



# Sexual Assault in the U.S. Coast Guard (FY 2019)

Report to Congress  
*June 2, 2020*



*U. S. Coast Guard*

# Foreword

June 2, 2020

The Coast Guard presents the following report, *Sexual Assault in the U.S. Coast Guard (FY 2019)*.

Sexual assault is not only a crime but also a violation of the Service's Core Values of "Honor, Respect, and Devotion to Duty." The Coast Guard has added emphasis in the last year to continue its efforts toward the goal of eliminating sexual assault from the Service. Recovery and prevention have been the primary focus areas, and several efforts have been undertaken to enhance the work on those topics. A sustained effort toward removing stigma and barriers to reporting, and ongoing enhancements to current response capabilities for victims of sexual assault continues.



The Coast Guard has developed a more nuanced approach to addressing Sexual Assault in coordination with the Department of Defense and external agencies, such as RAND. Through expanded partnerships and examination, the Service is able to explore more means to better implement and measure the effectiveness of initiatives and program changes, ultimately to ensure the highest standards are consistently sought. The Coast Guard continues to center the lot of its efforts within the Sexual Assault Prevention, Response, and Recovery program on prevention and recovery assistance.

The *Coast Guard Authorization Act of 2010* directs the submission of an annual report on sexual assaults and sexual harassment incidents involving members of the Coast Guard. Pursuant to Congressional requirements, this report is being provided to the following members of Congress:

The Honorable Peter DeFazio  
Chairman, House Committee on Transportation and Infrastructure

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

The Honorable Bennie Thompson  
Chairman, House Homeland Security Committee

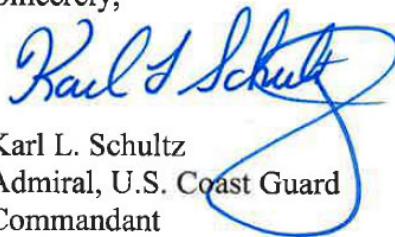
The Honorable Sam Graves  
Ranking Member, House Committee on Transportation and Infrastructure

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

The Honorable Mike Rogers  
Ranking Member, House Homeland Security Committee.

I am available to answer any further 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,

A handwritten signature in blue ink that reads "Karl L. Schultz". The signature is fluid and cursive, with a large, stylized "S" at the beginning.

Karl L. Schultz  
Admiral, U.S. Coast Guard  
Commandant



# Sexual Assault in the U.S. Coast Guard (FY 2019)

## Table of Contents

I.	Legislative Language	1
II.	Background	2
	A. Sexual Assault	2
	B. Sexual Harassment	4
III.	Data Report	5
	A. Sexual Assault	5
	B. Sexual Harassment	8
IV.	List of Incidents and Disciplinary Results	11
	A. Sexual Assault	11
	B. Sexual Harassment	12
V.	Plan of Action	15
	A. Sexual Assault: Actions Completed in FY 2019	15
	B. Sexual Harassment: Actions Completed in FY 2019	18
	C. Sexual Assault: Actions Planned for FY 2020	19
	D. Sexual Harassment: Actions Planned for FY 2020	21

# I. Legislative Language

This report responds to the language in Section 217 of the *Coast Guard Authorization Act of 2010*, as amended by the *National Defense Authorization Act of 2019* (Pub. L. 115-232), which states:

## **SEC. 217. REPORTS ON SEXUAL ASSAULTS IN THE COAST GUARD.**

(a) IN GENERAL.- Not later than January 15 of each year, the Commandant of the Coast Guard shall submit a report on the sexual assaults and incidents of sexual harassment involving members of the Coast Guard to the Committee on Transportation and Infrastructure and the Committee on Homeland Security of the House of Representatives and the Committee on Commerce, Science, and Transportation of the Senate.

(b) CONTENTS. The report required under subsection (a) shall contain the following:

(1) The number of sexual assaults and incidents of sexual harassment against members of the Coast Guard, and the number of sexual assaults and incidents of sexual harassment by members of the Coast Guard, that were reported to military officials during the year covered by such report, and the number of the cases so reported that were substantiated.

(2) A synopsis of, and the disciplinary action taken in, each substantiated case.

(3) The policies, procedures, and processes implemented by the Secretary concerned during the year covered by such report in response to incidents of sexual assault and sexual harassment involving members of the Coast Guard concerned.

(4) A plan for the actions that are to be taken in the year following the year covered by such report on the prevention of and response to sexual assault and sexual harassment involving members of the Coast Guard concerned.

## II. Background

### A. Sexual Assault

The Coast Guard remains fully committed to sustaining an effective and responsive sexual assault program and continues to make significant and dedicated efforts to achieve the goal of eliminating sexual assault from its ranks.

In 2017, the Vice Commandant of the Coast Guard chartered the Workforce Wellness and Resiliency Council (WWRC), a cross-directorate, Flag Officer and Senior Executive Service-level body. The WWRC meets quarterly to discuss concerning behaviors that affect mission, Coast Guard, and family readiness. In 2019, the WWRC chartered a Sexual Assault Prevention, Response, and Recovery (SAPRR) Committee, overseen by the Deputy Commandant for Mission Support, to challenge and engage senior leaders in championing SAPRR advancements.

