



Coast Guard Academy Sexual Harassment and Sexual Violence For Academic Program Year 2019-2020

Report to Congress
March 9, 2023



U.S. Coast Guard

Foreword

March 9, 2023

The Coast Guard provides the following report, “Coast Guard Academy Sexual Harassment and Sexual Violence for Academic Program Year 2019-2020.”

Section 1902 of Title 14, U.S. Code, directs the submission of a report on sexual harassment and sexual violence involving cadets or other Academy personnel for each Academic Program Year.

The Coast Guard is dedicated to being the employer of choice for both military and civilian members. The Coast Guard and the Coast Guard Academy have zero tolerance for sexual harassment and abide by policies established by the Department of Homeland Security. Sexual harassment and sexual violence are anathema to the values of the Coast Guard. Moreover, these offenses degrade productivity and effectiveness, as well as unit cohesion and readiness. It is imperative that we create an environment free from sexual harassment and sexual violence of any kind.

Pursuant to congressional requirements, this report is provided to the following members of Congress:

The Honorable Maria Cantwell
Chair, Senate Committee on Commerce, Science, and Transportation

The Honorable Roger Wicker
Ranking Member, Senate Committee on Commerce, Science, and Transportation

The Honorable Sam Graves
Chairman, House Committee on Transportation and Infrastructure

The Honorable Rick Larson
Ranking Member, House Committee on Transportation and Infrastructure

I am pleased to answer any questions you may have, or your staff may contact my Senate Liaison Office at (202) 224-2913 or House Liaison Office at (202) 225-4775.

Sincerely,



Linda L. Fagan
Admiral, U. S. Coast Guard
Commandant



Executive Summary

In Academic Program Year (APY) 2019-2020, the U.S. Coast Guard Academy (CGA) continued to execute the strategic goals established in the U.S. Coast Guard Sexual Assault Prevention, Response, and Recovery (SAPRR) Strategic Plan 2018-2022.

Reports of sexual assault at the Academy decreased from the previous reporting period. The Academy received a total of 20 reports of sexual offenses, down from 25 the previous year. Of the 20 reported offenses, 15 were reports of sexual assault, down from 23 in the previous year. Coast Guard Investigative Service (CGIS) investigated all 10¹ of the reports that were filed as unrestricted. The Academy also received five reports of sexual harassment and investigated allegations in accordance with Coast Guard Anti-Harassment and Hate Incident procedures found within the Coast Guard Civil Rights Manual, COMDTINST M5350.4 (series).

In addition to execution of the SAPRR Strategic Plan, the Academy continued to focus on five strategic goals within the *National Defense Authorization Act for Fiscal Year 2014* (Pub. L. No. 113-66) and the *Carl Levin and Howard P. 'Buck' McKeon National Defense Authorization Act for Fiscal Year 2015* (Pub. L. No. 113-291).

In order to successfully effectuate the five strategic goals, the Academy relied on the final report from the Department of Defense, Office of People Analytics, a product of the 2019 Service Academy Gender Relations Focus Groups (2019 SAGR).² The 2019 SAGR study is a part of an assessment cycle at the Military Service Academies (MSA) that started in 2005 focusing on gender relations including sexual assault, sexual harassment, and Academy culture. The study revealed the following information germane to the Academy's execution of the aforementioned strategic goals.

“... Although participants said they feel confident in senior leadership's ability to address sexual assault and sexual harassment, it is peer leadership who have the most influence on Academy life. *The attitudes and influence of cadet leaders are a key component of the prevention effort* (emphasis added).

Finally, participants recommended improvement to both their bystander intervention and alcohol trainings. Cadets expressed that the current trainings are not resonating and are often seen as unrealistic. Across both topics, cadets in the focus groups expressed a desire for relatable training facilitators and realistic scenarios.”³

¹ The Academy maintains a Cadet Corps of approximately 1,000 individuals.

² The five goals discussed in Coast Guard Sexual Assault Prevention, Response, and Recovery (SAPRR) Strategic Plan 2018-2022 are: 1. changing climate; 2. prevention; 3. response; 4. return towards wellness; and 5. accountability. These goals are discussed later in this paper. A SAGR study was not conducted in 2020 because of the onset of the Covid-19 pandemic.

³ 2019 Service Academy Gender Relations Focus Groups (2019 SAGR Study), Department of Defense, Office of People Analytics (April 2020).

