoDIG-2013-043)

This final report is provided for information and use. We evaluated the Military Criminal Investigative Organizations' (MCIOs') sexual assault investigation training to determine whether it adequately supports the Department. We undertook this self-initiated project to meet our statutory obligation to provide policy, oversight, and performance evaluation with respect to all DoD activities relating to criminal investigation programs. Further, DoD Instruction 6495.02, "Sexual Assault Prevention and Response Program Procedures," June 23, 2006, emphasizes the DoD Inspector General's responsibility to oversee sexual assault investigation training.

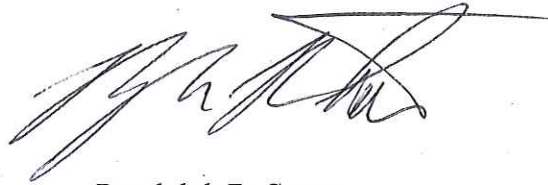
We found that each MCIO provides initial baseline, periodic refresher, and advanced sexual assault investigation training to their criminal investigative personnel; however, the time each MCIO devoted to the required training tasks varied. Further, all training academies measure the effectiveness of their initial and advanced training courses with testing and course critiques. Each MCIO uses these evaluation tools to adjust training content to increase effectiveness. In addition, the U.S. Army Criminal Investigation Command (CID) and the Naval Criminal Investigation Service (NCIS) have leveraged resources by sharing instructors and highly qualified and subject matter experts to assist with training course development and delivery.

The MCIOs responded to our draft report. Management comments were responsive to the draft and conformed to the requirements of DoD Directive 7650.3. The Commander, CID concurred in part with our recommendations, but objected to forming a working group to review periodic refresher sexual assault investigation training to establish common criteria and minimum requirements to refine methods for measuring effectiveness. Overall, the Director, NCIS and the Commander, U.S. Air Force Office of Special Investigations (AFOSI) concurred with our recommendations.

We considered management comments on a draft of this report when preparing the final report and revised our recommendation. The DoD IG disagrees in part with the Commander, CID and we stand by that portion of our recommendation to form a working group to review periodic refresher training to refine methods for measuring effectiveness. We believe our recommendation as revised comports with Department and Federal Government training standards.

Please establish the recommended working group to review initial baseline, periodic refresher, and advanced sexual assault investigation training by May 31, 2013.

We appreciate the courtesies extended to the staff. For additional information on this report, please contact Mr. Scott Russell, Director, Violent Crime Division, (703) 604-8718.

A handwritten signature in black ink, appearing to read 'R. Stone', with a stylized flourish extending from the end.

Randolph R. Stone
Deputy Inspector General
Policy and Oversight



Results in Brief: Evaluation of the Military Criminal Investigative Organizations' Sexual Assault Investigation Training

What We Did

We evaluated the Military Criminal Investigative Organizations' (MCIOs') sexual assault investigation training to determine whether it adequately supports the Department. Our evaluation focused on the following questions:

- What sexual assault investigation training do the MCIOs provide?
- How do the MCIOs ensure that sexual assault investigation training is effective?
- How do the MCIOs leverage their resources and expertise?

What We Found

Each MCIO provides initial baseline, periodic refresher, and advanced sexual assault investigation training to assigned criminal investigative personnel who may conduct sexual assault investigations. Between MCIOs, the training hours devoted to initial baseline training tasks varied. Further, Naval Criminal Investigative Service (NCIS) initial baseline training materials did not cover four required essential training subtasks.

All MCIO training academies measure the effectiveness of initial and advanced training courses, and they use the results to adjust training content to increase effectiveness. Conversely, the MCIOs do not measure the effectiveness of periodic refresher training.

CID has attempted to consolidate MCIO advanced sexual assault investigation training. CID and NCIS share highly qualified and subject matter experts (HQE and SME) to assist with training course development and delivery.

Also, CID assisted NCIS by instructing at their advanced sexual assault investigation training course.

What We Recommend

- The Director, NCIS, ensure lesson materials for initial sexual assault investigation training covers all essential training tasks.
- The Director and Commanders of the MCIOs form a working group to review (1) initial baseline sexual assault investigation training programs to establish common criteria and minimum requirements, (2) periodic refresher sexual assault investigation training programs to establish common criteria and minimum requirements for measuring effectiveness, and (3) advanced sexual assault investigation training programs to further capitalize on efforts to leverage training resources and expertise.

Management Comments and Our Response

The Director, NCIS commented that all essential training tasks are addressed; however, not all are well-detailed in lesson plans and slides.

The MCIOs objected to efforts to improve periodic refresher training; however, they concurred with recommendations to improve initial baseline training and to review advanced training and work toward leveraging resources, advising they have begun many new initiatives relative to sexual assault investigation training.

See the recommendations table on the next page.

Recommendations Table

Management	Recommendations Requiring Comment	No Additional Comments Required
Director, Naval Criminal Investigative Service		1 and 2
Commander, U.S. Army Criminal Investigation Command		2
Commander, U.S. Air Force Office of Special Investigation		2

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Introduction

Objectives

We evaluated the Military Criminal Investigative Organizations' (MCIOs')¹ sexual assault investigation training to determine whether it adequately supports the Department. Our evaluation focused on the following questions:

- What sexual assault investigation training do the MCIOs provide?
- How do the MCIOs ensure that sexual assault investigation training is effective?
- How do the MCIOs leverage their resources and expertise?

See the Appendix for a discussion of the scope and methodology.

Background

The Department of Defense Inspector General (DoD IG) has statutory authority in accordance with the Inspector General Act of 1978 for policy, oversight, and performance evaluation with respect to all DoD activities relating to criminal investigation programs. This authority is embodied in DoD Directive (DoDD) 5106.01, "Inspector General of the Department of Defense (IG DoD)," April 20, 2012, and DoD Instruction (DoDI) 5505.03, "Initiation of Investigations by Defense Criminal Investigative Organizations," March 24, 2011. Additionally, DoDI 6495.02, "Sexual Assault Prevention and Response Program Procedures," June 23, 2006, emphasizes the DoD IG's responsibility to oversee sexual assault investigations and sexual assault investigation training.

In its June 22, 2011 report, "Military Justice: Oversight and Better Collaboration Needed for Sexual Assault Investigations and Adjudications," the Government Accountability Office (GAO) recommended that the Secretary of Defense direct the Service secretaries to develop a plan for "leveraging . . . resources and expertise for investigating . . . sexual assault incidents, such as by consolidating training programs and sharing resources, including highly qualified experts . . ." GAO further reported that although the Military Services developed and implemented sexual assault-specific training for their respective investigators, the DoD IG had not assessed the content and effectiveness of the training, "such as evaluating how many agents are currently meeting a minimum standard of competency." GAO recommended that the DoD IG develop and implement clear goals, objectives, and performance data for monitoring and evaluating the Services' sexual assault investigations and related training.

¹ The MCIOs include the U.S. Army Criminal Investigation Command, Naval Criminal Investigative Service, and Air Force Office of Special Investigations.

In July 2011, the DoD IG formed a new unit focused on evaluating and improving the quality of the Department's violent crime investigations, including sexual assault, as well as investigative training programs that form the foundation for sound investigative products.

Compliance With Policy and Requirements

DoDI 6495.02 establishes requirements and responsibilities for DoD Components; including the DoD Sexual Assault Prevention and Response Office (SAPRO), the DoD IG, and the Secretaries of the Military Departments; relating to DoD's response to sexual assault incidents. The Instruction states that except for criminal investigative policy matters that are assigned to the DoD IG, DoD SAPRO is responsible for developing, among other things, training standards for the prevention, reporting, response, and program accountability of sexual assaults involving Service members. In addition, DoDI 6495.02 designates MCIO criminal investigators as DoD sexual assault first responders. As such, each MCIO criminal investigator is required to receive the same baseline training. The training standards specified in DoDI 6495.02 form the baseline that the Military Services and specialized communities can build on. The essential training tasks established for the MCIO's in DoDI 6595.02 include:

1. Sexual Assault Response Policies
 - DoD policies
 - Military Service-specific policies
 - DoD confidentiality policy rules and limitations
2. Victimology
 - victimization process
 - potential victim responses (trauma, post-traumatic-stress disorder)
3. Sex Offenders
4. Crime Scene Management
 - securing the crime scene
 - identifying and collection of fragile evidence
 - addressing chain of custody issues
5. Interview Techniques (suspect and victim)
6. Investigating Difficult Cases
 - impaired victims (alcohol impairment, drug-facilitated sexual assaults)
 - multiple suspects
 - domestic violence sexual assaults
7. Recantations and False Information
 - proper investigation of recantations
 - factors influencing false reports
8. Working with victim advocates (VAs) and sexual assault response coordinators (SARCs)
 - VA and SARC roles, responsibilities, and limitations
 - victim services and support programs

No DoD or Military Service policy establishes minimum training standards or minimum competency standards for the essential sexual assault investigation training tasks. However, DoDI 6495.02 requires MCIO criminal investigators to receive initial and periodic refresher training on the essential training tasks. DoDI 6495.02 does not define periodic refresher training and does not address advanced sexual assault investigation training. For purposes of this evaluation, we developed the following definitions:²

Initial Training. A program of *baseline* instruction designed to provide basic and fundamental training techniques, concepts, and methodologies of conducting criminal investigations of alleged sexual assaults, which covers, at a minimum, the essential training tasks.

Periodic Training. Training provided in addition to initial (baseline) essential task training, which may include periodic refresher training. In practical terms, the MCIOs determine their own periodic training requirements; however, DoDI 6495.02 requires that initial and periodic refresher training include the essential training tasks.

Periodic Refresher Training. A program of instruction for MCIO criminal investigators designed to refresh the skills and concepts learned in initial, advanced, and prior periodic refresher training. Training includes specialized skills required to investigate sexual assault effectively and covers, at a minimum, the essential training tasks.

Advanced Training. A specialized program of instruction for MCIO criminal investigators specifically designed to provide a higher level of proficiency and understanding in the complexities of sexual assault investigation.

DoD Directive 6495.01 requires an:

. . . immediate, trained response capability for each report of sexual assault in all locations, including deployed locations, and ensure victims of sexual assault are protected, treated with dignity and respect, and receive timely access to treatment and services.

Within DoD, the MCIOs provide the *trained* and *capable* response to investigate reported sexual assaults in all locations.

Even if the MCIOs employ the highest quality personnel, they need training to become competent criminal investigators. Much of the training necessary for the investigation of sexual assault is the same as that needed for other criminal investigations. However, sexual assault investigations require additional skills. To help ensure that quality training

² We developed the definitions using similarly titled training courses offered by the Federal Law Enforcement Training Center.

is provided, the DoD IG is required to provide oversight of sexual assault investigation training within DoD investigative and law enforcement communities.

Within DoD, the MCIOs are responsible for investigating most sexual assaults.³ In the Army, CID investigates all sexual assault complaints. At the time of this evaluation,⁴ NCIS and AFOSI did not investigate one type of complaint, “wrongful sexual contact”⁵ (formerly “indecent assault”). This offense involved improper, unwanted touching of a sexual nature with the specific intent to demean the victim and gratify the lust of the accused’s sexual desires. Navy Masters at Arms, Marine Corps CID investigators, and Air Force Security Forces investigators investigate wrongful sexual contact.

In addition, the MCIOs develop Service-specific investigative policy and requirements to govern the conduct of sexual assault investigations and train their criminal investigators in accordance with DoD policies and their Service’s training standards.

NCIS and AFOSI criminal investigators receive most of their investigative training at Federal Law Enforcement Training Center (FLETC), Glynco, Georgia, while attending the Criminal Investigator Training Program (CITP), and each respective agency’s Service specific follow-on investigative training program. In response to a recommendation in the National Academy of Public Administration report, “Adapting Military Sex Crime Investigations to Changing Times,” June 1999, the AFOSI moved its training academy from Andrews Air Force Base, Maryland, to FLETC in 2002. NCIS already received investigative training at FLETC. Both NCIS and AFOSI provide agency-specific training, to include sexual assault investigation training following completion of the CITP. CID trains its criminal investigators at United States Army Military Police School (USAMPS), Maneuver Support Center of Excellence, Fort Leonard Wood, Missouri. Both FLETC and USAMPS are Federal Law Enforcement Training Accreditation (FLETA)⁶-accredited institutions.

³ Under the 2008 UCMJ, Sexual assault includes rape, forcible sodomy (oral or anal sex), and other unwanted sexual contact that is aggravated, abusive, or wrongful (to include unwanted and inappropriate sexual contact), or attempts to commit these acts. The definition generally encompasses offenses classified under Articles 120 and 125 of the Uniform Code of Military Justice (UCMJ).