The Coast Guard SAPRR Program's efforts are organized along five strategic goals:

- **Climate:** Create a culture where sexual assault and behaviors that enable it are not tolerated.
- **Prevention:** Eliminate sexual assault in the Coast Guard through the foundation of a strong preventive culture.
- **Response:** Improve the availability and quality of response support for sexual assault victims. Increase victim confidence and remove the stigma associated with reporting.
- **Accountability:** Ensure those who commit sexual assault in the Coast Guard are held appropriately accountable. Improve capability and capacity for the reporting, investigation, and prosecution of sexual assault; and elevate leadership engagement in response to sexual assault.
- **Recovery:** Provide comprehensive and flexible victim recovery care to facilitate a return toward wellness and opportunity for continued service.

To advance the SAPRR effort, the Coast Guard has undertaken numerous endeavors under each of the strategic goals, including:

- **Climate:** Through the use of various surveys, improved training programs, and targeted communications, the Coast Guard focuses on climate issues as identified and warranted. Also, Sexual Assault Awareness and Prevention Month (SAAPM) was observed in April 2019 and 2020, aligning with the Department of Defense's (DoD's) theme of "Protecting Our People Protects Our Mission."
- **Prevention:** The Coast Guard maintains the momentum to continue raising Service-wide awareness of sexual assault issues. Several primary prevention strategies are underway or in development. The SAPRR Program developed the Coast Guard Bystander Intervention Training (CG BIT), which addresses a range of topics such as sexual assault, harassment, suicide, domestic violence, bullying, and hazing, with an emphasis on providing Coast

Guard members the necessary skills to identify these behaviors and the confidence to intervene. Additionally, in partnership with RAND and the DoD, the SAPRR Program is currently implementing a primary prevention strengthening process over a two-year period, with measurable outcomes. Additionally, the Office of Diversity and Inclusion let a contract, “Foundations to a More Inclusive CG” in an effort to improve cultural competence and sensitivity. The Diversity and Inclusion Change Agent Training Program focuses on developing the right mindsets, skillsets, and competencies for cultivating cultures of inclusion and high performance and dovetails into SAPRR prevention efforts.

- **Response:** Sexual assault response efforts are in a continual state of enhancement. The 13 civilian Sexual Assault Response Coordinators (SARCs) and approximately 900 uniformed Victim Advocates (VAs) are credentialed through the National Advocate Credentialing Program offered by the National Organization for Victim Assistance (NOVA). Coast Guard Investigative Service (CGIS) Agents receive specialized training to glean best practices and lessons learned regarding responding to and investigating complex and sensitive cases. The Special Victims Counsel (SVC) Program provides dedicated attorneys to represent the interest of individual victims throughout the investigatory and military justice process.
- **Accountability:** The Coast Guard protects the health and safety of all personnel who are victims of sexual assault, and works to hold those who commit sexual assault accountable for their actions while preserving their due process rights. To ensure the appropriate handling of all reports of sexual assault, CGIS special agents investigate all reports and full-time trial counsel prosecutes all sexual assault charges referred to trial by general courts-martial. In addition, Officers Exercising General Courts-martial Jurisdiction, and a small number of Captain (O-6) Commanding Officers with a Staff Judge Advocate assigned to their staff, are reserved the authority to make disposition decisions in sexual assault cases.

**Recovery:** Appropriate and timely support is necessary for all victims, from the incident, to initial report, to successfully finding their path to recovery. The Coast Guard follows a “victim-centered” approach, allowing the victim to decide their right choice at any given time. There is no single solution for a victim to achieve long-term wellness. The Coast Guard maintains the privacy and dignity of the victim while offering a broad complementary system of medical and behavioral care, legal services, and administrative support that empowers victims while on their path to wellness. Cross-programmatic linkages between SAPRR Support (SARC, VA's) and victim services (legal, SVC, Physical Disability Evaluation System (PDES) and CG healthcare system enables victims to receive referrals to Veteran's Health Administration Military Sexual Trauma related services for formal psychological assessment and evaluation, psychiatry, individual and group psychotherapy, and cognitive processing therapy. Furthermore, coordination between SVC and PDES Attorneys ensures transitioning victims maintain access to supportive care.

Since SAPRR program inception in 2008, the Coast Guard has been persistent in analyzing and enhancing its efforts to ensure a climate inhospitable to sexual assault and its enabling behaviors. These ongoing efforts allow for sustainment of its accomplishments thus far, and serve as the baseline for all future improvements in training, policy, investigation and prosecution, communications, and workplace climate and culture.

## B. Sexual Harassment

The Coast Guard Civil Rights program proactively engages with the Coast Guard accession commands to pursue a workforce that is reflective of the national labor force and engages with the workforce to support a workplace climate that fully embraces the Coast Guard core values of honor, respect, and devotion to duty. The Coast Guard must ensure this by persistently fostering behaviors and actions that decry discrimination and harassment, including sexual harassment. In 2010, the Coast Guard implemented a robust Anti-Harassment and Hate Incident (AHHI) policy. The procedures aim to combat prohibited harassment, including sexual harassment, and promptly address any reported or observed harassing behaviors.

