



SECRETARY OF DEFENSE
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WASHINGTON, DC 20301-1000

MAR 10 2023

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

SUBJECT: Actions to Address and Prevent Sexual Assault at the Military Service Academies

As I have emphasized since taking office, I expect every member of our Total Force to be part of the solution to countering sexual assault and harassment. During Academic Program Year 2021-2022 the Military Service Academies (MSA) observed an alarming increase in the estimated prevalence of sexual assault, sexual harassment, and other concerning behaviors. These corrosive behaviors require your immediate attention. The reforms that I have directed, including the implementation of the approved recommendations of the Independent Review Commission on Sexual Assault in the Military, must also take hold at our MSAs.

To that end, I direct the following actions:

- **Conduct On-Site Installation Evaluations (OSIE) at the MSAs.** OSIEs are a critical leadership tool across the Department. These evaluations are designed to identify areas of greatest risk and promise within an organization in order to identify best practices and take targeted action. To better evaluate policy and capabilities intended to prevent self-directed harm and prohibited abusive or harmful acts and make specific recommendations to the local climate, the Under Secretary of Defense for Personnel and Readiness (USD(P&R)) will conduct OSIEs at each of the MSAs. These evaluations must be completed no later than April 30, 2023. The USD(P&R) and MSA Superintendents will brief me on the findings and planned actions no later than July 21, 2023.
- **Develop a MSA implementation plan for the Department's prevention workforce and leadership requirements.** The Secretaries of the Military Departments will direct their respective MSA Superintendents to develop a Plan of Action and Milestones (POA&M) to revise their MSA's operating instructions integrating the new Department of Defense Instruction (DoDI) 6400.11, "DoD Integrated Primary Prevention Policy for Prevention Workforce and Leaders." Draft POA&Ms will be provided to the USD(P&R), through the Office of Force Resiliency (OFR) Violence Prevention Cell, no later than September 30, 2023. Final POA&Ms incorporating OFR feedback, will be provided to the USD(P&R), through the OFR Violence Prevention Cell, no later than December 31, 2023.
- **Champion the Department's climate assessment process.** To better identify, assess, and address pockets of risk and promise in cadet and midshipman units, the Secretaries of the Military Departments will direct their respective MSA Superintendents, with support from their integrated primary prevention personnel, to

personally lead their MSA's climate assessment process. The Superintendents, in coordination with their Military Department, and in alignment with their Military Department's guidance for DoDI 6400.11, will develop a POA&M for the implementation and execution of required command climate assessments. Final POA&Ms must be provided to the USD(P&R), through the OFR Violence Prevention Cell, no later than April 30, 2023.

Superintendents will take steps to encourage and incentivize cadet and midshipman participation in climate surveys. They will subsequently review results and ensure documentation of actions in the MSA's Comprehensive Integrated Prevention Plan (CIPP) to address climate assessment findings. Cadet and midshipman student leadership should be included in the development and execution of the CIPP. The Superintendents will submit annual assessment findings and progress updates to the OFR in accordance with the timelines in Paragraph 3.4. of DoDI 6400.11.

- **Broaden the skills of MSA leaders to assess and act on climate factors impacting their cadet/midshipman units.** Tactical Officers, Company Officers, Air Officers Commanding, and their supporting enlisted leaders must be fully prepared to address the climate challenges within their cadet and midshipmen units. The USD(P&R) will direct DoD's Sexual Assault Prevention and Response Training and Education Center of Excellence (SAPRTEC) to review and revise these leaders' initial preparation and ongoing professional development to support integrated primary prevention and the climate assessment process. Revision of existing preparatory and professional development must consider and address factors of the MSA environment. The MSAs will designate working group members to support the SAPRTEC's efforts and provide any requested materials to support the working group's review process no later than April 1, 2023. By June 30, 2023, the SAPRTEC will submit a POA&M to USD(P&R) on proposed revision implementation. Subsequent implementation must be completed no later than July 1, 2024.
- **Communicate the Importance of Military Justice Reforms.** I direct the Secretaries of the Military Departments, in collaboration with the Military Department Judge Advocate Generals and the Staff Judge Advocate to the Commandant of the Marine Corps, to work with their respective Superintendents to inform cadets and midshipmen about significant changes to the military justice process scheduled to take effect in December 2023. This includes communicating information on the independence, role, and responsibilities of the Office of Special Trial Counsel, the revised role of the Superintendent in military justice, and impacts of reforms on MSA disciplinary processes. Materials will be prepared in time for delivery well before the changes take effect in December 2023. The Secretaries of the Military Departments will provide a copy of such materials to the DoD General Counsel no later than October 23, 2023.
- **Implement a "Return to Health" policy.** To better support survivor recovery and reintegration, I direct the Secretaries of Navy and Air Force to require their respective Superintendents to issue a "Return to Health" policy modeled on the one issued by

the United States Military Academy for cadets who have experienced sexual assault. Such policies will be issued by August 31, 2023. All three Secretaries of the Military Departments will require their respective Superintendents to implement measures to evaluate the impact of such policies on victim care and include those assessments in their 2023-2025 reports to OFR pursuant to Paragraph 3.4. of DoDI 6400.11.

- **Incorporate the latest Sexual Assault Prevention and Response (SAPR) policies to align with SAPR-related prevention and training efforts, encourage reporting, and improve victim support.** To bring local operating procedures into compliance with Department policy, the Secretaries of the Military Departments will direct their respective Superintendents to revise, where indicated, their respective policies to incorporate updates from the following:
 - DoDI 6495.02, Volume 3, “Sexual Assault Prevention and Response: Retaliation Response for Adult Sexual Assault Cases,” June 24, 2022;
 - DoDI 6495.02, Volume 2, “Sexual Assault Prevention and Response: Education and Training,” April 9, 2021;
 - Deputy Secretary of Defense Memorandum, “Updates to Department of Defense Policy and Procedures for the Sexual Assault Prevention and Response Program and Adult Sexual Assault Investigations,” November 10, 2021;
 - Military Service regulations implementing “Safe to Report” policies;
 - The MSA Superintendents will also identify and incorporate associated Military Department policy updates into their own MSA policies; and
 - By August 31, 2023, the MSA Superintendents will certify, in writing, to their respective Secretaries of the Military Departments and DoD Sexual Assault Prevention and Response Office that they are operating in compliance with the policies listed above.
- **Issue policy on the physical separation of cadet and midshipman survivors of sexual assault and alleged perpetrators.** While each MSA has taken steps to address the physical separation of survivors and alleged perpetrators, more is required to comply with section 539 of the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2021. The Secretaries of the Military Departments will issue policy that allows, to the extent practicable, cadet and midshipman survivors and alleged perpetrators of sexual assault to complete their coursework without taking classes together or being in close, physical proximity during mandatory activities. Secretaries of the Military Departments will submit their policies implementing the requirements of section 539 of the NDAA for FY 2021 to OFR no later than August 31, 2023.

The Deputy Secretary of Defense will assess progress and ensure expedient implementation of the actions described here.

I expect you to reverse the harmful trends at our MSAs. Now is the time to employ the resources with which we have been entrusted and advance our common way forward.

Our future leaders are counting on you. We must lead the change we require.

A handwritten signature in black ink, appearing to read "R. G. Bush". The signature is fluid and cursive, with a large initial "R" and a stylized "B".