⁴ Definitions contained in the 2008 version of the UCMJ were in effect at the time of this review.

⁵ Article 120, UCMJ, (2008), (m) “Wrongful sexual contact” states that any person subject to this chapter who, without legal justification or lawful authorization, engages in sexual contact with another person without that other person’s permission is guilty of wrongful sexual contact and shall be punished as a court-martial may direct.

⁶ According to its Web site, <http://www.fleta.gov/>, FLETA is an accreditation community made up of Federal agency accreditation managers, assessors, FLETA Board members, and other individuals invested in accrediting Federal law enforcement training.

Finding. Adequacy of the MCIOs Sexual Assault Investigation Training

To determine the adequacy of the training, we focused on the following questions:

- What sexual assault investigation training do the MCIOs provide?
- How do the MCIOs ensure that sexual assault investigation training is effective?
- How do the MCIOs leverage their resources and expertise?

What Sexual Assault Investigation Training do the MCIOs Provide?

Initial Training

All three MCIO's provide initial baseline sexual assault investigation training as required by DoDI 6495.02. As DoD sexual assault first responders, each MCIO criminal investigator is required to receive the same baseline training. The only definitive training standard in DoDI 6495.02 is that initial sexual assault investigation training must cover all of the essential training tasks specified in DoDI 6495.02 to "form the baseline the Military Services and specialized communities can build on." Our review of each MCIO's initial training indicates that although all three cover, or come close to covering, the essential training tasks, the training programs are similar but not the same. For example, based on documents provided in response to our data call, CID provides 16 hours of classroom training to cover the eight tasks, NCIS provides 6 hours, and AFOSI provides at least 4 hours. NCIS and AFOSI supplement their classroom lecture training with practical exercises that include handling sexual assault investigations. Absent a standard for just how many hours each MCIO should devote to initial sexual assault investigation training, we relied on whether each program covered the essential training tasks as the standard for adequacy.

Army

At the time of this evaluation, USAMPS used the Systems Approach to Training (SAT)⁷ academic training model. SAT is the Army's training development process. SAT determines whether training is needed; what the training will cover; who will receive the training; how and where the training will be presented and how in-depth it will be; and the training support and resources required to produce, distribute, implement, and evaluate the training programs.

⁷ SAT is based on instructional systems design and was established to manage the instructional program's process of analyzing, designing, developing, implementing, and evaluating the training. Effective December 6, 2011, SAT was replaced by the Army Learning Policy and Systems subsequent to the publication of U.S. Army Training and Doctrine Command Regulation 350-70.

The CID Headquarters (HQ) provides doctrine and training requirements for sexual assault investigative training to the USAMPS, Fort Leonard Wood, Missouri. CID assigns qualified criminal investigators to the Military Police Investigation Division (MPID), USAMPS, which is a U.S. Army Training and Doctrine Command (TRADOC) element, to serve as instructors. The Criminal Investigation Division Special Agents Course (CIDSAC) provides basic criminal investigative instruction to investigate crimes, including sexual assault.

Criminal Investigation Division Special Agents Course

CIDSAC is a 15-week course for prospective civilian, enlisted, and warrant officer criminal investigators. CIDSAC includes training in the following areas: criminal law; crime scene processing; testimonial evidence; investigations of crimes against persons and property; physical evidence; drug investigations; fraud, waste, and abuse investigations; investigative reports; special investigative techniques; and protective service training. CIDSAC is offered on a reoccurring basis, approximately five to six times a fiscal year and can accommodate approximately 24 students per class. The Family Advocacy Law Enforcement Training Division (FALETD), USAMPS provides 16 hours of sexual assault investigation training. Additionally, USAMPS provides 80 hours of crime scene management training, of which, 14 hours is specific to sexual assault. USAMPS has developed and implemented the required essential training tasks into the CIDSAC course in the following areas (see Table 1).

Table 1. CIDSAC Training Topics

Topic	Training Covers
DoD/Department of the Army (DA)/CID Policy Overview	Uniform Code of Military Justice (UCMJ) Articles 120 and 125; SAPR Program, role of the SARCs and VAs, DoD sexual assault policy, restricted reporting, unrestricted reporting, Victim Preference Statement (VPS), Department of the Army Regulation 27-10, "Legal Services Military Justice," and the Victim and Witness Assistance Program (VWAP).
Working with and the SARC and VAs	Overview of the roles of the SARC and VA.
Restricted & Unrestricted Reporting	Overview of victims of sexual assault who wish to confidentially disclose the crime to specifically identified individuals and receive medical treatment and counseling without triggering the official investigative process. In addition, an overview of victims of sexual assault who desire medical treatment, counseling, and an official investigation of the crime. The students are provided an overview of both possibilities and the differences present in the two.
Independent Investigations	Overview of investigations by the Standards of Conduct Office to meet obligations to conduct prompt, thorough, and impartial investigations in the workplace of an internal investigation or inquiry and the differences between a

	criminal and administrative independent investigation.
Victimology	Overview of the study of the ways in which the behavior of victims of a crime is indeterminately changed as well the relationships between victims and offenders, victims and the criminal justice system, and victims and other social groups and institutions.
Differentiating Between False Information and False Reports	An overview of the difference between false information and false reporting.
Challenges to Credibility	Overview of personal credibility and the manner in which victims, offenders, lawyers, commanders, etc., can attack your credibility during sexual assault investigations.
Victim Interviews	Overview of conducting interviews of sexual assault victims as well as victims of other various crimes. Practical exercises of thoroughly documenting and conducting victim interviews to include victims of sexual assault. Also, how to deal with anger, frustration, and hostility that victims experience.
Investigating Recantations	Knowledge regarding victim recantation, when the victim retracts or withdraws a reported sexual assault. Overview of recantations routinely used by victims to disengage themselves.
Marital Rape	Overview of marital or spousal rape-when nonconsensual sex between husband and wife has occurred. Knowledge of domestic violence is also discussed during this block of instruction.
Same-Sex Sexual Assaults	Overview of same-sex sexual assaults.
Drug-Facilitated Sexual Assaults	Overview of drug-facilitated sexual assaults typically referred to as “date rape” or “drug rape.” The offender uses drugs such as alcohol, gamma-hydroxybutyrate (GHB), or flunitrazepam (Rohypnol) to incapacitate the victim so the offender can carry out the assault.
Understanding Sex Offenders	Overview of sex offenders regarding rape or child molestation. Further, a brief overview of a sexual offenders’ psyche and reason behind offending.
Sex Offender Interviews	Overview of interviewing sex offenders, their justification, thinking, and manipulation of the incident.
Crime Scene Management	Knowledge of crime scene management including securing the crime scene, identifying and collecting fragile evidence, and addressing evidence chain of custody issues.

CIDSAC students are taught all required essential training tasks throughout the course and have numerous written and hands-on examinations. Students are required to achieve at least 70 percent on each examination to graduate. FALETD teaches the 16 hours of sexual assault investigations training. However, pending development of testing materials, sexual assault investigations training is not testable. Other sexual assault-related topics; such as law, interviews and interrogations, and crime scenes; are currently testable.

Navy

NCIS uses SAT, which adopts the instructional system design (ISD) model to develop and manage training. NCIS provides sexual assault investigation training during the Special Agent Basic Training Program (SABTP), an agency-specific add-on course to the FLETC's CITP course. Students are tested during the SABTP and they must attain an 80 percent score to pass. If students fail examinations, they receive remedial training and are given an opportunity to retest. If they fail a retest they are removed from training.

Special Agent Basic Training Program

SABTP students receive 6 hours of sexual assault investigation training, which includes 6 hours of classroom presentation and is augmented with a 26-hour continuing case investigation exercise. Students are guided through all phases of investigating a sexual assault complaint, from the initial report of a sexual assault to the pretrial investigation. SABTP offers the training twice per fiscal year and can accommodate approximately 20 students per class. In the SABTP, there are two training tasks related to sexual assault investigations.

- Task Number 36, "Knowledge of DoD/NCIS sexual assault investigative procedures and responsibilities," (NCIS Lesson Plan 2332, "Sex Crime Investigations") and
- Task Number 38, "Conduct a sexual assault investigation," (NCIS Lesson Plan 2331, "Sexual Assault Continuing Case Investigation," consisting of multiple-phase laboratories designed to help criminal investigators use NCIS methods and procedures for conducting a criminal investigation from receipt of a NCIS "duty call"⁸ to a Uniform Code of Military Justice [UCMJ] Article 32 hearing⁹).

NCIS Lesson Plan 2332, "Sex Crime Investigations," includes the following performance objectives:

1. Identify myths (and prejudices) regarding sexual assault,
2. Describe DoD sexual assault policy,
3. Describe victim specific issues, and
4. Describe sex crimes investigative protocols.

⁸ The term "duty call" refers to when a criminal investigator is called to a report of a crime to investigate.

⁹ A UCMJ Article 32 hearing is the military justice system's equivalent to a civilian preliminary hearing. The purpose of the Article 32 hearing is to determine whether sufficient evidence exists to proceed with the charges to a General Court-Martial.

The sex crimes investigation training consists of a 6-hour classroom presentation. Table 2 lists training topics identified in NCIS Lesson Plan 2332.

Table 2. NCIS Lesson Plan 2332 Training Topics

Topic	Training Covers
Myths and Prejudices	Myths and prejudices concerning rape and sexual assault.
DoD Sexual Assault Policy	UCMJ Articles 120 and 125, SAPR Program, role of the SARC and VAs; DoD sexual assault policy, restricted reporting; unrestricted reporting, VPS, and OPNAVINST Instruction 5800.7A, "Victim and Witness Assistance Program (VWAP)."
Victim-Specific Issues	Treatment and care of victims, stages of trauma, counterintuitive behaviors, and male rape.
Sex Crimes Investigative Protocols	Criminal investigator response to the call; initial victim contact; interview process; initial interview (victim); crime scene search, which includes protecting the crime scene and collecting evidence; Sexual Assault Response Team (SART) exam, which includes collecting evidence and maintaining chain of evidence; SART exam process; medical concerns; medical records; victim re-contact for in-depth interview; force or lack of consent, which also includes intoxication; cognitive interviewing techniques; role of visual imagery; document emotion and senses in the statement; interview process; predatory rape drugs—symptoms; signs of drug ingestion; interview for drug-facilitated sexual assault; crime scene(s) search for drug-facilitated sexual assault; follow-up investigation pretext calls; false or omission of information; recantation; false allegations—no sexual assault has occurred; suspect; interrogation of suspect—defenses; prosecution; and the Sexual Assault Investigation Protocol Checklist.

NCIS Lesson Plan 2331, "Sexual Assault Continuing Case Investigation," includes the following performance objectives:

1. Conduct and document a crime scene examination,
2. Conduct and document interviews of a sexual assault victim and witnesses,
3. Conduct a recorded pretext telephone call between a victim and suspect,
4. Brief a commanding officer,
5. Conduct an interview and/or interrogation,
6. Obtain a Permissive Authorization for Search and Seizure,
7. Formulate and execute an operational plan,

8. Execute a Permissive Authorization for Search and Seizure,
9. Arrest and/or apprehend a suspect,
10. Interrogate a suspect, and
11. Provide testimonial evidence in a UCMJ Article 32 hearing.

According to the lesson plan, criminal investigators, after receiving a sexual assault investigation complaint scenario, will conduct a criminal investigation commencing with their receipt of an NCIS duty call and continuing to a UCMJ Article 32 hearing. Table 3 identifies the six phases of SABTP.

Table 3. Continuing Case Investigation Exercise Phases

Phase	Topic
I	Crime Scene Examination
II	Victim Interview
III	Recorded Pretext Telephone Call
IV	Commanding Officer Brief/Witness Interviews
V	Suspect Arrest/Apprehension
VI	Mock Article 32 Hearing

These lesson plans do not address all essential training tasks required by DoDI 6495.02. For example, SABTP does not cover training relating to sex offenders, multiple suspects, domestic violence sexual assault, and victim services and support programs.

Air Force

AFOSI uses the ISD educational model as required by Air Force Instruction 36-2201, “Air Force Training Program,” September 15, 2010.

Basic Special Investigations Course

The Basic Special Investigations Course (BSIC) is a 7-week, agency-specific follow-on course to FLETC’s CITP. The BSIC provides training in firearms, defensive tactics, forensics, surveillance and surveillance detection, antiterrorism techniques, crime scene processing, interrogations and interviews, court testimony, and military and Federal law.