The AHHI policy defines prohibited harassment as including, but not limited to, unwelcome verbal, nonverbal, or physical conduct, that has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, offensive, or hostile environment on the basis of an individual's protected status, which includes: race, color, religion, sex (including gender identity, sexual harassment, pregnancy, sexual orientation), national origin, age, disability, protected genetic information, marital status, parental status, political affiliation, retaliation or any other basis protected by law. Examples of the types of unwelcome conduct prohibited by this policy are epithets, slurs, stereotyping, intimidating acts, and the circulation or posting of written or graphic materials that show hostility toward individuals because of their protected status.

The Coast Guard has determined that the most effective way to limit harassing conduct is to treat it as misconduct, even if it does not rise to the level of harassment actionable under civil rights laws and regulations. A single utterance of an ethnic, racial, or sexual epithet that offends an employee may not be severe enough to constitute unlawful harassment in violation of federal law; however, it is the Coast Guard's view that such conduct is inappropriate and must be stopped.

The Coast Guard Civil Rights Directorate maintains 16 detached offices throughout the Country along with over 50 Civil Rights Service Providers (CRSPs) available to assist Coast Guard personnel with understanding the complaint processes and procedures available, and to receive reports of discrimination and harassment, including sexual harassment.

All Coast Guard personnel are required to complete Sexual Harassment Prevention training annually. The Sexual Harassment Prevention course is hosted online or in instructor-led training from CRSPs.

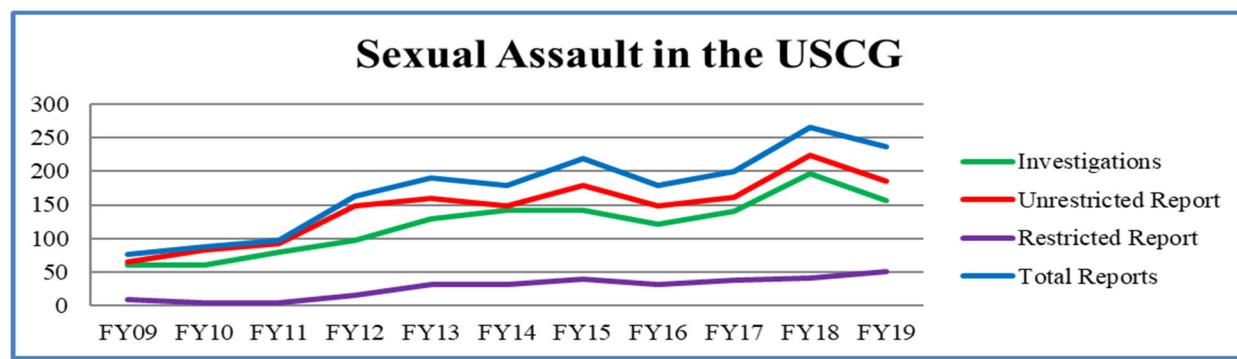
### III. Data Report

#### A. Sexual Assault

Reported allegations of sexual assault in FY 2019 decreased from 248 to 225 compared to FY 2018 reports. During FY 2019, the Coast Guard conducted 156 investigations<sup>1</sup> for Unrestricted Reports of sexual assault.<sup>2</sup> CGIS tracks and maintains sexual assault data for the number of victims and subjects (“accused” persons), and investigations. Of the 156 Unrestricted Report investigations, 34 of those investigations involved multiple victims and/or subjects.

In FY 2019, there were 186 reported victims<sup>3</sup> in Unrestricted Reports and 177 reported subjects.<sup>4</sup> Of the 156 investigations for Unrestricted Reports, 21 investigations included victims and/or subjects who were no longer on active duty at the time of the report but were on active duty when the alleged assault(s) occurred. There were 24 reported victims and 28 subjects in those 21 investigations. Of those 24 reported victims, six were active duty service members at the time of the investigation, four were members of the Coast Guard reserves, one was a member of the Army National Guard, three were dependents of service members, two were non-service members, and the remaining eight had been either separated or retired from the service at the time of the investigations.

Additionally, the Coast Guard received 51 Restricted Reports.<sup>5</sup> Restricted Report data is provided by the Coast Guard SAPRR Program.



<sup>1</sup> This represents the number of investigations involving adult victims.

<sup>2</sup> Sexual assault is covered under Uniform Code of Military Justice (UCMJ) current and previous versions, Articles 120 (Rape and sexual assault generally), and/or 80 (Attempts). While sexual assault is a specific offense under Article 120, it is also used more broadly to include rape, aggravated sexual contact, abusive sexual contact, non-consensual sodomy, attempts at these offenses, and other related offenses. An Unrestricted Report is when a victim discloses that he or she is the victim of a sexual assault without requesting confidentiality or Restricted Reporting, or discloses an incident to law enforcement or someone other than those allowed to receive a Restricted Report, or if the incident is disclosed by a third party. Under Unrestricted Reporting, the victim's report is provided to CGIS to initiate an official investigation.

<sup>3</sup> This represents the number of adult victims. UCMJ defines “child” as someone under the age of 16. For that reason, “adult” victims are those 16 years of age and older.