Following the 2019 SAGR study, the Academy focused on cadet-led initiatives and relatable, practical training to cultivate change. Specifically, the Academy resolved to challenge preconceived beliefs about sexual assault early in a cadet's tenure through training and education during their initial indoctrination period. Changing incoming cadets' mindsets about sexual assault is purposeful to develop a Cadet Corps equipped to eliminate sexual assaults, improve response and resiliency to sexual assaults if they occur, create an atmosphere of accountability, and foster an environment conducive to victim recovery. This approach resulted in a perceptible shift within the Academy towards proactive prevention and has helped create a climate incongruous with sexual assault. The Academy leadership team continues to employ measures to prevent sexual harassment and assault while providing specialized services to personnel subject to these circumstances.



Coast Guard Academy Sexual Harassment and Violence for Academic Program Year 2019-2020

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I. Legislative Language

This document fulfills the requirements set forth in Section 1902 of Title 14, U.S. Code, which states:

SEC. 1902: POLICY ON SEXUAL HARASSMENT AND SEXUAL VIOLENCE

(d) Report.-

(1) In general. —The Commandant shall direct the Superintendent to submit to the Commandant a report on sexual harassment and sexual violence involving cadets or other Academy personnel for each Academy program year.

(2) Report specifications. —Each report under paragraph (1) shall include, for the Academy program year covered by the report, the following:

(A) The number of sexual assaults, rapes, and other sexual offenses involving cadets or other Academy personnel that have been reported to Academy officials during the Academy program year and, of those reported cases, the number that have been substantiated.

(B) A plan for the actions that are to be taken in the following Academy program year regarding prevention of and response to sexual harassment and sexual violence involving cadets or other Academy personnel.

(3) Biennial survey. —Each report under paragraph (1) for an Academy program year that begins in an odd-numbered calendar year shall include the results of the survey conducted in that Academy program year under subsection (c)(2).

(4) Transmission of report. —The Commandant shall transmit each report received by the Commandant under this subsection, together with the Commandant's comments on the report, to—

(A) the Committee on Commerce, Science, and Transportation of the Senate; and

(B) the Committee on Transportation and Infrastructure of the House of Representatives.

(5) Focus groups.

(A) In general. —For each Academy program year with respect to which the Superintendent is not required to conduct a survey at the Academy under subsection (c)(2), the Commandant shall require focus groups to be conducted at the Academy for the purposes of ascertaining information relating to sexual assault and sexual harassment issues at the Academy.

(B) Inclusion in reports. —Information derived from a focus group under subparagraph (A) shall be included in the next transmitted Commandant's report under this subsection.

(e) Victim Confidentiality. —To the extent that information collected under the authority of this section is reported or otherwise made available to the public, such information shall be provided in a form that is consistent with applicable privacy protections under Federal law and does not jeopardize the confidentiality of victims.

II. Background

Our core values of Honor, Respect, and Devotion to Duty provide the character foundation upon which all members of the Coast Guard are expected to live their lives and carry out their official duties. As the Coast Guard's primary officer accession source, the Academy plays a fundamental role in developing, educating, and training future Coast Guard leaders for the challenges they will encounter throughout their careers. Therefore, the Academy is a key component of the Service's efforts to create a culture inhospitable to sexual assault and its enabling behaviors, such as hazing, ostracism, sexual harassment, and retaliation.

In August 2018, the Coast Guard sexual assault program released a new strategic plan with an enhanced focus on victim recovery and changed the name to the SAPRR program. The addition of "recovery" formalizes the Coast Guard's commitment to long-term recovery and resilience of victims and broad Coast Guard communities impacted by sexual assault.

III. Data Report

A. Reported Sexual Offenses

Twenty reports of sexual assault or other sexual offenses involving Academy cadets and staff were made to Academy officials during Academic Program Year 2019-2020. This reporting period includes Fall 2019 through Summer 2020.

The Academy received five reports of sexual harassment during the reported period. In each instance, the Academy investigated the reports in accordance with Coast Guard Anti-Harassment and Hate Incident procedures found within the Coast Guard Civil Rights Manual, COMDTINST M5350.4 (series).