BSIC students receive classroom presentations on sex crime investigations at least 4-hours in length. The lectures include slides and training aids, such as the Sexual Assault Forensic Examination (SAFE) kit. The students are instructed in how to use the kit in a hands-on exercise facilitated by the instructor. The standard for passing written examinations during the course is 70 percent, and the standard for passing hands-on

evaluations, such as practical exercises and labs, is 80 percent. However, exams for certain hands-on exercises are pass/fail. Both written examinations and practical exercises are given throughout the course.

BSIC training includes a 1-week capstone exercise called “Detachment Operations” which captures all previous BSIC lessons and provides students an opportunity to demonstrate their knowledge of material in a dynamic team environment, including handling sexual assault cases. BSIC classes have a maximum enrollment of 48 students and are offered 4-5 times a fiscal year.

BSIC includes remedial training for any students who perform below standards on any test. Following remedial training, students must pass the examination or practical exercise. A student who fails two academic exams, or a combination of one academic exam and one practical exercise, is immediately dismissed per the Commander, United States Air Force Special Investigations Academy (USAFSIA) recommendation.

BSIC Lesson Plan 01-12-09-01-11-01, “Sexual Assault Investigations,” January 10, 2011, includes the following Terminal Performance Objective (TPO)¹⁰ and eight Enabling Performance Objectives (EPOs).¹¹

TPO:

Given a sexual assault investigation scenario, the student will be able to identify DoD and AFOSI policies and procedures regarding sexual assault investigations.¹² The student will also identify measures needed to collect and preserve evidence of a sexual assault in accordance with Air Force Office of Special Investigations Manual 71-118, “General Investigative Methods,” and Air Force Office of Special Investigations Manual 71-122, “Criminal Investigations,” the student text, the sexual assault investigations lecture, and the SAFE kit instructions.

EPO:

- 1) Identify DoD policies for investigating sexual assaults;
- 2) Explain AFOSI investigative responsibility in offenses of a sexual nature;
- 3) Identify emotional, legal, and social considerations encountered when investigating sexual assault;
- 4) Identify appropriate steps needed to identify, collect, and preserve evidence obtained during a sexual assault investigation;
- 5) Describe the purpose of a sexual assault examination and identify the role of investigators and medical providers during collection;
- 6) Identify three major types of difficult sexual assault cases;
- 7) Identify the characteristics of the nonstranger rapist; and

¹⁰ An objective made up of subordinate objectives that the learners would be expected to accomplish when they have completed the instruction.

¹¹ An objective that should be attained in order to accomplish a terminal objective.

¹² Air Force Lesson Plan 01-12-09-01-11-01 does not reflect the dates of issuance of AFOSI Special Investigations Manuals 71-118 and 71-122.

- 8) Identify reasons for recantations and false information.

Table 4 lists training topics and training areas covered in BSIC Lesson Plan 01-12-09-01-11-01.

Table 4. BSIC Sexual Assault Investigation Training Topics

Topic	Training Covers
Identify DoD policies for investigating sexual assaults	Identifies applicable DoD policy and explains restricted and unrestricted reporting, policy limitations, and SAFE kits.
Explain AFOSI investigative responsibility in offenses of a sexual nature	Any changes to UCMJ Article 120 and the AFOSI investigative policies.
Identify emotional, legal, and social considerations encountered when investigating sexual assault	Victim sensitivity, emotional responses, and how to handle issues.
Identify appropriate steps needed to identify, collect, and preserve evidence obtained during a sexual assault investigation	How initial allegations may be received, victim safety, and securing a crime scene.
Describe the purpose of a sexual assault examination and identify the role of investigators and medical providers during collection	Typical investigative processes in sexual assault investigations.
Identify three major types of difficult sexual assault cases	Impaired victims, multiple subjects, nonstranger rapes.
Identify the characteristics of the nonstranger rapist	Domestic violence, power, and aggression.
Identify reasons for recantations and false information	Recantation, false allegation, unfounded allegation, and how to differentiate.

AFOSI BSIC Lesson Plan 01-12-09-01-11-01 addresses all essential training tasks required by DoDI 6495.02.

Periodic Refresher Training

DoDI 6495.02 requires all military and civilian criminal investigators assigned to MCIOs to receive periodic refresher training. DoDI 6495.02 does not specify how often refresher training will be conducted.

Army

Starting in 2005 and continuing until 2008, CID, with the assistance of USAMPS, provided refresher training annually, through mobile training teams (MTTs). One Supervisory Special Agent (SSA) stated that in an effort to get as many criminal investigators as possible through refresher training, MTTs provided refresher training at high-density CID unit locations for a few years until funding became an issue. Since

2008, CID has provided PowerPoint slides to criminal investigators to facilitate refresher training. In addition to slide presentations, in 2010, CID provided refresher training in the form of investigative case reviews, which required criminal investigators to review closed/adjudicated sexual assault investigation case files and annotate their observations. A highly qualified expert (HQE) from USAMPS FALETD graded the observations and provided feedback to the field criminal investigator. An SSA said the case review approach to refresher training was time-consuming, making it difficult to complete because field criminal investigators lack time for training during a workday. Two SSAs told us none of their subordinates received feedback during the case review process.

Another SSA explained that the 2011, refresher training contained 8 hours of academic training in contrast to 2012 training. The 2012 training is shorter, but it focuses on sharing best practices, practical exercises, and more criminal investigator dialogue. Although perceptions varied, supervisors and criminal investigators agreed that refresher training was being completed as required. Almost every criminal investigator we contacted told us refresher training was being conducted, it was meaningful and effective, and they all learned from the experience.

CID sexual assault refresher training addressed all essential training tasks and complied with DoDI 6495.02.

Navy

NCIS criminal investigators receive annual refresher training. NCIS annual refresher training consists of PowerPoint slides available on-line. Table 5 provides details regarding the training topics covered.

Table 5. Sexual Assault Refresher Training Topics and Content

Training Topic	Training Covers
Sexual Assault Response Policies	DoD and NCIS sexual assault policies and DoD confidentiality policy rules and limitations, which include restricted and unrestricted reporting.
Victimology	Victim responses to trauma and post-traumatic-stress disorder.
Understanding Sex Offenders	Understanding the nuances of sexual offenders.
Crime Scene Management	Securing the crime scene, identifying and collecting fragile evidence, and addressing chain of custody issues.
Interview Techniques	Victim and suspect interviews.
Investigating Difficult Cases	Impaired victims, which includes alcohol- and drug-facilitated sexual assault, multiple suspects, and domestic violence sexual assault.

Recantations and False Information	Recantations and false reports.
Working with the SARCs and VAs	Roles of SARCs, VAs, and victim services.

NCIS sexual assault refresher training addressed all essential training tasks and complied with DoDI 6495.02.

Air Force

AFOSI criminal investigators receive annual sexual assault investigation refresher training. AFOSI provides sexual assault investigation refresher training through a computer-based training platform facilitated by the AFOSI Learning Management System (LMS).¹³ LMS has one block of instruction dedicated to the investigation of sexual assaults, which is periodically updated and adheres to the refresher training requirement. One supervisor stated that he did not recall much of the on-line training content and did not believe on-line-type course instruction was the best method to deliver refresher training. AFOSI supervisors stated that they believe that AFOSI has made great strides regarding refresher training, but the training method could be improved. Table 6 provides the AFOSI LMS refresher training topics and details.

¹³ LMS is an AFOSI web-based learning management system, which provides training, notifies when training is due, and tracks training completion.

Table 6. AFOSI LMS Refresher Training Topics and Details

Topic	Details
Sexual Assault Response Policies	DoD and AFOSI sexual assault policies and essential tasks for a sexual assault response.
Victimology	Psychology of the crime, victim considerations, victim responses, victim trauma, post-traumatic-stress disorder.
Understanding Sex Offenders	Common categories of adult sex offenders.
Crime Scene Management	Securing the crime scene, identifying and collecting fragile evidence, and addressing chain of custody issues.
Interview Techniques	Lead criminal investigator and criminal investigator taking notes and consult with a Forensic Science Coordinator before interviews and contact psychologists, if needed.
Investigating Difficult Cases	Impaired victims, which includes alcohol- and drug- facilitated sexual assault, multiple subjects, and domestic violence sexual assault.
Recantations and False Information	Recantations and false information.
Working with the SARC and VAs	Roles of the SARC, VAs, and victim services.

AFOSI sexual assault refresher training addresses the essential training tasks required by DoDI 6495.02.

Advanced Training

As previously stated, advanced sexual assault investigation training is not required by DoD policy. However, two of the three MCIOs (CID and NCIS) provide advanced sexual assault investigation training courses for certain criminal investigators based on their investigative responsibilities. AFOSI did not have an advanced sexual assault investigation training course; however, in August 2012, AFOSI implemented an advanced sexual assault investigation training course. We did not evaluate this training because its implementation postdated our evaluative work.

Army

Special Victims Unit Course

The Special Victims Unit (SVU) course is a 10-day, 80-hour course designed to provide advanced specialized training for criminal investigators charged with investigating sexual assaults. Table 7 lists training topics and training areas covered in the SVU course.

Table 7. SVU Investigative Training Topics

Topic	Training Covers
DoD and Service-Specific Policy, Roles, and Responsibilities	Determine how to identify DoD, Department of the Army (DA), and CID policies and procedures and apply those policies and procedures to a criminal investigation of sexual assault.
Legal Aspects and Challenges	Overview of the criminal justice process, forensic process and goals, law enforcement investigation, prosecution, prosecution and defense strategies, case preparation and the pretrial conference, testimony basics, difficult testimony issues, and common problematic areas in sexual assault expert testimony.
Sexual Assaults in the Military	A historical overview of sexual assaults in the military to include data and statistics pertaining to sexual assaults in the DoD, DA, and civilian arenas for comparison to the DA problem. Statistics and knowledge of women who are at substantial risk for sexual assault during their military career. Further, other complicating factors for military victims such as deployments, the offender is in the same unit, and possibly collateral misconduct.
Sexual Assault Injuries	An overview of the principles of forensic documentation. Summarize the basic forensic photographic procedures and techniques. List and describe the common types of injuries encountered in sexual assault and discuss their forensic significance. Summarize the basic components of the assessment and conclusions that can be fairly drawn after completing the sexual assault forensic exam.
Sex Offenders	Knowledge pertaining to sexual offenders, what they think, and how they prey on a potential victim's vulnerabilities. Overview of common sex offender behaviors and motives for their crimes. Describe the danger sex offenders pose to society by describing the true nature of their crimes. List strategies to reduce the risk sex offenders pose to communities.
Collection and Documentation of Forensic Physiological Evidence	An overview and description of how physiological evidence can be used to understand trauma and its effects. Also, describe how current forensic physiological knowledge and practices compare with current research. How to thoroughly identify, document, and collect forensic physiological evidence.

Forensic Experiential Trauma Interview (FETI)	A thorough overview of the Forensic Experiential Trauma Interview technique, which is a process in domestic violence cases for interventions, investigations, and prosecutions. This interview technique draws on the best practices of child forensic interviews, critical incident stress management, and motivational interview techniques combining them into a simple, three-pronged approach to unlock the trauma experience in a way to can better understand the victim.
Marital Sexual Assaults	Statistical data and overview of marital rape or spousal rape, which is nonconsensual sex in which the offender is the victim's spouse. Statistical data and overview of domestic violence and sexual abuse of offenders and victims who are married to each other.
Expectations	Overview of policies and guidance and what HQ CID's expectations are of the Special Agent investigating sexual assaults.
Ethanol-Facilitated Sexual Assaults	A review the components of drug- and alcohol-facilitated sexual assault and a discussion of the clinical presentations, treatment, and medical legal aspects of forensic evidence collection in these cases.
Case Reviews	Instruction and overview of completed sexual assault criminal investigations using lessons learned, highlighting best practices and common mistakes.
Impact of Sexual Assault	An overview and instruction pertaining to memory – what can an average person remember versus what a person can remember who has faced some serious trauma? What impact has this trauma had upon the victim's ability to remember details of the sexual assault? Further, trauma of child abuse, domestic violence, or rape can hinder the brain's ability to recall for years.
Male Victimization	This overview examines male sexual assault victims - its uniqueness in both examination techniques and physiologic responses to examinations. This module offers several myths regarding males who report sexual assault. Also, describes the various barriers and psychological impact that prevent males from seeking health care following a sexual assault.
Sexual Assault Scenarios and Practicums	This overview is conducted by working groups who are provided sexual assault scenarios to come up with possible courses of action.