<sup>4</sup> These numbers are subject to modification as investigations proceed, and the status of the data provided is current through September 30, 2019, which is the last day of FY 2019.

<sup>5</sup> The Restricted Reporting option allows a victim to disclose that he or she is the victim of a sexual assault to specified officials (SARC, VA, healthcare provider) on a confidential basis. Under these circumstances, the victim's report and any details are provided to the SARC, VA, or healthcare provider but will not be reported to the command or to law enforcement through the official investigative process unless the victim consents to such a report or an established exception is exercised under COMDTINST 1754.10 (series). Of the 51 Restricted Reports, 12 converted their Restricted Report to Unrestricted and are included in the Unrestricted Report total.

Each of the following nine categories have underlined what is being counted (i.e., number of investigations, victims, or subjects). The number of investigations will not equal the total number of victims and/or subjects due to some of the investigations having multiple victims and/or subjects.

1. Breakdown of Subjects and Victims in Unrestricted Reports for FY 2019

# Service Member on Service Member	89
# Service Member on Non-Service Member	38
# Non-Service Member on Service Member	11
# Unidentified Subject on Service Member	18
<b>Total # Unrestricted <u>Investigations</u></b>	<b>156</b>

2. Location of Sexual Assaults in Unrestricted Reports for FY 2019

# ON military installation	39
# OFF military installation	105
# Both ON and OFF military installation	3
# Unidentified location	9
<b>Total # Unrestricted <u>Investigations</u></b>	<b>156</b>

3. Alcohol/Drugs Suspected in Unrestricted Reports for FY 2019

# Yes	82
# No	58
# Unknown	16
<b>Total # Unrestricted <u>Investigations</u></b>	<b>156</b>

4. Breakdown of # Victims in Unrestricted Reports in FY 2019

# Service Member	132
# Service Member (from other Service)	1
# Non-Service Member	53
<b>Total # <u>Victims</u> in Unrestricted Reports</b>	<b>186</b>

5. Gender of Victims in Unrestricted Reports in FY 2019

# Female	146
# Male	40
<b>Total # <u>Victims</u> in Unrestricted Reports</b>	<b>186</b>

6. Breakdown of # Subjects in Unrestricted Reports in FY 2019

# Service Member	142
# Service Member (from other Services)	3
# Non-Service Member	14
# Unidentified Subjects	18
<b>Total # <u>Subjects</u> in Unrestricted Reports</b>	<b>177</b>

7. Gender of Subjects in Unrestricted Reports in FY 2019<sup>6</sup>

# Female	17
# Male	153
# Unidentified	7
<b>Total # <u>Subjects</u> in Unrestricted</b>	<b>177</b>

<sup>6</sup> This number includes one female subject and 13 male subjects who were not identified by name, but information was received pursuant to the investigation to determine the gender of those subjects.

## 8. Case Disposition of Subjects from Investigations Opened in FY 2019

<b>Disposition for Subjects from “Closed” Investigations:</b>	<b>51</b>
# Courts-Martial (General, Summary, Special) <sup>7</sup>	2
# UCMJ Article 15 Proceedings (NJP)	2
# Discharge in Lieu of Courts-Martial or other Administrative Action	5
# Other Administrative Action	9
# Accused falls under Civilian/Foreign/Other Authority <sup>8</sup>	6
# No Action Taken Against Accused/Victim Denied Assault Occurred	8
# No Action Taken Against Accused/Coast Guard Command Declined Action	2
# Closed – Exception (Prosecution Declined)	3
# Closed – Exception (Non-Participating Victim)	8
# Closed Pending Further Developments	2
# Closed Investigation – Unidentified Offender	4
<b>Case Disposition of Remaining Subjects from Investigations:</b>	<b>126</b>
# Active Case (Open; Investigation On-going)	59
# Closed-Referred for Prosecution (Investigation Closed; Case Pending Adjudication)	67
<b>Total # Subjects from FY 2019 Investigations</b>	<b>177</b>

## 9. FY 2019 Status of Case Dispositions for Subjects from Prior FY Investigations

<b>Case Dispositions for Subjects from Prior FY Investigations:</b>	<b>142</b>
# Courts-Martial (General, Summary, Special) <sup>9</sup>	17
# UCMJ Article 15 Proceedings (NJP)	14
# Discharge in Lieu of Courts-Martial or other Administrative Action	17
# Other Administrative Action	21
# Accused falls under Civilian/Foreign/Other Authority <sup>10</sup>	5
# No Action Taken Against Accused/Victim Denied Assault Occurred	1
# No Action Taken Against Accused/ Coast Guard Command Declined Action	34
# Closed – Exception (Prosecution Declined)	18
# Closed – Exception (Non-Participating Victim)	11
# Closed Pending Further Developments	2
# Closed Investigation – Unidentified Offender	2
<b>Case Disposition of Remaining Subjects from Investigations:</b>	<b>34</b>
# Active Case (Open; Investigation On-going)	9
# Closed-Referred (Investigation Closed; Case Pending Adjudication)	25
<b>Total # Case Dispositions from previous FY Investigations Accounted for in FY 2019</b>	<b>176</b>

<sup>7</sup> Category includes: (1) Special Courts-Martial resulting in Subject being found guilty of UCMJ Article 128 – Assault Consummated by Battery, Subject reduced to E-3, and receiving confinement for 30 days; and (1) Special Courts-Martial where Subject pleaded guilty; punishment included 60 days restriction, fine, and administrative separation from the Service.