The five reports of sexual harassment were resolved as follows:

- CGA **substantiated** one allegation of sexual harassment involving a cadet who exposed their genitals to two other cadets on multiple occasions in the Chase Hall barracks. The accused cadet told CGIS investigators that the actions “were intended as a joke and not intended to be bullying or mean-spirited.” The cadet was held accountable under CGA’s Cadet Conduct and Discipline system. The cadet was disenrolled and subject to recoupment for the value of educational benefits received (approximately \$280,000).
- CGA **substantiated** six allegations of sexual harassment involving a cadet who transmitted unsolicited sexually explicit Snapchat messages to multiple cadets. CGIS investigated the report and the cadet admitted to sending the explicit photos to cadets but maintained that the messages were solicited. The cadet was held accountable under CGA’s Cadet Conduct and Discipline system. The cadet was disenrolled and subject to recoupment for the value of educational benefits received (approximately \$280,000).
- CGA found three reports of sexual harassment to be **unsubstantiated** because the conduct did not meet the definition of sexual harassment as outlined in the Coast Guard Civil Rights Manual, COMDTINST M5350.4 (series).

The Academy received fifteen reports of sexual assault, ten of which were unrestricted⁴ and five of which were restricted.⁵ In each unrestricted report, the Academy convened a Sexual Assault Prevention and Response Program (SAPR) Crisis Intervention Team (CIT) per the Coast Guard’s Sexual Assault Prevention and Response Program Manual, COMDTINST M1754.10 (series). Additionally, CGIS initiated a criminal investigation after each report. All investigations and available victim input were reviewed and evaluated for prosecutorial merit by the Coast Guard Legal Service Command.

⁴ Unrestricted Report: “A service member or adult armed forces dependent who is sexually assaulted and desires medical treatment, counseling, and an official investigation of his or her allegation can report the matter using official reporting channels (e.g., duty watch stander, supervisor, the chain of command, local authorities, etc.). The Unrestricted Reporting option provides for immediate formal investigation by trained criminal investigators as well as the full range of protections to the victim including Military Protective Orders, immediate transfer or relocation, an expedited transfer, and other police and command protective actions, if necessary.” (COMDTINST M1754.10E, Para 4.B, p.4-1)

⁵ Restricted Report: “A confidential report to authorized individuals (SARC, VA, or Coast Guard/Department of Defense HCP) to receive advocacy, legal counsel, medical treatment, and counseling. This report does not trigger an official investigation or command notification.” (See COMDTINST M1754.10E, Para 4.B, p.4-2)

Of the ten unrestricted reports of sexual assault, four reports – two against one subject and two against another subject – were supported by probable cause:

- In one case, the accused waived their right to an Article 32, Uniform Code of Military Justice (UCMJ), preliminary hearing after the preferral of charges, and the two reports were subsequently referred to a general court-martial (GCM). Prior to the court-martial, and in accordance with the victims' stated preferences, the case was adjudicated at an Article 15, UCMJ, non-judicial punishment (NJP) proceeding. The cadet received punishment at NJP, and the Superintendent accepted the resignation of their cadet appointment. The Cadet received a general discharge, and is subject to recoupment for the value of the educational benefits received (approximately \$280,000).
- In the other case, the Superintendent consulted with both victims through their assigned Special Victim Counsels (SVCs) before also agreeing to adjudicate the case at an Article 15, UCMJ, NJP proceeding. The cadet received punishment at NJP, and the Superintendent accepted the resignation of their cadet appointment. The cadet received a general discharge, and is subject to recoupment for the value of the educational benefits received (approximately \$280,000).

The remaining six unrestricted reports were resolved as follows:

- Two reports were made against the same subject by different victims. The first report occurred when one victim's restricted report became unrestricted; however, the victim declined to participate in the CGIS investigation. The second report was investigated by CGIS, determined to be supported by probable cause, and charges were preferred against the accused. However, the Convening Authority declined to refer the charges to court-martial after the Article 32, UCMJ hearing due to the preliminary hearing officer's assessment that the evidence was insufficient to sustain a conviction at trial. Consistent with Coast Guard policy, the Convening Authority's decision to not refer the charges to court-martial was reviewed by the next superior commander authorized to convene GCM, who concurred with the Convening Authority's action. The Convening Authority referred the case to the Commandant of Cadets for adjudication under CGA's Cadet Conduct and Discipline system. The Superintendent disenrolled the accused subject, and they are subject to recoupment via enlisted service for the value of the educational benefits received.
- One report was not supported due to lack of probable cause. The case involved an alleged offensive touching during a water polo match, but the victim was unable to identify the alleged subject during the CGIS investigation. Without an identified subject no additional action could be taken.
- One report was supported by probable cause, but criminal charges were not preferred due to the absence of evidence to sustain a conviction at trial. Prior to declining prosecution, the Convening Authority reviewed the CGIS report of investigation, victim preference statement, and consulted with legal counsel. Appropriate administrative actions were taken, and the reporting victim was provided comprehensive victim support services.
- Two reports involved allegations that a civilian not subject to the jurisdiction of the Coast Guard sexually assaulted cadets while they were away from the Academy. In both cases, the Academy convened a SAPR CIT, ensured victim support services were made available to the victim, and facilitated victim reporting to civilian authorities as desired.