False Reports/Case Determination	An overview of false allegations and the determination of case outcomes.
Forensic Experiential Trauma Interview Practical Exercise	An add-on to the classroom discussion pertaining to the Forensic Experiential Trauma Interview technique. Given a scenario and role player, the interviewer will use best practices of leading questions to interview a victim who has experienced trauma through a sexual assault and obtain a thoroughly documented statement and account of the sexual assault incident. The interview is taped and critiqued by subject matter experts to provide the interviewer the best possible feedback.
Child Abuse Interviews	An overview of best practice interview techniques of children who have been sexually abused. Discusses interviewing factors, such as clinical, forensic, and interrogation.
Victim Empathy	A module on how a criminal investigator should represent an expression of empathy in which the criminal investigator attempts to console the victim and alleviate his/her distress. Further, educates the investigator regarding the difference between sympathy and empathy.

Although not required by DoD policy, the SVU course covers the essential training tasks with the exception of crime scene management. The Chief, FALETD, explained that crime scene training is covered in detail during initial training and is considered a basic skill and not covered in detail in the SVU course. The only test for the SVU course is the hands-on portion of practical exercises. SMEs critique each practical exercise and discuss the critique with each student.

The SVU course includes a victim interview technique provided to enhance the student's ability to obtain key information during victim interviews. The technique, the Forensic Experiential Trauma Interview (FETI) technique, was developed by the Chief, FALETD, in collaboration with prominent sexual assault SMEs.

At the time of the review, the SVU course was not recognized by TRADOC and is not cataloged in the Army Training Requirements and Resources System,¹⁴ or based on TRADOC standards. According to the Chief, FALETD, the course content is instead based on industry "best practices," to include practices outlined in the International Association of the Chiefs of Police Sexual Assault Guidelines Model Policy, "Investigating Sexual Assaults," May 2005, which can be found at <http://www.theiacp.org/publicationsguides/modelpolicy/tabid/135/default.aspx>. Further,

¹⁴ Army Training Requirements and Resources System is the Department of the Army Management Information System of Record for managing student input for training.

the Chief, FALETD, stated that the SVU course is based on parts of the International Association of the Chiefs of Police training model, but it is more complex and is more detailed than most civilian police models.

Navy

Advanced Family and Sexual Violence Training Program

The Advanced Family and Sexual Violence Training Program (AFSVTP) consists of 64 hours of training including child sexual assault. However, 33 1/2 of those hours are devoted to adult sexual assault. A total of 24 students attend the training offered once a year. During the AFSVTP, students conduct case reviews of previously completed NCIS sexual assault investigations and complete a “table top”¹⁵ exercise to guide students through a sexual assault investigation. Students are currently not tested, but future training will require a graded examination.

At the time of this evaluation, NCIS was working with CID and USAMPS FALETD to incorporate parts of the CID SVU course into the AFSVTP course.

Table 8 provides a listing of the 15 training topics covered and details about each topic.

Table 8. AFSVTP Training Topics and Content

Topic	Details
Adult Sexual Assault	Sex offenders, memory and trauma, victimization process, victim interviews, and recantations.
Alcohol-Facilitated Sexual Assault	Alcohol-facilitated sexual assaults.
Overcoming the Consent Defense	Definition of consent, potential psychological consequences of sexual violence, victim participation in the criminal justice process, victim preference statement, myth busting, and offender-focused investigation and prosecution.
Intimate Partner Sexual Assault	Domestic violence and sexual assault.
Sexual Assault False Reporting	Recantations and false reporting, and factors influencing credibility and reporting of sexual assault.
Multiple Suspect Sexual Assault	Multiple suspect accused cases.
NCIS Policy	NCIS policies and procedures.
Polygraph	NCIS polygraph activities.
DNA, Trace, Latent	DNA evidence collection, DNA analysis, CODIS, trace

¹⁵ The term “table top” refers to a military or other exercise typically used to conduct structured walk-through tests or simulations of a particular event or training scenario.

	evidence, and latent print branch.
Threat Management Unit (TMU)	Mission of the TMU.
Prosecutor's Perspective	Sexual assault investigations through the prosecutor's perspective.
Interrogation of Sex Offenders	Interview and interrogating sexual assault suspects and offenders.
Testifying in Court	Pretrial preparation and testifying
Human Trafficking	Aspects of human trafficking.
Legal Issues	New Article 120, statute of limitations Issues, MRE 413/414, Adam Walsh Act, Sexual Offender Registration, Protect Act, and Military Extraterritorial Jurisdiction Act

The AFSVTP does not cover all essential training tasks identified in DoDI 6495.02 including working with SARCs, VAs, and crime scene management. Further, the Program Coordinator for Advanced Courses stated that although they discuss crime scene management, it is not a major topic area. She explained that crime scene management is a basic criminal investigative skill and agents who attend the advanced class should already possess a working knowledge of the topic.

Air Force

Advanced General Criminal Investigation Course

Some AFOSI criminal investigators receive advanced sexual assault investigation training during the Advanced General Criminal Investigation Course (AGCIC). The AGCIC is an optional course held twice per fiscal year, developed as a train the trainer course. Attendance is limited to 18 students per class and is provided to Superintendents and Criminal Investigations Branch Chiefs. The AGCIC offers 4 hours of sexual assault investigation training. AFOSI Forensic Science Consultants¹⁶ and AFOSI Command Psychologists teach the AGCIC sexual assault investigation training. The training is based on the eight essential task requirements identified in DoDI 6495.02. A supervisor who attended the AGCIC in 2012 believed the content of the course was approximately 50 percent sexual assault-related material and included discussions with Judge Advocates on the revised Article 120, UCMJ.

The AGCIC is held in a seminar-type format and includes three lessons relative to sexual assault investigations. We reviewed the slide presentations used during the three lessons titled, "AGCIC Sex Assault Investigations," "The Psychological Aspects of Sexual

¹⁶ Special Agents who have graduated from an advanced, Masters-level academic program with specific expertise in sexual assault, homicide, and other violent crimes.

Assault Offenders,” and “The Psychological aspects of the Victim” (August Criminal Investigator Copy). Table 9 provides the topics covered with details of each topic.

Table 9. AGCIC Training Topics and Details

Topic	Details
Investigating Sexual Assaults	Basic steps in sexual assault investigation initial interviews, medical exams (outside the SAFE kit), crime scene processing and documentation, and victim clarification interviews.
Psychological Aspects of Sexual Assault Offenders	Cognitive component of rape, generalizations regarding convicted rapists, understanding a sexual offender, pathways to offending, interview techniques, and personality disorders.
Psychological Aspects of Sexual Assault Victims	Immediately following the trauma of sexual assault, rape trauma syndrome, post-traumatic-stress disorder, acute stress disorder, memory and trauma, cognitive interview techniques.

The training addresses all but one (the victim services and support programs) of the eight essential training tasks identified in DoDI 6495.02. Our review of the slides could not determine the detail provided for each topic covered.

How do the MCIOs Ensure Sexual Assault Investigation Training is Effective?

Each MCIO’s training element relied on student testing and/or course critiques to measure the effectiveness of sexual assault investigation training during basic and advanced sexual assault training. CID uses end-of-course critiques provided to the student at the end of the training event to document the student’s assessment of the course of instruction. The AFOSI uses a three-tier survey model during the BSIC. Tiers 1 and 2 are conducted at the AFOSI Academy. The tier 1 survey is the student’s feedback for the course, and the tier 2 is the evaluation of the students while at FLETC measured by tests and practical exercises. The tier 3 surveys are sent to new criminal investigators’ supervisors approximately 6 months after the students have graduated. The surveys are used to assist in future training development and potential curriculum adjustments. The overall effectiveness of NCIS sexual assault investigation training during the SABTP is also gauged with a three-tier survey model, using end-of-course critiques, evaluation of students while at FLETC measured by tests and practical exercises and a survey sent to both field supervisors and students approximately 18 months and 36 months following completion of a criminal investigator’s training. The survey is used to obtain feedback from supervisors regarding a criminal investigator’s job performance relative to the skills they learned in training. The feedback is used to modify course content. Neither CID, NCIS, nor AFOSI appear to utilize tools to measure the effectiveness of their respective refresher training programs.

Army

The CIDSAC (basic) and USAMPS SVU (advanced) course managers judge the effectiveness of sexual assault investigation training based on critiques provided by students during individual classroom sessions and critiques submitted subsequent to course completion. Critiques are not used to measure the effectiveness of CID refresher training.

Course managers for the SVU course told us that they take course critiques seriously, and constructive, meaningful critiques are used to further develop effective and relevant sexual assault investigation training. They told us they believed SVU training was effective as the critiques have reflected overall positive student feedback.

Supervisors told us how training affected the sexual assault investigative process. Eight supervisors told us they believed SVU training was effective and, as a result of the training, the outcomes of sexual assault investigations were better than in previous years. Of the eight supervisors, seven said the CIDSAC was a good overview of sexual assault investigations. One supervisor explained that the CIDSAC course was poor as compared to civilian police academies when providing basic skills for the investigation of sexual assaults.

One criminal investigator told us refresher training in the form of sexual assault investigative case file reviews was an effective means to provide refresher training, but added there were too many investigative files to review and felt he had to rush through it. Another criminal investigator told us the case file review refresher training was not beneficial to him and one told us refresher training using PowerPoint slides was more “go through the motions” than quality training.

Perceptions regarding the effectiveness of CID sexual assault investigation training varied among CID criminal investigators. Two criminal investigators stated that they believed their sexual assault investigation training was adequate, but another told us he did not believe the training he received was adequate for investigating sexual assaults. Regarding SVU training, one criminal investigator explained the training was extremely valuable and her overall effectiveness in investigating sexual assaults had improved dramatically. Another investigator told us he received adequate sexual assault investigation training and the training provided some very basic skills to prepare him to investigate sexual assaults. However, he felt more training should be dedicated to this topic to ensure that he was fully capable of investigating such crimes.

Navy

The overall effectiveness of NCIS basic and advanced sexual assault investigation training is gauged through end-of-course critiques. A survey is also sent to both field supervisors and students approximately 18 and 36 months following completion of a criminal investigator’s training. The survey is used to obtain feedback from supervisors regarding a criminal investigator’s job performance relative to the skills they have learned. The feedback is also used to modify course content if needed. Critiques are also scanned and maintained for future reference. Additionally, metrics from the critiques are

created and sent through NCIS command channels. Surveys or end-of-course critiques are not used to measure the effectiveness of NCIS refresher training.

Perceptions regarding the effectiveness of NCIS sexual assault investigation training varied among supervisors and case criminal investigators. We interviewed four supervisors and three criminal investigators to gain their perspectives regarding the effectiveness of sexual assault investigation training. Three supervisors told us the training was effective and adequate for criminal investigators to investigate sexual assaults when they return to their home station. The other supervisor had no comment regarding the effectiveness of sexual assault training.

Two criminal investigators believed the SABTP sexual assault training was adequate. Another told us that if he relied solely on the sexual assault investigation training he received in SABTP, he would be “in trouble.” He said that he relied on previous training he received prior to joining NCIS and, absent his previous training, he would have had “little confidence in his ability to investigate sexual assaults.” He further explained that although the training was beneficial in outlining how NCIS differs from other agencies, it had little benefit regarding how to investigate a sexual assault and that little time was spent on that subject matter. Another criminal investigator said most of his knowledge concerning the investigation of sexual assault came from on-the-job training. All three criminal investigators told us the training needed improvement. Suggestions offered for improving the training included spending more time on learning the mechanics of how sexual assaults happen, reporting requirements, restricted versus unrestricted reporting, the role of the victim advocate, interrogation techniques, evidence collection, predator profiles, and forensics training.

One NCIS Family and Sexual Violence Investigator told us he has not received any refresher training. Criminal investigators believed the AFSVTP was good overall but needed improvements. Suggestions offered for improving the training included adding case reviews, forensics, investigative tools available to investigators, and interview techniques specific to sexual assaults. One supervisor told us he would revamp the course by removing material related to child sexual assault.

Air Force

The overall effectiveness of sexual assault investigation training during BSIC (basic) is measured by student responses on FLETC-required surveys. The survey structure is based on a three-tier survey model. Tiers 1 and 2 are conducted at the AFOSI Academy. The tier 1 survey is the student’s feedback for the course, and the tier 2 survey is the evaluation of the students while at FLETC determined by tests and practical exercises. Tier 3 surveys are sent to a new criminal investigator’s supervisor after they graduate from the AFOSI Academy. AFOSI Academy instructors also directly observe students’ investigative activities during the Detachment Operations exercise. The surveys are used to assist in future training development and potential curriculum adjustments. Tier 3 surveys are sent to supervisors approximately 6 months after graduation. Surveys are not used to measure the effectiveness of AFOSI refresher training.