<sup>8</sup> “Civilian/Foreign/Other Authority” can include, but may not be limited to, individuals who do not fall under the jurisdiction of the Coast Guard (civilians not affiliated with Coast Guard) who are prosecuted by local/state or other federal jurisdictions, Coast Guard members who are prosecuted by local/state or other federal jurisdictions, or members from Services other than Coast Guard whose cases are prosecuted/adjudicated by other military Services.

<sup>9</sup> Category includes: Courts-martial resulting in an acquittal or conviction and cases where charges were preferred and/or referred to a court-martial and subsequently dismissed without further action.

<sup>10</sup> “Civilian/Foreign/Other Authority” can include, but may not be limited to, individuals who do not fall under the jurisdiction of the Coast Guard (civilians not affiliated with Coast Guard) who are prosecuted by local/state or other federal jurisdictions, Coast Guard members who are prosecuted by local/state or other federal jurisdictions, or members from Services other than Coast Guard whose cases are prosecuted/adjudicated by other military Services.

## B. Sexual Harassment

Reported allegations of sexual harassment increased from 57 in FY 2018 to 89 in FY 2019. This increase coincides with the Coast Guard's efforts to increase awareness of sexual harassment prevention and to reaffirm continued commitment to equal opportunity for all and a work environment free of harassment. A factor affecting this increase could be the willingness of members to report misconduct because of the Coast Guard's efforts to focus on sexual harassment prevention and new training programs. The Coast Guard's policies, complaint processes, and procedures were well established and available to accept reports, investigate, make determinations, and hold accountable any personnel in substantiated cases.

The Coast Guard's Civil Rights Directorate is the technical authority for handling all allegations of harassment and capturing and maintaining this data. The Coast Guard has two complaint processing procedures that the workforce can utilize to raise claims of sexual harassment along with other prohibited bases of harassment and hate incidents: the statutory Equal Employment Opportunity (EEO) process and the agency's AHHI procedure. Complaints addressed through the AHHI procedure are tracked in the AHHI<sup>11</sup> report system, and complaints raised in the EEO process are tracked in the iComplaints system. These tracking systems capture a host of data to include case numbers, the aggrieved, alleged responsible individuals, the reporting individual, etc.

Under AHHI, the Coast Guard conducted 89 investigations<sup>12</sup> into allegations of sexual harassment. Those cases involved 96 aggrieved individuals and 109 alleged responsible individuals. The Coast Guard substantiated<sup>13</sup> 46 cases of sexual harassment. Of the substantiated cases, 37 were by military personnel.

Two military members filed formal discrimination complaints for claims of sexual harassment in FY 2019. The complaints are pending adjudication.

Each of the following six tables reflects the data received in each of the cases, i.e., number of investigations, aggrieved victims, or subjects. The number of cases will not equal to the total number of reports, aggrieved victims, and/or alleged responsible individuals due to some cases having multiples of each.

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<sup>11</sup> Sexual Harassment is covered under the Coast Guard's AHHI Policy and Procedures, COMDTINST M5350.4D, Chapter 3.C., Prohibited Practices, and applies to all Coast Guard civilians, active duty military personnel, both regular and reserve, cadets of the Coast Guard Academy, reserve personnel when performing active or inactive duty for training or engaging in activity directly related to performance of a Coast Guard duty or function, members of the Coast Guard Auxiliary when under orders or engaged in any activity directly related to the mission of the Auxiliary, and members of other branches of the Armed Forces and U.S. Public Health Service serving the Coast Guard.

<sup>12</sup> Each case may have multiple reports from multiple aggrieved victims and may involve one or more alleged responsible individuals.

<sup>13</sup> A report of harassment need not meet the definition of unlawful harassment for a case to be substantiated. The determination need only show that there was evidence to support the allegation of prohibited harassment as defined in the Coast Guard Anti-Harassment and Hate Incident Policy and Procedures. The behavior(s), if continued, would lead to unlawful harassment and the policy takes a proactive approach to take prompt, effective action to stop the behaviors before becoming unlawful.

1. Breakdown of alleged responsible individuals and aggrieved victims in AHHI Sexual Harassment Reports

# Service Member on Service Member	63
# Service Member on Non-Service Member	5
# Non-Service Member on Service Member	2
# Unidentified Subject on Service Member	3
# Service Member on Unidentified Subject	2
# Non-Service Member on Non-Service Member	10
# Non-Service Member on Unidentified Member	0
# Unidentified Member on Unidentified Member	6
# Unidentified Subject on Non-Service Member	4
<b>Total # AHHI Sexual Harassment Reports<sup>14</sup></b>	<b>95</b>

2. Location of Sexual Harassment AHHI Cases

# ON Military Installations	71
# OFF Military Installations	11
# Both ON and OFF Military Installations	7
# Unidentified location	0
<b>Total # of Sexual Harassment AHHI Cases<sup>15</sup></b>	<b>89</b>

3. Breakdown of #Aggrieved Victims

# Service Member	74
# Service Member (from other Services )	0
# Non-Service Member	14
# Unidentified Member	8
<b>Total # of AHHI Sexual Harassment Aggrieved Victims</b>	<b>96</b>

4. Breakdown of #Alleged Responsible Individuals

# Service Member	89
# Service Member (from other Services)	0
# Non-Service Member	15
# Unidentified Subjects	5
<b>Total # of AHHI Sexual Harassment Alleged Responsible Individuals</b>	<b>109</b>

<sup>14</sup> Reports reflect the number of reporting parties and their status. The number of reporting parties may exceed the number of AHHI Cases.