B. U.S. Coast Guard and Coast Guard Academy Resources and Policies

Policies, procedures, and processes either in effect or implemented by the Academy in Academic Program Year 2019-2020 include:

Full-Time, Dedicated Sexual Assault Response Resources. Since 2011, the Academy has had a dedicated Sexual Assault Response Coordinator (SARC) serving the entire Academy community,⁶ Coast Guard Cutter EAGLE, and the Leadership Development Center. This dedicated position provides 24-hour support to over 2,000 personnel and has been a critical resource in furthering the Academy's sexual assault prevention goals. Similarly, the Academy Regional Clinic provides 24-hour medical and mental health care for sexual assault victims. The Academy's Center for Counseling and Development provides a confidential atmosphere where cadets may safely discuss any issue with a clinic counselor, including those issues related to sexual assault. Moreover, the Academy employs three full-time military chaplains that provide complete confidentiality.

Professional Certification of Sexual Assault Response Coordinator (SARC) and Victim Advocates (VAs). Per Coast Guard Policy, ALCOAST 126/14, "All SARCs receive SARC credentials through the National Advocate Credentialing Program, offered by the National Organization for Victim Assistance (NOVA), along with other requirements listed in [Commandant Instruction Manual 1754.10D]." In addition to the Academy SARC, all VAs serving at the Academy were also certified by NOVA. This includes Company Chief Petty Officers (i.e., senior enlisted members assigned to companies within the Corps of Cadets), Academy staff, health clinic personnel, and staff members from the co-located Leadership Development Center.

Sexual Assault Prevention and Response Program Manual, Commandant Instruction M1754.10 (series). This manual establishes policy and prescribes procedures for the Coast Guard sexual assault program. It is currently being updated to reflect the addition of the element of recovery to the program. This manual also creates the Coast Guard's sexual assault management framework. The purpose of the program is to eliminate sexual assault within the Coast Guard by fostering a culture of prevention, education, training, response capability, victim support, reporting procedures, and accountability that enhances the safety and well-being of all its members.

The manual details the systematic way the Coast Guard will work to prevent sexual assaults, and when they do occur, respond appropriately. This manual captures best practices from the Armed Services and civilian agencies for combating sexual assault and provides policy for commanding officers and officers-in-charge on how to best address allegations of sexual assault. It also captures the latest sexual assault guidance, as well as the victim advocate-victim privilege under Military Rule of Evidence 514. Furthermore, the manual provides specific mandatory guidance to the SARC. Finally, the instruction sets forth the Coast Guard-developed mandatory training and minimum criteria for SARCs and VAs.

⁶ As of spring 2021, CGA now also has a full time GS-9 VA, and this position will be listed in detail in this section in the Academic Program Year 2020-2021 report.

Sexual Assault Prevention and Response (SAPR) Program Tactics Techniques and Procedures (TTP) 1-16.1 (series). This publication describes the processes and procedures used within the Coast Guard to prevent and respond to sexual assault. This is used in conjunction with the sexual assault program manual. TTP also provides more specific guidance to VAs, SARCs, commanding officers, and officers-in-charge regarding their role in preventing and responding to sexual assaults.

Reporting and Responding to Sexual Assault Involving a Cadet or Officer Candidate, Superintendent Instruction 1754.1 (series). The purpose of this instruction is to document policy and prescribe procedures tailoring the Academy sexual assault program to most effectively use the unique support resources at the Academy. The ultimate purpose of this program is to build a culture of prevention, sensitive response, and accountability in keeping with the Coast Guard's core values of honor, respect, and devotion to duty. The instruction supplements Commandant Instruction Manual 1754.10 (series) and applies when a sexual assault is reported or alleged to have been committed upon an Academy cadet or Coast Guard officer candidate and the incident occurs either: (1) on Academy grounds; or (2) while the cadet or officer candidate is assigned to the Academy.