The survey asks AFOSI supervisors questions about how newly assigned criminal investigators are progressing and what the investigators learned during training at FLETC. Further, the survey asks if the new investigators are using the skills they acquired during training. The survey also asks new criminal investigators about topics such as the daily life of being an AFOSI Special Criminal investigator and the effectiveness of their training as it relates to making them well-rounded criminal investigators. The last BSIC course review in early 2010 included a review of the tier 3 survey. AFOSI trainers told us that the feedback from the surveys is used to modify course content if needed. Critiques are also scanned and maintained for future reference, and metrics from the critiques are created and sent through AFOSI command channels.

Perceptions regarding the effectiveness of AFOSI sexual assault investigation training were uniform among supervisors and criminal investigators. We interviewed four supervisors and five criminal investigators to gain their perspectives regarding the effectiveness of sexual assault investigation training. The four supervisors told us the training was effective and adequate for criminal investigators to investigate sexual assaults.

The five criminal investigators believed BSIC provided sound fundamental investigative principles and, as they observed, they believed recent graduates were arriving at their units prepared for sexual assault investigations. Suggestions for improving the training included adding instruction on evidence collection during restricted reporting, SARCs and VAs, and victimology.

One criminal investigator told us the LMS refresher training should be updated with new information making training more meaningful and one thought LMS was a good overview, but not very beneficial. Another told us he did not believe refresher training was beneficial because it was “click and read” type training and another said he could not recall much of the on-line training, stating it became a “check the block” type of exercise.

One criminal investigator told us he would welcome any form of additional or advanced sexual assault training to enhance the effectiveness of his sexual assault investigations. The criminal investigators suggested more training on victims and victimology; the psychology of interviewing victims, using real investigations and examples of sexual assault investigations completed in the field; more SARC and VA training, specifically regarding building relationships; evidence collection in restricted reporting; and changes in sexual assault policies.

How do the MCIOs Leverage Their Resources and Expertise?

In June 2011, GAO recommended that the Military Services develop a plan for “leveraging each other’s resources and expertise for investigating and adjudicating alleged sexual assault incidents, such as by consolidating training programs and sharing resources . . .”

The DoD response to the GAO's recommendation indicated that CID volunteered to lead in the Defense Enterprise Working Group to develop of a plan for leveraging each agency's resources and expertise for investigating sexual assaults, especially in the area of consolidated training programs and sharing of HQEs. USAMPS occasionally uses civilian SMEs as instructors. In addition, CID invited and encouraged AFOSI and NCIS agents to attend its SVU course. Further, during the course of this evaluation, CID obtained financial support from DoD SAPRO to fund the attendance of NCIS and AFOSI criminal investigators. NCIS and AFOSI were not involved in the development of CID's advanced course. Over the course of 11 SVU training sessions, USAMPS has trained 10 NCIS, 9 AFOSI, and 5 Marine Corps criminal investigators. However, AFOSI leadership was not satisfied with aspects of the SVU course curriculum and desired more hours for crime scene processing and evidence collection.

At the time of this evaluation NCIS was working with CID and USAMPS FALETD to incorporate parts of the CID SVU course into the AFSVTP course, and members of FALETD and other SMEs instruct during the AFSVTP course. Additionally, in March 2012, NCIS hosted a curriculum review conference attended by MCIO, Coast Guard, and DoD IG representatives. The attendees assisted NCIS in assessing and improving the AFSVTP curriculum.

Conversely, the AFOSI Academy does not leverage other MCIO training resources. AFOSI relies on Air Force or FLETC instructors and resources. The AFOSI Academy employs assigned AFOSI Forensic Science Consultants and rarely uses other outside instructors or role players. AFOSI requires that instructors be FLETA certified as material provided by outside resources cannot be tested in accordance with FLETC and FLETA.

Conclusion

Initial Training

Not all initial baseline sexual assault investigation training provided by the MCIOs comports with the requirements in DoDI 6495.02. The MCIOs are considered "DoD sexual assault first responders." Each category of DoD sexual assault first responders is required to receive the same baseline training. The CID and AFOSI basic sexual assault investigation training covers the required essential tasks, but the number of hours spent on each topic varies. Further, the NCIS basic sexual assault investigation training materials do not address all essential training tasks required by DoDI 6495.02. For example, subtask topics including sex offenders, multiple suspects, domestic violence sexual assault, and victim services and support programs are not covered, and, again, the number of hours for the topics covered varied when compared to like topics and hours taught by CID and AFOSI.

Periodic Refresher Training

All MCIOs provide periodic refresher training that comports with the requirements of DoDI 6495.02. Formats for periodic refresher training vary among the MCIOs, including reviews of briefing slides, on-line training programs, case review exercises, and mobile

training team visits. We found each MCIO's sexual assault refresher training addresses all essential training tasks and complies with DoDI 6495.02.

Advanced Training

At the time of this evaluation, advanced sexual assault investigation training was not required by DoD policy. Absent a standard against which to evaluate minimum requirements, we comment only on whether each training course covered the essential training tasks. CID and NCIS provide advanced sexual assault investigation training programs. CID's advanced sexual assault investigation training, the SVU course, provides training in all but one of the essential training tasks in DoDI 6495.02. CID considers crime scene management a basic investigative skill. Therefore, it is only briefly discussed during the SVU course. NCIS' advanced sexual assault investigation course, the AFSVTP, does not address all essential training tasks including, working with VAs and SARCs, and crime scene management. At the time of this evaluation, AFOSI had no advanced sexual assault investigation training course, but provided 4 hours of advanced sexual assault investigation training in the AGCIC. The AGCIC did not cover all essential training tasks. The training covers all but one essential training task, that is, victim services and support programs.

Effectiveness

All Services measure the effectiveness of basic and advanced sexual assault investigations training by testing and/or using student course critiques. CID uses testing and end-of-course critiques provided to the students at the end of the training event to document the student's assessment of the course of instruction. NCIS gauges the overall effectiveness of sexual assault investigation training through testing and end-of-course critiques. A survey is also sent to both field supervisors and students approximately 18 and 36 months following completion of a criminal investigator's training. The survey is used to obtain feedback from supervisors regarding a criminal investigator's job performance relative to the skills they have learned. The feedback is also used to modify course content if needed. AFOSI uses testing and a three-tier survey model to assess the effectiveness of its basic sexual assault investigations training. Tiers 1 and 2 are conducted at the AFOSI Academy. The tier 1 survey is the student's feedback for the course, and tier 2 is the evaluation of the students' performance while at FLETC measured by tests and practical exercises. Tier 3 surveys are sent to new criminal investigators' supervisors around 6 months after the investigators have graduated the AFOSI Academy. The surveys are used to assist in future training development and potential curriculum adjustments.

MCIOs do not use formal instruments, such as course critiques, surveys or other forms of feedback to measure the effectiveness of periodic refresher training and we found little evidence that feedback from refresher training is used to improve or modify course content.

Leveraging Resources

GAO Report No. 11-579 recommended that the Services develop a plan for "leveraging each other's resources and expertise for investigating and adjudicating alleged sexual

assault incidents, such as by consolidating training programs and sharing resources . . .” but we found little evidence of joint planning and no actual consolidation of training programs. The MCIOs have made some progress toward leveraging resources. CID invited NCIS and AFOSI to attend the SVU course and CID obtained funding for their attendance from DoD SAPRO. NCIS investigators attend the SVU course, and some AFOSI agents also attended, but AFOSI chose not to send additional attendees. Additionally, both the Army’s SVU course and Navy’s AFSVTP course use some of the same HQEs and SMEs.

Recommendations, Management Comments, and Our Response

Revised Recommendation

As a result of management comments, we slightly revised our draft recommendations.

Some comments caused us to correct or modify our report or clarify terms, which were incorporated into the body of the report. Some comments included references to material that was not provided in response to our request for data on which some findings were based. Other comments highlighted initiatives enacted by the MCIOs subsequent to the completion of our fieldwork and preparation of the draft report. We support and applaud all efforts undertaken to improve MCIO sexual assault investigation training; however, we did not modify our report to reflect these changes.

Overall, the MCIOs concurred with our report and recommendations, advising they have begun many new initiatives. For example, the USAMPS SVU course was reviewed and accredited by FLETA and certified by TRADOC. USAMPS has also leveraged the expertise of nationally known experts to provide research and assist in curriculum development for the SVU course and refresher training. NCIS hosted USAMPS’s SVU course at FLETC and worked with USAMPS to modify the course to align with NCIS needs. AFOSI provided information about the new Basic Extension Program (BEP), which uses interactive distance learning courses to systematically build upon the basic skills obtained during BSIC. The BEP includes instruction on both adult and child sexual assault investigations. As mentioned in our draft, AFOSI developed an 8-day advanced sexual assault investigation training course. AFOSI commented that in August 2012, they conducted a pilot of the AFOSI Sex Crimes Investigations Training Program (SCITP) for 24 students and invited NCIS to participate. They are currently recruiting outside SMEs to provide instruction and plan to hold three additional training iterations. Additionally, AFOSI commented about recent improvements to AGCIC, raising sexual assault specific hours to 16 and providing forensic photography, crime scene processing, investigative planning, and major case management. We corrected page 4 to reflect that initial AFOSI sexual assault investigation training occurs during BSIC, not CITP.

We received management comments on a draft of this report. They are summarized and addressed below:

1. We recommend that the Director, Naval Criminal Investigative Service, ensure lesson materials for initial sexual assault investigation training covers all essential training tasks.

NCIS Comments

NCIS outlined additional actions they will take to ensure compliance with DoDI 6495.02. NCIS indicated topics of instruction we identified as not being covered, while not all delineated by specifically titled Enabling Performance Objectives (EPOs) or PowerPoint training slides, are all addressed during SABTP instruction. Comments indicate that the Director, Naval Criminal Investigative Service, ensures initial sexual assault investigation training covers all essential training tasks. Further, NCIS will develop and implement, as appropriate, EPOs and/or PowerPoint training slides for SABTP [and AFSVTP] that mirror the titles of the essential tasks identified in DoDI 6495.02.

Our Response

NCIS's comments are responsive. Regarding SABTP, NCIS indicates the identified topics are addressed in LPs 2331, 2332, and 2314. However, a re-examination of those lesson plans, with the exception of 2314, "Domestic Violence," which we did not receive as a result of our data call, indicates that the essential training task topics were not clearly outlined in those materials. For example, descriptive details concerning training relating to Sex Offenders, Multiple Suspects, Domestic Violence Sexual Assault, and Victim Services and Support Programs were incorporated with other training topics and were not addressed in those lesson plans. Further, because we did not receive lesson plan 2314 "Domestic Violence" during our data call we could not assess the training. No further comments are required.

2. We recommend that the Director and Commanders of the Military Criminal Investigative Organizations form a working group to review:

- a. Initial baseline sexual assault investigation training programs to establish common criteria and minimum requirements.**
- b. Periodic refresher sexual assault investigation training programs to establish common criteria and minimum requirements for measuring effectiveness of sexual assault investigation refresher training.**
- c. Advanced sexual assault investigation training programs to further capitalize on efforts to leverage training resources and expertise, working toward participation in a common advanced training course using shared facilities and resources.**

Management Comments

CID, NCIS, and AFOSI provided comments and/or clarifications to the draft report. AFOSI agreed with Recommendation 2, indicating once our final recommendations are published, AFOSI will engage with CID and NCIS staffs to collaboratively address the issues identified in this recommendation.

Recommendation 2a

We did not receive specific comments from the CID or NCIS regarding recommendation 2a.

AFOSI Comments

AFOSI advised they train agents to investigate violent crime and that sexual assault cases are a subset of violent crime. AFOSI commented many of the skills AFOSI teaches, (i.e., evidence recognition, collection and documentation, crime scene processing and documentation, interviews and interrogations, etc.), are requisite to the proper handling of any violent crime, to include sexual assault. AFOSI disagreed with our finding that they provide 4 hours of sexual assault investigation training during BSIC. They provided details regarding more than 35 hours of training provided to new agents directly related to the essential training tasks.

Our Response

We arrived at our conclusion based upon a review of the materials provided in response to our request for data, which amounted to 4 hours of classroom training supplemented by a 1-week capstone exercise. Our discussions with training academy and Headquarters staff did not provide information regarding training hours beyond those reflected in the lesson plans provided. We do not doubt the information in the management comments and we are pleased to learn that the actual training exceeds 4 hours. We revised our report accordingly. Regardless of the number of hours provided, our conclusion and our recommendation regarding initial training are unaffected. No further comments are required.

Recommendation 2b

CID Comments

CID commented that the recommendation was not supported by any discussion or findings in the report. They indicated that because the requirements for the refresher training are outlined in the DoDI, and that the MCIOs were conducting adequate refresher training, a working group of just the MCIOs is not appropriate.