<sup>15</sup> Each case may have multiple reports from multiple aggrieved victims and may involve one or more alleged responsible individuals.

5. Case Status and Disposition of Substantiated Sexual Harassment AHHI Cases in FY19

Disposition from Closed Cases	
# Courts-Martial	0
# UCMJ Article 15 Proceedings	10
# Discharge in Lieu of Courts-Martial or other Admin. Action	3
# Other Administrative Action	23
# Command Action Inadvisable or None Taken <sup>16</sup>	0
# Accused falls under Civilian/Foreign/Other Authority <sup>17</sup>	7
# Closed Substantiated Investigations with Unidentified Offender (s)	3
<b>Total # Substantiated Sexual Harassment AHHI <u>Cases</u>:</b>	<b>46</b>
Case Disposition of Remaining Cases from Open Investigations	
# Active Cases (Open; Investigation On-going)	3
# Closed-Referred for Prosecution (Investigation Closed; Case Pending Adjudication) <sup>18</sup>	2
<b>Total # Open Cases Remaining from FY19 Cases</b>	<b>5</b>

<sup>16</sup> “Command Action Inadvisable” can be determined for many reasons, including, but not limited to, insufficient evidence, non-participating victim, etc.

<sup>17</sup> “Civilian/Foreign/Other Authority” can include, but may not be limited to, individuals who do not fall under the jurisdiction of the Coast Guard Military (civilian employees within the Coast Guard), who are disciplined by other administrative action defined by Office of Personnel Management Regulations, or other administrative means.

<sup>18</sup> “Closed-Referred for Prosecution” are cases closed and referred to the CGIS.

## IV. List of Incidents and Disciplinary Results

### A. Sexual Assault

The following list provides the synopsis and disciplinary action taken in the Coast Guard's eight General and Special Courts-Martial tried in FY 2019 involving a report of an Article 120, UCMJ offense against an adult victim.

1	The member was charged with one specification of sexual assault, one specification of indecent recording, two specifications of indecent broadcasting, and four specifications of indecent conduct. The charges were referred to a general court-martial. After a contested trial, the member was found guilty on all specifications. The member was sentenced to reduction in rank to pay grade E-1, confinement for four years, and a dishonorable discharge. The convening authority <sup>19</sup> approved the findings and sentence.
2	The member was charged with one specification of willful disobedience of a superior officer, one specification of false official statement, seven specifications of distribution or use of controlled substances, two specifications of sexual assault, and one specification of assault consummated by a battery. Pursuant to a pre-trial agreement, the member pleaded guilty to four specifications of use or distribution of a controlled substance and one specification of assault consummated by a battery at a special court-martial. The remaining charges and specifications were withdrawn and dismissed without prejudice. The military judge sentenced the member to a reduction in rank to pay grade E-1, confinement for nine months, and a bad conduct discharge. The convening authority approved the findings and sentence.
3	The member was charged with three specifications of sexual assault, and one specification of attempted sexual assault. After a contested general court-martial, the member was acquitted of all charges and specifications.
4	The member was charged with two specifications of sexual assault, one specification of forcible sodomy, three specifications of assault consummated by battery, one specification of failure to obey a lawful written order, and one specification of adultery. Pursuant to a pre-trial agreement, the member pleaded guilty to two specifications of assault consummated by battery, one specification of failure to obey a lawful written order, and one specification of adultery at a special court-martial. The military judge sentenced the member to a reduction to E-2, one hundred and twenty days confinement, and a bad conduct discharge. The convening authority approved the findings and sentence.
5	The member was charged with one specification of sexual assault. The charge was referred to a general court-martial. After a contested trial, the member was acquitted of the charge and specification.
6	The member was charged with two specifications of a false official statement, two specifications of sexual assault, and one specification of soliciting another to commit an offense. The charges were referred to a general court-martial. After a contested trial, the member was found not guilty on all charges and specifications.

<sup>19</sup> Convening authority is a person occupying a position of command, designated in Article 22 or Article 23, UCMJ, or designated by the Secretary of Homeland Security, and authorized to convene a court-martial.

7	The member was charged with two specifications of abusive sexual contact. Pursuant to a pre-trial agreement, the specifications of abusive sexual contact were dismissed, and one specification of assault consummated by a battery was referred to a special court-martial where the member pleaded guilty. The military judge sentenced the member to a reduction to E-3, and thirty days of confinement. The convening authority approved the findings and sentence.
8	The member was charged with one specification of sexual assault, and one specification of abusive sexual contact, and the charges were referred to a general court-martial. Pursuant to a pre-trial agreement, the sexual assault and abusive sexual contact charges were withdrawn. One specification of conduct unbecoming an officer and one specification of disorderly conduct, drunkenness were referred to a special court-martial where the member pleaded guilty. The military judge sentenced the member to receive a letter of reprimand. The convening authority approved the findings and sentence.