U.S. Coast Guard Academy Sexual Assault Prevention and Response (SAPR) Crisis Intervention Team (CIT), Superintendent Instruction 1754.2 (series). The purpose of this instruction is to establish and formalize the Academy sexual assault CIT per Coast Guard policy. The instruction specifies roles, responsibilities, and actions in responding to sexual assault allegations at the Academy. This instruction applies when an Academy connected sexual assault is reported or alleged by a Coast Guard or other active-duty military service member (e.g., cadet, officer candidate, or Coast Guard Reserve member on active duty), or by a civilian spouse of an active duty service member who is assaulted by their military spouse.

The CIT is comprised of a representative from the victim's command, a representative from the accused's command, the responding SARC, the CGIS case agent, a servicing legal officer, and a medical representative. The CIT is convened as soon as practicable, but no more than 24 hours after the Academy receives a report of a sexual assault. The CIT meets to promote dialogue across programs, discuss appropriate courses of action for each specific sexual assault case, and carry out those actions within their own technical authorities and expertise in close coordination. This policy ensures early communication between CIT members to improve timely, thorough, and efficient reporting; support services; investigation; and accountability.

Coast Guard Civil Rights Manual, Commandant Instruction M5350.4 (series). The purpose of this instruction is to provide policy and guidance for Coast Guard Military Equal Opportunity (EO) and Civilian Equal Employment Opportunity (EEO) Programs. The instruction outlines responsibilities and procedures aimed at equipping Coast Guard employees with confidential access to timely and expert advice on EO/EEO matters and provides tools to assist unit leaders in building a model workplace. Coast Guard policy ensures employees and applicants for employment enjoy equality of opportunity in the Coast Guard workplace regardless of race, sex (including gender identity, sexual harassment, pregnancy, and sexual orientation), national origin, color, religion, age, disability, genetic information, marital status, political affiliation, or reprisal for engaging in prior protected activity. Coast Guard policy is to extend to members of the military workforce, as much as is practical, the same protections afforded the civilian workforce.

Prevention of Sexual Harassment, Superintendent Instruction 5350.8 (series). The purpose of this instruction is to inform all personnel of the Academy's policies regarding prevention of sexual harassment. In addition, it details the responsibilities that Academy employees have toward eliminating sexual harassment at the Academy. This instruction uses precise language from the Equal Employment Opportunity Commission (EEOC) for the definition of sexual harassment. Furthermore, it reiterates the Commandant's expectation that all personnel will work to eliminate sexual harassment in the Coast Guard.

Anti-Harassment and Discrimination Policy and Procedures, Superintendent Instruction 5350.9 (series). The purpose of this instruction is to inform all personnel of the Academy's anti-harassment policy and their responsibilities to eliminate harassment wherever it may exist in the Academy. It also reaffirms the Academy's policy that harassment of any type is unacceptable and will not be tolerated. The policy places emphasis on the Commandant's direction that every Coast Guard commanding officer, officer-in-charge, manager, and supervisor is accountable for maintaining a work environment in which harassment is not tolerated and for taking proactive measures to prevent illegal discrimination or harassment as outlined in the Coast Guard Civil Rights Manual. This instruction provides further guidance on a supervisor's responsibility to resolve conflicts at the lowest level, and report prohibited harassment.

C. Coast Guard Academy Actions Taken Within the Reporting Period

The Academy continues to improve its sexual harassment and sexual violence prevention programs through periodic reviews, climate assessments, and implementing effective training and awareness programs. The Academy also maintains a close relationship with and monitors policies of other federal service academies through the SARC network. Additionally, this review process aligns reporting and prevention programs within the Academy with that of the Coast Guard to better enable cadets to integrate into existing Service systems and programs.