NCIS Comments

NCIS reported that there are no plans to implement a method of evaluation to measure effectiveness of periodic refresher training.

AFOSI Comments

AFOSI indicated, absent specific DoD training objectives for each task, AFOSI has developed what it believes to be sufficient instruction for its criminal investigators.

Our Response

We modified Recommendation 2b making it specific to the effectiveness of periodic refresher training. We found that MCIO periodic refresher training is adequate and meets the DoD minimum requirement. We also modified our report to include a discussion and

conclusions relative to the lack of MCIO efforts to measure the effectiveness of periodic refresher training. DoDD 1322.18, “Military Training” January 13, 2009, states “it is DoD policy that. . .[m]embers of the Department of Defense shall receive, to the maximum extent possible, timely and effective individual, collective, and staff training....” To provide instruction and not measure its effectiveness does not achieve generally accepted Federal Government training requirements, which state, “Within the Federal Government where mission accomplishment is vital and change is the only constant—training, and the effective evaluation o[f] training, is critical,” as outlined in the United States Office of Personnel Management Training Evaluation Field Guide, January 2011. We believe this also applies to Service refresher training requirements. Additionally, The Kirkpatrick Model, as highlighted in the FLETA Standards and Procedures Manual, states that to measure the effectiveness of training student feedback or critique forms are used to measure to what degree the training participant reacts favorably to training further validating courses of instruction. No further comments are required.

Recommendation 2c

Although none of the MCIOs directly commented on recommendation 2(c), they did point out the following:

CID Comments

CID reported that NCIS has partnered with USAMPS to conduct joint SVU training for their agents in FY2013, and CID (USAMPS) and NCIS share subject matter experts expertise. CID reported two SVU courses are conducted annually at FLETC exclusively for NCIS agents and have been modified to include additional crime scene processing, evidence collection, and sexual assault nurse examiner training.

NCIS Comments

NCIS commented both NCIS and AFOSI collaborated to leverage resources to develop a joint advanced sexual assault investigations training course; however the initiative was not implemented due to lack of funding.

AFOSI Comments

AFOSI commented that many well qualified instructors or SME consultants (including two Ph.D. clinical psychologists) present or contribute to AFOSI training curriculum pertaining to violent crime, and they have invited a civilian prosecutor, well-respected across the DoD sexual assault community, to instruct during the recently instituted advanced sexual assault investigation training course. They feel our focus for objective three should be on the qualifications of AFOSI instructors and SMEs, not on whether non-AFOSI instructors are leveraged to provide training.

Our Response

We support GAO’s recommendation for the Service Secretaries to “develop a plan for leveraging each other’s resources and expertise for investigating and adjudicating alleged sexual assault incidents, such as by consolidating training programs and sharing

resources, including highly qualified experts who are used to advising criminal investigators and judge advocates.” Therefore, we stand by our recommendation for a MCIO working group that will continue to capitalize on the efforts already undertaken. No further comments are required.

Appendix A. Scope and Methodology

We performed this evaluation from September 8, 2011, to October 15, 2012. Our work includes an independent review of the MCIOs' initial, periodic refresher, and advanced sexual assault investigation training courses. We reviewed the sexual assault investigation training provided to MCIO investigators and the processes used by each MCIO to develop and improve sexual assault investigation training to ensure effectiveness.

In order to familiarize ourselves with tasks expected in any level of sexual assault investigation training, we reviewed a number of SART protocols from the San Diego police department and the states of Virginia, Illinois, and California. Additionally, we reviewed documents developed by the International Association of Chiefs of Police (IACP), which incorporate the research findings, the input of leading subject matter experts, and the professional judgment of advisory board members who have combined this information with their extensive practical field and management experience. The IACP Model Policy, "Investigating Sexual Assaults," May 2005, which can be found at <http://www.theiacp.org/publicationsguides/modelpolicy/tabid/135/default.aspx>, contains a list of 55 industry best practices. It also includes a caveat that, "law enforcement administrators should be cautioned that no 'model' policy can meet all the needs of any given law enforcement agency."

Through interviews and document reviews, we assessed the degree to which each course of instruction addressed the eight essential training tasks mandated within DoDI 6495.02.

In addition to the training provided, we reviewed how the MCIOs assessed the effectiveness of sexual assault investigation training and made adjustments. Our work entailed reviews of training end-of-course critiques, course and exercise grade sheets, criteria for practical exercise critiques, graduation and supervisory validation survey reports, performance objectives, and instructor biographies and training certifications.

Our work included a review and analysis of sexual assault investigation training, including the design of MCIO sexual assault investigation courses of instruction, course curriculums, lessons plans, programs of instruction, class presentation material, and reference materials used to support training and training development.

We interviewed MCIO investigative operations leadership, to include the CID Assistant Deputy Chief of Staff for Operations and Intelligence; NCIS Family and Sexual Violence Desk Officer; AFOSI Associate Director, Criminal Investigations; and nine senior field-level supervisors to determine how effective they believed their respective sexual investigation training was. We also discussed how the MCIOs leverage resources. We interviewed 17 criminal investigators and other former students who attended MCIO sexual assault investigation training. Our discussions with the criminal investigators and former students centered on effectiveness of the sexual assault investigation training they received. We interviewed seven MCIO course developers and trainers to determine what sexual assault investigation training was provided to the MCIOs, how they measured

training effectiveness, and how they determined training was effective. We interviewed three members of the Service's legal community who specialize in the field of sexual assault for perspective on sexual assault investigation training. We also interviewed 12 sexual assault investigation subject matter experts who specialize in the investigation and prosecution of sexual assault, sexual assault investigation training development, and research to gain insight on the need for and development of sexual assault investigation training.

We interviewed research directors at End Violence Against Women International and The International Association of Chiefs of Police; an Associate Professor of Psychology at the University of Massachusetts, Boston; a Sexual Assault Prevention and Response advisor for the Department of the Navy; and a former DoD SAPRO Deputy Director. The content of our interviews included discussions regarding sexual assault investigation training development, training execution, the effectiveness of sexual assault investigation training, and training improvement assessment tools. In addition to training, we discussed the development and publication of sexual assault investigation model policies.

Additionally, we considered potential opportunities for the MCIOs to leverage training resources and expertise to achieve mutual benefits, and avoid duplication. We discussed how the MCIOs currently leverage resources for conducting sexual assault investigation training; developing and sharing training resources, such as subject matter experts; and developing future course content for periodic (advanced and refresher) sexual assault investigation training.

In conducting this review, we used the preponderance of the evidence standard, which is that degree of relevant evidence that a reasonable person, considering the record as a whole, would accept as sufficient to find that a contested fact is more likely to be true than untrue.

CID Comments



DEPARTMENT OF THE ARMY
OFFICE OF THE PROVOST MARSHAL GENERAL
2800 ARMY PENTAGON
WASHINGTON, DC 20310-2800

DEC 7 2012

DAPM-MPO

MEMORANDUM FOR Department of Defense, Office of the Inspector General (AIG-IPO), ATTN: Suite 11H25, 4800 Mark Center Drive, Alexandria, VA 22350-1500

SUBJECT: DODIG Draft Report: Evaluation of the Military Criminal Investigative Organizations Sexual Assault Investigation Training, Project No 2011C017

1. Reference: DODIG draft Report Project No 2011C017, 16 November 12.
2. The Office of the Provost Marshal General (OPMG) acknowledges receipt of the assessment and concurs with comment (enclosed).
3. Although informative, we believe this report does not capture the overall quality of instruction provided to the U.S. Army Criminal Investigation Command (USACIDC) Special Agents at the U.S. Army Military Police School (USAMPS). The USAMPS has engaged and continues to collaborate with nationally known experts such as Dr. David Lisak, Ms. Anne Munch, Ms. Patti Powers, Dr. Kim Lonsway, Ms. Joanne Archambault, and Dr. Jim Hopper. These professionals, along with other nationally known experts, provide instruction during the Special Victim Unit Investigation Course (SVUIC). They also provide research and assist in curriculum development for the SVUIC and the annual refresher training given to USACIDC Special Agents.
4. My point of contact for this action is CPT Soto, John, COM (703) 695-9329, DSN 225-9329 or john.soto5.mil@mail.mil.


MARK S. SPINDLER
COL, MP
Deputy Provost Marshal General

Reference

DODIG Draft Report: Evaluation of the Military Criminal Investigative Organizations Sexual Assault Investigation Training, Project No 2011C017

ITEM	#	SOURCE	TYPE	PAGE	PARA	LINE	COMMENT	RATIONALE	DECISION (A/R/M)
	1	CIDC, Mr. Guy Surian, 571-305-4302	A	5	3		Insert "USAMPS continues to develop annual sexual assault refresher training for CID. In FY 12, USAMPS developed a training package and presented the training, training package, and materials to field SVU agents at the annual SVU conclave. The SVU agents subsequently provided the training to their agents in their respective areas of responsibility. This approach appeared to be very successful and increased the interface of the SVU agents with their respective organizations creating additional "buy-in" for the concepts presented in training."	Clarification of USAMPS training.	
	2	CIDC, Mr. Guy Surian, 571-305-4302	A	1, 18			Change "Director", Family Advocacy Law Enforcement Training Division to "Chief", Family Advocacy Law Enforcement Training Division.	Clarification of terms throughout both pages.	
	3	CIDC, Mr. Guy Surian, 571-305-4302	A	18	3		Add "The USAMPS Special Victims Unit Investigations Course (SVUIC) was reviewed and selected to receive accreditation by the Federal Law Enforcement Training Accreditation (FLETA). The SVUIC has also been certified as an official TRADOC course since the time of the DODIG review. Completion of the course requires a successful completion of a comprehensive course written examination. Students are required to achieve at least 70 percent on this comprehensive examination to graduate from the course."	Clarification of USAMPS training.	
	4	CIDC, Mr. Guy Surian, 571-305-4302	A	18	1		Add "USAMPS has sent surveys to former graduates and their supervisors to determine the effectiveness of the SVUIC training. USAMPS has received positive feedback on the SVUIC from these surveys. USAMPS has also received comments and significant support pertaining to the effectiveness of the SVUIC from senior leaders from all DoD services including the current Air Force Staff Judge Advocate. USAMPS also receives positive feedback on course effectiveness when they have been engaged as consultants by field agents from all Services asking for assistance in ongoing sexual assault investigations."	Additional comments	
	5	CIDC, Mr. Guy Surian, 571-305-	A	24	4		Add comment after "...improving the AFSVTP curriculum. "NCIS has partnered with USAMPS to conduct joint SVUIC training for their agents in FY 12 and again in FY 13. USAMPS, CID and NCIS share subject matter expertise.	Additional comments for clarification.	

DODIG Draft Report: Evaluation of the Military Criminal Investigative Organizations Sexual Assault Investigation Training, Project No 2011C017

ITEM #	SOURCE	TYPE	PAGE	PARA	LINE	COMMENT	RATIONALE	DECISION (A/R/M)
	4302					Two SVUIC course are conducted annually at the Federal Law Enforcement Training Center (FLETC) exclusively for NCIS agents. NCIS, USAMPS, and CID provide instructor support for these courses. This NCIS specific SVUIC course has been modified to meet the needs of NCIS, including additional crime scene processing, evidence collection, NCIS policy, and Sexual Assault Nurse Examiner (SANE) training.		
6	CIDC, Mr. Guy Surian, 571-305-4302	A	24	5		Add comment after "...FLETC and FLETA, "USAMPS trains NCIS, CID, Marine Corps, National Guard Bureau, and Coast Guard Agents in the SVUIC. The only MCIO not participating in the SVUIC course is AFOSI. USAMPS trains prosecutors from the Air Force, Navy, Army, Marine Corps, and Coast Guard in the SVUIC. Training prosecuting attorney's alongside MCIO agents has proven to be extremely effective and beneficial. Further, USAMPS was requested to train National Guard Bureau staff attorney's conducting administrative investigations pertaining to sexual assault reports wherein local law enforcement refuses to investigate and MCIO's do not have investigative jurisdiction. USAMPS has trained in excess of 50 NGB administrative investigations personnel to meet this investigations gap allowing the NGB to increase offender accountability."	Additional comments for clarification.	
7	CIDC, Mr. Guy Surian, 571-305-4302	A	24	3		Add comment after "...and evidence collection. "USAMPS will host a critical task selection board to review the SVUIC curriculum in January 2013. USAMPS will invite representatives from all the MCIOs to assist in this review. In preparation of this review, USAMPS is sending additional surveys to former SVUIC students and their supervisors to assist in this review."	Additional comments for clarification.	
8	CIDC, Mr. Guy Surian, 571-305-4302	C	26	2b		The recommendation is not supported by any discussion or findings in the report. In fact, the report (on page 13) says the refresher training requirement is governed by DODI 6495.02, which details what topics have to be covered in the refresher training. The report (on pages 13, 14 and 15) says that refresher training provided by CID, NCIS and AFOSI "addressed all essential training tasks and complied with the DODI." DODIG then recommends at paragraph 2b that MCIOs convene a working group to establish common criteria and minimum requirements for effective sexual assault refresher training. Since the requirements for the refresher training are outlined in the DODI, a working group of just the MCIOs is not appropriate. Since the evaluation	Comments not supported by finding or discussion.	