## B. Sexual Harassment

The following list provides the synopsis and actions taken by the Coast Guard against military personnel when an investigation substantiated sexual harassment in violation of the Coast Guard's AHHI policy. Actions taken include, but are not limited to, disciplinary or administrative action, that may involve action under the UCMJ for military personnel.

1	Member received Administrative Remarks (CG-3307) in their military record, documenting the incident. The Command also held an all-hands training for the entire crew.
2	Member was required to attend the Civil Rights Awareness Training.
3	Member received non-judicial punishment under Article 15 for violating Article 92 and Article 134. Member was awarded a reduction in pay grade to E-5, restricted to base for thirty days, and provided extra duty for fifteen days.
4	Member received non-judicial punishment under Article 15 for violating Article 92 and received Administrative Remarks in their military record, documenting the incident. Member was administratively assigned to a different duty station from the aggrieved victim.
5	Member received Written Counseling, and the Command directed the member to attend Bystander Intervention Training that was held for the entire unit.
6	Member was discharged under Other Than Honorable Conditions for the good of the service.
7	Member received Administrative Remarks in their military record, documenting the incident.
8	Member received non-judicial punishment under Article 15 of the UCMJ.
9	Member received Administrative Remarks in their military record, documenting the incident, and was verbally counseled.
10	Member received verbal counseling, and received Administrative Remarks in their military record, documenting the verbal counseling and harassing behavior. Member was also reassigned to another duty schedule from the aggrieved victim.
11	Member received Administrative Remarks in their military record, documenting the incident. Member was also removed from the "A" school enrollment list, and removed from the advancement list.

12	Member received verbal counseling, and non-judicial punishment under Article 15 of the UCMJ. The Command held an all-hands training on the Coast Guard's Core values.
13	Member received verbal counseling, and received Administrative Remarks in their military record, documenting the incident. Member was also removed from the advancement list.
14	Member received verbal counseling, and received three (3) weeks reversion for training.
15	Member received verbal counseling on the Coast Guard's sexual harassment policy, and received Administrative Remarks in their military record.
16	Member received non-judicial punishment under Article 15 of the UCMJ.
17	Member received non-judicial punishment under Article 15 for violating Article 92. Member was also relieved of the Command.
18	Member received non-judicial punishment under Article 15 for violating Article 92. Member was awarded seven days restriction, seven days extra duty, and reduced to pay grade E-3. Member was transferred and administratively processed for discharge.
19	Member received verbal counseling.
20	Member received verbal counseling, a 30-day No Contact Order, and his assignment was shifted to another unit. The Command communicated expectations of a stress-free work environment to all members assigned to the Sector.
21	Member received verbal counseling and was reverted three weeks in training. The Command communicated expectations for all Coast Guard members to stop offensive behavior when it happens.
22	Member received verbal counseling and reverted two weeks for training.
23	Member received a two-week reversion for training.
24	Member received verbal counseling on Coast Guard's Anti-Harassment policy and expectations were communicated on the consequences of following a harassment event or reprisal. Command ordered member to present all-hands training on the Coast Guard's Anti-Harassment policy, the definition of harassment, whistleblowing protection, reporting procedures, and actions that the Command must take when receiving a report of harassment.
25	Member received Administrative Remarks, was removed from the Enlisted Evaluation Chain, and submitted a voluntary retirement request. The Command communicated leadership expectations on Coast Guard's Core Values and Civil Rights Policy to the Sector senior staff.
26	Member received non-judicial punishment under Article 15 of the UCMJ for violation of Articles 92 and 93. Member was required to attend Bystander Intervention Training and the entire unit received training on Coast Guard's Sexual Harassment policy.
27	Member received Administrative Remarks and non-judicial punishment under Article 15 of the UCMJ. Member was administratively assigned to another duty station to maintain the good order and discipline of the unit.
28	Member received non-judicial punishment under Article 15 of the UCMJ for violating Articles 92, 107, and 134.
29	Member received verbal counseling and the Command communicated expectations on acceptable conversations and comments, and Coast Guard's Anti-Harassment policy.
30	Member received a discharge and assigned a reenlistment code restricting future enlistment.
31	Member received verbal counseling on future harassing behavior, and the Command held unit all-hands training on harassment prevention.

32	Member received verbal counseling, and reverted two weeks for training.
33	Member received verbal counseling about complying with DHS and Coast Guard Anti-Harassment policies and core values.
34	Member received verbal counseling on unacceptable behavior and on the intolerance of future incidents.
35	Member received verbal counseling on the DHS and Coast Guard's Anti-Harassment Policy and core values.
36	Member received non-judicial punishment under Article 15 of the UCMJ for violating Article 92. Member was awarded a reduction in pay grade to E-3, 14 days extra duty and restricted to duty station for 14 days.
37	Member participated in Sexual Harassment Prevention training and Anger Management training.