In Academic Program Year 2019-2020, the Academy followed a strategic path established by the Coast Guard SAPRR Strategic Plan 2018-2022. The stated goals of this plan include:

- Goal 1: Climate
- Goal 2: Prevention
- Goal 3: Response
- Goal 4: Return Towards Wellness
- Goal 5: Accountability

Each of these goals includes actionable and measurable milestones and seeks to address barriers sexual assault victims encounter when considering making a report. The Academy continues to provide specific training to all personnel on sexual harassment, sexual violence, civil rights, and human relations. These trainings are summarized below:

Initial Indoctrination Training by the Sexual Assault Response Coordinator (SARC). Within the first week after reporting into the Academy, the incoming class conducts initial sexual assault training with the SARC. The cadets are introduced to SAPRR programs, trained in sexual assault reporting options, and given SARC contact information for. Two weeks later, the SARC provides in-depth training covering all key aspects of the Coast Guard's SAPRR program, as outlined in Commandant Instruction 1754.10 (series). Specifically, the SARC teaches cadets the history of sexual assault prevention, response, and recovery in the military, the definition of sexual assault and consent, appropriate reporting procedures for reports of sexual assault, reporting requirements and options (i.e., restricted and unrestricted), barriers to reporting, consequences of committing sexual assault including dismissal and dishonorable discharge for offenders, and prevention strategies.

Cadets Against Sexual Assault (CASA). Unique to the Corps of Cadets, the Academy trained hundreds of cadets to become members of the student organization CASA.

CASA is a student-led club whose members volunteer and receive training as a peer-level resource for victims of sexual assault within the Corps of Cadets. CASA members participate in four one-hour training sessions by the SARC and are certified to educate survivors on reporting options and resources. While CASA members are not allowed to receive confidential information about sexual assaults without triggering mandatory reporting, they are nevertheless able to quickly connect a victim with the Academy SARC when reporting a sexual assault. CASA's efforts help fulfill the Coast Guard strategic goal to "empower and encourage victims to choose supportive care that enables a pathway to wellness" (SAPRR Strategic Plan 2018-2022). In 2019, CASA successfully increased their membership from 260 members to 530 members, or just slightly over 50 percent of the Corps of Cadets. As the number of CASA members has increased, so has the reporting rate, which was last recorded in 2018 at a historically high rate of 30 percent for women and 9 percent for men (SAGR, 2018).

New Faculty Course. All new military and civilian faculty must attend the new faculty course that includes a block of instruction taught by the SARC on various aspects of sexual assault. The training includes discussions on sexual assault in military and college environments, UCMJ, Article 120, different types of reporting requirements, methods to properly address reports of sexual assault, and how to provide specialized support to reporting victims.

Sexual Assault Awareness Month. In April of 2020, as a part of Sexual Assault Awareness Month, the Academy held virtual events as an adaptation to in person events due to the pandemic. Events were held over Microsoft Teams and included a presentation by the SafeHelpline, "Confiding in Another," training focusing on how to handle a sexual assault disclosure from your shipmate, and sexual assault reporting options.

Annual SAPRR Training. All Academy faculty, staff, cadets, and officer candidates are required to complete annual training on SAPRR. The online Coast Guard Learning Portal training is available for all staff and faculty, and in-person training sessions were held for cadets by the SARC.

Bystander Intervention Training. Bystander intervention is a strategy that motivates and mobilizes people to act who may see, hear, or otherwise recognize signs of an inappropriate or unsafe situation. Using an interactive and dynamic model, this 90-minute course provides basic education about bystander intervention and practical strategies to intervene safely. The course is comprised

of a concise introduction of the history of bystander intervention research, followed by an opening “on your feet” exercise, scenario-based discussions, and a closing exercise. During Academic Program Year 2019-2020, all cadets received bystander intervention training.

Civil Rights and Human Relations Training. All cadets receive mandated Civil Rights Awareness training as per Commandant Instruction Manual 5350.4 (series). In addition to this triennial training, each class receives Sexual Harassment Prevention training annually. Each training course outlines policies and procedures associated with the rights and responsibilities of a cadet. Included are expectations and examples of professional military behavior while serving as a cadet. Each class also receives Human Relations training to build on prior Civil Rights and Human Relations knowledge. The Academy’s Civil Rights Officer tailors these trainings to each cadet class based on the needs and development within the Academy’s 200-week training program:

- During the initial summer indoctrination, the incoming cadet class receives four hours of Civil Rights Awareness training, including one hour of Sexual Harassment Prevention training.
- Fourth-class (4/c) cadets (freshmen) receive Civil Rights Awareness and Sexual Harassment Prevention training, which outlines the civil rights policies and reporting procedures while focusing on the rights and responsibilities of a cadet.
- Third-class (3/c) cadets (sophomores) receive Human Relations training facilitated by Company Chiefs and Company Officers throughout the training year. Third-class cadets also complete the annual mandated Sexual Harassment Prevention training online.
- Second-class (2/c) cadets (juniors) receive Human Relations and leadership-specific training facilitated by the Company Officers and Company Chiefs. Additionally, second-class cadets complete the annual mandated Sexual Harassment Prevention training online.
- First-class (1/c) cadets (seniors) receive the triennial Civil Rights Awareness training, focused on managerial responsibilities, cross-cultural communications, and Sexual Harassment Prevention with Coast Guard fleet-wide application.