DODIG Draft Report: Evaluation of the Military Criminal Investigative Organizations Sexual Assault Investigation Training, Project No 2011C017

ITEM	#	SOURCE	TYPE	PAGE	PARA	LINE	COMMENT	RATIONALE	DECISION (A/R/M)
							found that all the MCIOs were conducting the refresher training as required, a working group of just the MCIOs is not appropriate.		

NCIS Comments



DEPARTMENT OF THE NAVY
HEADQUARTERS
NAVAL CRIMINAL INVESTIGATIVE SERVICE
27130 TELEGRAPH ROAD
QUANTICO VA 22134-2253

January 8, 2013
Ser 23/13U0006

MEMORANDUM FOR DEPUTY INSPECTION GENERAL, INSPECTOR GENERAL
DEPARTMENT OF DEFENSE

SUBJECT: Evaluation of the Military Criminal Investigative Organizations Sexual Assault
Investigation Training (Project No. 2011C017) Naval Criminal Investigative Service
Response

The Naval Criminal Investigative Service (NCIS) reviewed the draft report on the Evaluation of the Military Criminal Investigative Organizations Sexual Assault Investigation Training (Project No. 2011C017). I have provided the below information in response to the report.

The DOD OIG evaluation of Military Criminal Investigative Organizations (MCIO) Sexual Assault Investigation Training was conducted from 08Sep2011 through 15Oct2011. The purpose of the evaluation was to determine the adequacy of sexual assault investigation training. The evaluation focused on the following three questions to determine the end result: (1) What sexual assault investigation training do the MCIOs provide? (2) How do the MCIO's ensure that sexual assault investigation training is effective? (3) How do the MCIOs leverage their resources and expertise?

Sexual assault investigation training provided by NCIS includes initial baseline training delivered during the NCIS Special Agent Basic Training Program (SABTP), periodic annual refresher training provided on PowerPoint and delivered via the US Navy Total Workforce Management System, and the NCIS Advanced Family and Sexual Violence Training Program (AFSVTP). The evaluation reported NCIS initial sexual assault investigation training provided in SABTP did not address four of the essential training tasks identified in DoDI 6495.02. These tasks were identified as Sex Offenders, Multiple Suspects, Domestic Violence Sexual Assault, and Victim Services and Support Programs. These topics of instruction, while not all delineated by specifically titled Enabling Performance Objectives (EPOs) or PowerPoint training slides, are all addressed during the instruction provided in SABTP Lesson Plans (LP) 2331, 2332, and 2314. The report identified periodic refresher training as being compliant with DoDI 6495.02. The report, while first identifying that advanced sexual assault investigation training is not required by DoD policy, identified four essential training tasks as being absent from the NCIS AFSVTP. These tasks were identified as Victimology, Working with SARCs, VAs, and Crime Scene Management. These topics of instruction, while not all delineated by specifically titled EPOs or PowerPoint training slides, are all addressed during blocks of instruction provided during the NCIS AFSVTP. Although all of the essential training tasks are contained in both SABTP and AFSVTP, in an effort to ensure these topics are clearly identified, NCIS will develop and implement as appropriate, EPOs and/or PowerPoint training slides for SABTP and AFSVTP that mirror the titles of the essential training tasks identified in DoDI 6495.02.

NCIS measures effectiveness of sexual assault investigation training for SABTP and AFSVTP through the use of Level I end of course critiques. SABTP further measures effectiveness by implementation of Level II evaluation in the form of a comprehensive written multiple choice test and performance evaluations, which covers the EPOs outlined in LP 2332 and 2331. AFSVTP is currently being revised to implement a Practical Exercise in an effort to further measure effectiveness of training. Level III surveys are utilized to additionally measure the effectiveness of sexual assault investigation training and are provided to both supervisors and students after approximately 18 and 36 months of completing SABTP and AFSVTP. There are no plans at this time to implement a method of evaluation to measure effectiveness of periodic refresher training provided on-line.

NCIS leverages resources and expertise to further enhance the quality of instruction and align EPOs with DoD requirements by participating in working groups, such as curriculum review committees (CRC). The CRC held in March 2012 was composed of members from AFOSI, CGIS, DOD IG, USACIDC, and NCIS. Information obtained during the CRC will be used to modify AFSVTP; such as adding the Practical Exercise to the AFSVTP training program. NCIS and AFOSI further leveraged resources and expertise and collaborated on the development of a joint Advanced Sexual Assault Investigations course; however, the course was not implemented due to lack of funding. AFOSI has since developed their own Advanced Sexual Assault Investigations course and have invited NCIS to participate as students. In addition, NCIS has hosted the USACIDC Advanced Adult Sexual Violence Training Program (AASVTP) in Aug and Sep 2012 and has worked with the USACIDC to modify the course to align with NCIS needs and ensure all essential tasks are incorporated in the course.

In conclusion, the Director, Naval Criminal Investigative Service, ensures initial sexual assault investigation training covers all essential training tasks. Although all of the essential training tasks are contained in both SABTP and AFSVTP, NCIS will develop and implement, as appropriate, EPOs and/or PowerPoint training slides for SABTP and AFSVTP that mirror the titles of the essential tasks identified in DoDI 6495.02. The results of the report pertaining to NCIS training and comments regarding the findings/recommendations are detailed herein.

(PG 5) What Sexual Assault Investigation Training Do the MCIOs Provide?

(PG 8): The DoD OIG evaluation reported that if students fail an examination, they receive remedial training to determine whether they can continue with the course.

This should read, if students fail an examination, they receive remedial training and are given one opportunity to retest. If they fail the examination on that one attempt at retest, they are removed from training. Students are given only one opportunity to retest during the entire SABTP. Two SABTP examination failures results in removal from training.

FINDING (PG 10): These lesson plans do not address all essential training tasks required by DoDI 6495.02 For example, SABTP does not cover training relating to sex offenders, multiple suspects, domestic violence sexual assault, and victim services support programs. While training related to sex offenders, multiple suspects, domestic violence sexual assault, and victim services support programs are not all delineated by specifically titled EPOs or PowerPoint

slides, they are all addressed during the instruction of SABTP Lesson Plans (LP) 2331, 2332, and 2314.

Sex Offenders: SABTP LP 2332, Enabling Performance Objective (EPO) 1 (Identify Myths and Prejudices Pertaining to Sexual Assault) and EPO 4 (Sex Crimes Investigative Protocols) address myths and bias pertaining to sexual assaults, victims, subjects, and characteristics of sex offenders. Through case studies and open discussions, students are encouraged to pursue offender based investigations. NCIS will add an EPO and a PowerPoint training slide to LP 2332 titled Sex Offenders.

Multiple Suspects: LP 2332 addresses multiple subjects via one case study pertaining to a male on male sexual assault with multiple subjects. NCIS will add a training slide titled Multiple Suspects.

Domestic Violence Sexual Assault: LP 2314, Domestic Violence. During this course of instruction, the instructor advises students that victims of domestic violence can also be victims of domestic violence sexual assault. This topic is furthered addressed in LP 2332, when providing an overview of Article 120 violations on the UCMJ. NCIS will add training slides in both LP 2314 and 2332 titled Domestic Violence Sexual Assault.

Victim Services Support Programs: LP 2332 addresses Victim and Witness Assistance Programs. Training is provided to students in properly informing victims of the services contained on the DD FM 2701 VWAP form and documentation of this action in the NCIS case file. Students are provided the opportunity to practice providing an overview of victim services during LP 2231, which involves a sexual assault continuous case. LP 2332 contains a training slide titled Victim and Witness Assistance Programs.

(PG 13) Periodic Refresher Training
Complied with 6495.02

(PG 15) Advanced Training

FINDING (PG 20): The AFSVTP does not cover all essential training tasks identified in DoDI 6495.02 including victimology, working with SARCs, VAs, and crime scene management.

Although the DoD IG Evaluation first identified that advanced sexual assault training is not required by DoD policy, the NCIS AFSVTP addresses all essential tasks outlined by DoDI 6495.02. NCIS will develop and implement as appropriate, EPOs and/or PowerPoint training slides for AFSVTP that mirror the titles of the essential training tasks identified in DoDI 6495.02.

Victimology: A review of the last four AFSVTP courses revealed the following information: AFSVTP 001 ran from 02Feb10-11Feb10 and Victimology was covered under the block of instruction titled Understanding Trauma. AFSVTP 002 ran from 04May10-13May10 and Victimology was covered under the block of instruction titled Adult Sexual Assault. AFSVTP 101 ran from 18Jan11-27Jan11 and Victimology was covered under the block of instruction

titled Victims Perspective. AFSVTP 201 ran from 07Feb12-16Feb12 and Victimology was covered under Adult Sexual Assault. NCIS will add a PowerPoint training slide titled Victimology.

Working With SARCs, VAs: This is covered during AFSVTP blocks of instruction titled Policy, Legal, and Prosecutors perspective. NCIS will add a PowerPoint training slide titled Working with SARC's and VAs.

Crime scene management: Previous AFSVTP course had a block of Instruction Titled DNA, Trace, and Latent, one block of instruction titled digital evidence, and another block of instruction titled forensics. Each addressed crime scene management and the latest developments in the field of forensics. NCIS will add a PowerPoint training slide titled Crime Scene Management.

(PG 21) How Do MCIOs ensure sexual assault investigative training is effective?

NCIS measures effectiveness of sexual assault investigation training for SABTP and AFSVTP through the use of Level I end of course critiques. SABTP further measures effectiveness by implementation of Level II evaluation in the form of a comprehensive written multiple choice test and performance evaluation, which covers the EPOS outlined in LP 2332 and 2331. AFSVTP is currently being revised to include a performance evaluation review to assist in measuring the effectiveness of training. Level III surveys are utilized to additionally measure the effectiveness of sexual assault investigation training and are provided to both supervisors and students after approximately 18 and 36 months of completing SABTP and AFSVTP. There are no plans at this time to implement a method of evaluation to measure effectiveness of periodic refresher training provided on-line.



SUSAN RASER
Executive Assistant Director
Criminal Investigations and Operations Directorate

AFOSI Comments



DEPARTMENT OF THE AIR FORCE
AIR FORCE OFFICE OF SPECIAL INVESTIGATIONS
Quantico Virginia

6 December 2012

MEMORANDUM FOR DEPARTMENT OF DEFENSE OFFICE OF INSPECTOR GENERAL

FROM: HQ AFOSI/XR
27130 Telegraph Road
Quantico, VA 22134

SUBJECT: AFOSI Response to DoDIG's Project No. 2011C017 Draft Report

1. The Air Force Office of Special Investigations (AFOSI) has reviewed DoDIG's Draft Report (Project No. 2011C017), "Evaluation of the Military Criminal Investigative Organizations Sexual Assault Investigation Training" dated November 16, 2012. We appreciate the opportunity to review and provide comment on the draft DoDIG report.

2. The report makes two recommendations. The first recommendation is directed to the Naval Criminal Investigative Service (NCIS) and AFOSI has no comment on that recommendation. We concur with the second recommendation to Military Criminal Investigative Organizations (MCIO) to form a working group to review and, where possible, improve initial, periodic and advanced sexual assault investigation training programs. Once the final recommendation has been published, AFOSI will engage with HQ NCIS and HQ USACID staffs to collaboratively address the issues identified in this recommendation.

3. In reviewing the draft report, HQ AFOSI staff and training instructors at the United States Air Force Special Investigations Academy (USAFSIA) identified the following issues warranting correction, clarification and/or comment.

a. The first sentence of the third full paragraph on page four indicates AFOSI criminal investigators receive most of their sexual assault-specific investigative training while attending the Criminal Investigator Training Program (CITP) at the Federal Law Enforcement Training Center (FLETC). This is not accurate. CITP was developed to train job series 1811 criminal investigators from a variety of federal agencies. Criminal investigators assigned to some federal agencies (ie. Department of Commerce, Department of Education, etc.) do not normally investigate violent crime. Most violent crime is investigated by state and local law enforcement agencies. As a result, CITP curriculum does not provide instruction on all tasks related to the investigation of violent crime. More to the point, CITP provides no instruction on sexual assault-specific investigations topics. Therefore, because violent crimes are violations of military law, AFOSI provides sexual assault investigations training in its Basic Special Investigators Course (BSIC), which immediately follows CITP.

b. Under "Initial Training" on page five, the report states AFOSI provides four hours of training in sexual assault investigations during initial skills training. That is not accurate. We believe the confusion partially stems from the assessment team's focus on sexual assault-specific investigative training. AFOSI trains its agents to investigate violent crime; sexual assault cases

A Full Spectrum...Adaptive...and Resilient Force

are a subset of violent crime. Many of the skills AFOSI teaches (ie. evidence recognition, collection and documentation; crime scene processing and documentation; interviews and interrogations; etc.) are requisite to the proper handling of any violent crime, including a sexual assault. Therefore, we believe the number of training hours corresponding to the requirements in DoDI 6495.02 is considerably more than four. In BSIC, AFOSI provides new agents with more than 35 hours of instruction directly related to tasks required by DoDI 6495.02, as detailed below.

- Five-hours of lecture and hands-on, step-by-step instruction on the Sexual Assault Kit.
- Two four-hour crime scenes: one during a sexual assault investigation exercise and one during a four-hour sexual assault crime scene scenario. Student interviews of role players portraying victims, subjects, an emergency room doctor, hospital medical technician, SANE nurse, and a witness are also incorporated into these scenarios.
- One and one-half hours of instruction on legal issues pertaining to sexual assault investigations, specifically, Article 120 and other articles associated with sex crimes. This instruction is provided by an Air Force Judge Advocate instructor.
- Four hours of instruction on crime scene photography and an additional eight hours in crime scene sketching and narrative documentation to support crime scene processing of sexual assaults.
- Students are instructed how to engage with an AFOSI forensic science consultant (FSC) with regards to complex sexual assault allegations; they then consult with an FSC during their two crime scene exercises.
- Four hours of hands-on crime scene training on techniques such as using an alternate light source (ALS), both 2-D and 3-D casting, trace evidence recovery, and fingerprinting to support the processing of evidence found in sexual assault scenes. This hands-on skills lab is preceded by a four-hour lecture on characteristics of evidence which details the processing of evidence found during sexual assault investigations.
- Students are instructed on the recovery, packaging and shipment of evidence to a lab for analyses. The primary examples used during the lecture are sexual assault investigations.

c. This report does not mention AFOSI's new Basic Extension Program (BEP). This program commenced in March 2012 to provide new agents enhanced knowledge and capabilities in core mission areas at the start of their careers by systematically building upon basic skills provided at USAFSIA using fully interactive distance learning courses. BEP's criminal investigations course includes blocks of instruction on both adult sexual assault and child sexual abuse investigations. The material addresses tactics, techniques and procedures commonly employed by different types of sexual offenders, the identification of probative evidence, and guidance in formulating investigative leads in both adult and child sexual crimes investigations.

d. In the second paragraph on page 11, “Basic Criminal Investigations Course” (BCIC) should be changed to “Basic Special Investigations Course (BSIC).” In turn, “BCIC” should be changed to “BSIC” throughout the report.

e. In the fourth paragraph on page 11, the last sentence should read, “Approximately 48 students attend each CITP/BSIC training iteration, which is offered four or five times each fiscal year. All FLETC CITP classes are limited to 48 students.” Therefore, the class size 48, not 20.

f. The fourth paragraph on page 11 indicates “classroom training is supplemented by a 1-week exercise called ‘Detachment Operations’ during which students conduct a continuing sexual assault investigation from initial response to pretrial investigation...” HQ AFOSI does not believe this is an accurate portrayal of the purpose for Detachment Operations. Rather, Detachment Operations is a Capstone Exercise which captures all previous lessons and provides students an opportunity to demonstrate their knowledge of the material in a dynamic team environment, include handling sexual assault cases.

g. The fifth paragraph on page 11 does not accurately portray the consequences of failing a test during BSIC. A student who fails two academic exams, or combination of one academic exam and one practical exercise, is immediately dismissed per USAFSIA Commander recommendation. On the other hand, students who do not meet AFOSI’s suitability requirements, display behaviors not conducive to AFOSI standards, or who display an inability to adequately perform job-related tasks required of an agent meet a Faculty Board.

h. The “Advanced Training” paragraph on page 15 indicates AFOSI did not have an advanced sexual assault investigations training course during the period of time DoDIG conducted its review. However, AFOSI began using Standard Instructional System Design (ISD) processes in early 2012 to identify individual performance requirements for our investigators and to develop advanced training solutions to bridge the gap. In August 2012, AFOSI conducted a pilot Sex Crimes Investigations Training Program (SCITP) course for 24 students at USAFSIA. The eight-day course instructs seasoned agents on current policy, cognitive biases, psychology of victims and offenders, advanced victim and subject interviewing techniques, legal issues associated with the new (UCMJ) Article 120, prosecutors’ perspectives, and a variety of other important advanced topics. End-of-course critiques completed by attendees were overwhelmingly favorable as to the content and level of instruction, with an overall critique average of 4.5 on a 5 point scale. Course managers have already made adjustments to improve future iterations in line with feedback from both students and from the seasoned agents who audited this first course. In addition, AFOSI and AF Judge Advocate personnel are actively collaborating to transform SCITP into a joint investigator and prosecutor course. Doing so will further the Air Force’s evolving investigative- judicial synergy and serve as a robust platform to develop the cross-disciplinary skills necessary to establish the Air Force Special Victim Team capabilities called for in draft NDAA 13 language. AFOSI is also actively recruiting outside SMEs to provide instruction.

The second pilot course is scheduled for 8 to 17 January 2013, followed by two more iterations in March and May 2013.

i. AFOSI's Advanced General Crimes Investigation Course (AGCIC) is mentioned on page 20. AGCIC is a train-the-trainer course for Superintendents and Criminal Investigations Branch Chiefs. Instruction is geared towards preparing leaders to supervise investigations and provide on-the-job training to junior agents. Instruction related to sexual assault investigations was recently revised based on field feedback and HQ AFOSI requirements. Most notably, the sexual assault-specific blocks of instruction expanded from eight to 16 hours. AFOSI has added blocks of instruction on cognitive biases in sexual assault investigations, effective report writing in sexual assault investigations, and an in-class exercise. These blocks are in addition to the eight hours of sexual assault-related instruction previously taught during AGCIC. In addition to the 16 hours of sexual-assault specific topics, AGCIC includes an eight-hour block of instruction on forensic photography, a lecture on crime scene processing procedures and crime scene narratives, and a one-hour lecture on investigative plan development and major case management. Instruction on these topics applies directly to sexual assault investigations. There is also a four-hour crime scene processing exercise followed by a four-hour hands-on crime scene lab to refresh investigators on the use of such techniques as both 2-D and 3-D casting, trace evidence recovery, and fingerprinting in support of sexual assault crime scenes.

j. The description on page 23 of methods utilized by AFOSI to measure BSIC's effectiveness is incomplete. In addition to using student testing and course critiques, AFOSI instructors directly observe students' investigative activities during Detachments Operations and the Continuing Case. Staff members critique each student's ability to perform as an AFOSI agent. Students may be dismissed for an inability to perform satisfactorily.

k. The report correctly states, on page 23, student feedback is used to adjust the course. However, student feedback is not the only criteria used to adjust course instruction. Changes in DoD, AF and AFOSI policy drive adjustments to the curriculum. The course is also occasionally adjusted based upon direct feedback from the field to the USAFSIA staff.

l. The report indicates, at the top of page 24, one or more AFOSI agents suggested "adding instruction on evidence collection during restricted reporting, SARCs and VAs, and victimology." The collection of evidence in support of restricted sexual assault cases and the roles of medical providers, SARCs and VAs is covered in depth during BSIC. Another criminal investigator provided a list of topics on which he suggested agents receive training. All of these topics are covered in AFOSI's new SCITP course, with the exception of AFOSI's role in evidence collection for restricted cases, which is taught to all agents in BSIC.

m. As mentioned in the fourth paragraph on page 24, HQ AFOSI has chosen not to adopt the Army's advanced sexual assault investigations course to fulfill our requirement for additional training in conducting sex crimes investigations. We believe any discussion of joint training must begin with the identification of each agency's requirements, given that AFOSI, CID and

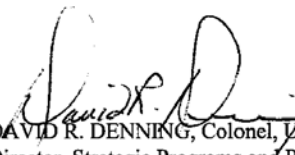
NCIS agents attend different training courses throughout their careers, with the exception of CITP for AFOSI and NCIS. Several seasoned AFOSI agents attended the Army's course and determined it did not meet AFOSI's advanced training requirements. We subsequently used standard Instructional System Design (ISD) processes to identify individual performance requirements for AFOSI investigators and developed curricula for our own Sex Crimes Investigation Training Program (SCITP) course to bridge training gaps. In addition, after extensive research, AFOSI has chosen to train its agents on the Cognitive Interview (CI) technique. CI is backed by many years of peer-reviewed scientific research and it is utilized by several respected law enforcement agencies, including the FBI.

n. The last paragraph on page 24 highlights AFOSI not leveraging non-OSI instructors or role-players to train agents on sex assault investigations. AFOSI has many well qualified instructors or SME consultants (including two Ph.D. clinical psychologists) who present or contribute to AFOSI training curriculum pertaining to violent crime. AFOSI feels the focus of this portion of the assessment should be on the qualifications of its instructors and SMEs, not on whether non-AFOSI instructors are leveraged to provide training. AFOSI does employ contracted role-players in many of its BSIC blocks of instruction. In addition, AFOSI has invited a civilian prosecutor, well-respected across the DoD sex assault community, to instruct at SCITP in Jan 13.

o. The first paragraph on page 25 addresses differences between the MCIOs in the number of hours allotted to each essential sex assault investigation task required by DoDI 6495.02. This same concern is expressed with regards to periodic refresher training. However, AFOSI training fulfills the current requirements outlined by the DoD. Absent specific DoD training objectives for each task, AFOSI has developed what it believes to be sufficient instruction to enable investigators to accomplish the tasks outlined in DoDI 6495.02.

p. The "Advanced Training" paragraph on page 25 states AGCIC covers all but one essential training task; victim services and support programs. The amount of time devoted to sexual assault investigations in AGCIC was increased from eight hours to sixteen hours in the months following DoDIG's curriculum review. Additionally, AFOSI will be holding a curriculum review conference (CRC) in mid-December to further revise AGCIC course content. This matter will be addressed at the CRC.

4. We appreciate the opportunity to respond to this evaluation report. My point of contact is Lt Col Tamara Murphy, Criminal Investigations Program Manager. Lt Col Murphy may be reached at 571-305-8897.


DAVID R. DENNING, Colonel, USAF
Director, Strategic Programs and Requirements

A Full Spectrum...Adaptive...and Resilient Force

Glossary

AGCIC	Advanced General Crime Investigations Course
AFOSI	Air Force Office of Special Investigations
AFSVTP	Advanced Family and Sexual Violence Training Program
BSIC	Basic Special Investigations Course
CID	U.S. Army Criminal Investigation Command
CIDSAC	CID Special Agents Course
CITP	Criminal Investigations Training Program
DA	Department of the Army
DODD	Department of Defense Directive
DOD IG	Department of Defense Inspector General
DODI	Department of Defense Instruction
EPO	Enabling Performance Objectives
FLETA	Federal Law Enforcement Training Accreditation
FLETC	Federal Law Enforcement Training Center
FALETD	Family Advocacy Law Enforcement Training Division
GAO	Government Accountability Office
HQ	Headquarters
HQE	Highly Qualified Expert
ISD	Instructional System Design
LMS	Learning Management System
MCIO	Military Criminal Investigative Organization
MPID	Military Police Investigation Division
MTT	Mobile Training Teams
NCIS	Naval Military Criminal Investigative Service
SABTP	Special Agent Basic Training Program
SAFE	Sexual Assault Forensic Examination
SAPR	Sexual Assault Prevention and Response
SAPRO	Sexual Assault Prevention and Response Office
SARC	Sexual Assault Response Coordinators
SART	Sexual Assault Response Team
SAT	Systems Approach to Training
SME	Subject Matter Expert
SSA	Supervisory Special Agent
SVU	Special Victims Unit
TPO	Terminal Performance Objective
TRADOC	Training and Doctrine Command
UCMJ	Uniform Code of Military Justice
USAMPS	United States Army Military Police School
VA	Victim Advocate



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