D. Plan of Action

The Academy is committed to eradicating sexual assault on campus and implementing the actions and goals required by the Coast Guard SAPRR Strategic Plan 2018-2022.

In Academic Program Year 2019-2020, the Academy continued to implement the Coast Guard’s Strategic Vision, which directs the Academy to “[f]oster a culture of respect, which seeks to eliminate sexual assault, sexual harassment, bullying, and other unacceptable behaviors from our Academy community.”

The Academy increased awareness within the Corps of Cadets about the negative consequences of committing sexual assault by regularly publishing the results of case disposition – both criminal and administrative – in an anonymized format. This publication, known as a good order and discipline report, provides a summary of disciplinary and administrative action taken when cadets commit misconduct, including sexual assault and sexual harassment.

Additionally, the Academy focused on improving the overall culture within the Corps of Cadets by conducting comprehensive sexual assault training, including discussion of consent to sexual activity, rape myths, healthy masculinity, healthy relationships, and bystander intervention. The

training also explored the impact of harmful behaviors like sexual assault and sexual harassment on unit cohesion and morale. During these trainings, the Academy emphasized the fact that it had installed cameras in Chase Hall entryways and passageways as a visible deterrent.

Furthermore, the Academy sought to increase reporting by identifying specific barriers to reporting (e.g., fear of punishment for victim misconduct, fear of being the subject of rumors, etc.) using both Defense Organizational Climate Survey (DEOCS) and SAGR data. SAGR trend data is available from 2009 to present. In addition to highlighting barriers to reporting, the data identified several trends such as an increase in reports of sexual assault during the middle of the fall and spring semesters; that approximately half of the assaults in Chase Hall occur at night or on the weekends; that most assaults are committed by other cadets; and the high likelihood that alcohol is involved in the circumstances leading to the assault. The SARC incorporated a discussion of these trends into the trainings discussed above, and CASA held focus groups to further increase awareness about them within the Corps of Cadets.

IV. Conclusion

The Academy is executing the Coast Guard SAPRR Strategic Plan 2018-2022 by focusing on the five goals and objectives aligned with imperatives directed by the Coast Guard's Strategic Vision for the Academy. The depth and breadth of consistent training throughout the cadets' 200-week program and training while onboarding new faculty specifically target efforts towards prevention. Full involvement of the SAPR CIT aligns with the imperative to provide victims a streamlined response to incidents. Cadets and personnel at the Academy are rigidly held accountable for substantiated accounts of sexual harassment or assault.

The Academy remains focused on providing an inclusive and safe environment for all cadets and staff. The Coast Guard's Core Values of Honor, Respect, and Devotion to Duty guide these efforts and align the Academy with the Service's strategic imperatives. Ultimately, it is the mission of the Academy to provide leaders of character to the fleet who not only embrace Core Values but who consistently, readily, and visibly demonstrate them while holding others to the same standards. The Academy provides officers who can achieve and demonstrate these values, who will courageously serve our great Nation.

V. Abbreviations

| Abbreviations | Definition |
|---------------|---------------------------------------------------|
| CASA | Cadets Against Sexual Assault |
| CGA | Coast Guard Academy |
| CGIS | Coast Guard Investigative Service |
| CIT | Crisis Intervention Team |
| DEOCS | Defense Organizational Climate Survey |
| DHS | Department of Homeland Security |
| GCM | General Courts-Martial |
| EEO | Equal Employment Opportunity |
| EO | Equal Opportunity |
| NJP | Non-Judicial Punishment |
| NOVA | National Organization for Victim Assistance |
| SAGR | Service Academy Gender Relations Focus Groups |
| SARC | Sexual Assault Response Coordinator |
| SAPR | Sexual Assault Prevention and Response |
| SAPRR | Sexual Assault Prevention, Response, and Recovery |
| SVC | Special Victim Counsel |
| TTP | Tactics Techniques and Procedures |
| UCMJ | Uniform Code of Military Justice |
| VA | Victim Advocates |