## V. Plan of Action

### A. Sexual Assault Prevention and Response: Actions Completed in FY 2019

1. *Sexual Assault Prevention, Response, and Recovery (SAPRR) 2018-2022 Strategic Plan - Plan of Actions and Milestones (POAM)*: A POAM was developed from the four-year SAPRR Strategic Plan released in August of 2018. The new strategic plan continues the Coast Guard's comprehensive response and prevention efforts, as well as formalizes the commitment to the long-term recovery and resilience of survivors of sexual assault. There are fifty-four total items on the POAM, which include four items related to the newest goal, "Recovery." In FY 2019, approximately 50 percent of POAM items were completed, or were in an ongoing status as typical work undertaken by the SAPRR Program.
2. *SAPRR Tactics, Techniques, and Procedures (TTP)*: The TTP underwent a "life-cycle review" in FY 2019 to update processes, procedures, and recovery assistance information, and changing the title from "SAPR" to "SAPRR."
3. *Coast Guard Bystander Intervention Training (CG BIT)*: The Coast Guard SAPRR Program adopted the Centers for Disease Control and Prevention's social-ecological model for primary prevention, with the focus on proactive rather than reactive behavioral training. This 90-minute, interactive, scenario-based training is offered Coast Guard-wide via a command's request to the field SARC. CG BIT addresses a myriad of concerning behaviors, to include sexual assault, sexual harassment, bullying, hazing, domestic violence, etc. In FY 2019, the Coast Guard held approximately 175 CG BIT sessions with nearly 3,000 attendees.
4. *Workforce Wellness and Resiliency Council (WWRC)*: The WWRC is a flag officer and Senior Executive Service-level council chaired by the Vice Commandant that takes a comprehensive approach to address the full range of issues that affect workforce resiliency, including sexual assault. The WWRC charter was renewed in FY 2019 with additional tasking to form a flag-led SAPRR Committee to provide executive level visibility and support to the SAPRR Program, as well as champion SAPRR Program initiatives.
5. *Deputy Commandant for Mission Support (DCMS) SAPRR Committee*: The Vice Commandant of the Coast Guard chartered this Committee under the standing WWRC. This DCMS SAPRR Committee is led by DCMS and meets on a bi-weekly basis. The principals include eleven Admirals and Senior Executive Service members who chair and oversee three sub-groups: Accountability and Transparency, Leadership and Positive Relations, and Data Sources and Findings. The sub-groups are devising POAMs that complement and support the ongoing work of the SAPRR Program.
6. *Command Cadre Course Training*: SAPRR training continues to be facilitated across the Officer and Enlisted Command Cadre courses and thirteen leadership/accession courses. In addition, the training module was modified to include the focus on prevention through improving unit climate.

7. *Getting to Outcomes (GTO) Project:* In October 2018, DoD Sexual Assault Prevention Response Office (SAPRO) contracted with RAND to use GTO processes and tools to evaluate and/or improve sexual assault primary prevention initiatives, this two-year effort began with the Coast Guard Base National Capital Region with oversight and assistance by the SAPRR Program as this effort will influence future prevention strategies. In May of 2019 RAND trained a local team to follow the 10-step process to accomplish this, including measures for quality and improved outcomes. “Social Norms” is the primary program targeted for GTO at this time, and the GTO process will be used to potentially roll-out this effort Coast Guard-wide after completion of the project. The goal of GTO is to achieve better programs, resulting in less sexual assault, thereby leading to a more mission-ready force.
8. *Catch a Serial Offender (CATCH) Program:* This program has been adopted and implemented by all of the Military Services in FY 2019. The CATCH Program offers individuals making a Restricted Report of sexual assault an opportunity to disclose suspect information anonymously in an attempt to identify serial offenders. CATCH allows Service members and adult dependents who are sexual assault victims to discover if the suspect in their Restricted Report was previously reported to have committed a similar offense, otherwise known as a “match” in the CATCH website. The goal is to alert the victim if the alleged perpetrator had committed a similar act, which may influence a victim’s decision to convert their Restricted Report to Unrestricted. Only with an Unrestricted report can the Service initiate an investigation of the serial offender suspect.
9. *Sexual Assault Awareness and Prevention Month (SAAPM):* Every April the Coast Guard observes SAAPM. In FY 2019, the Coast Guard aligned with DoD on their theme of “Protecting Our People Protects Our Mission.” Coast Guard SARCs and VAs planned and executed local events in their areas of responsibility. During SAAPM 2019, approximately 15,000 Coast Guard personnel participated in awareness and prevention events, including 5K Run/Walks, Teal Tuesdays, Teal Shoes Tributes, CG BIT sessions, Service Dress Blue Day, brown bag lunch discussions, and more.
10. *Victim Advocate (VA) Training:* Up to 200 new VAs are trained annually via a dedicated schoolhouse-training program, or “C” School. VAs learn the necessary knowledge and skills to conduct their duties during a 40-hour curriculum process (four days, 10 hours online). Only Coast Guard SARCs facilitate this course to ensure that VAs receive the appropriate attention and guidance necessary for the highly sensitive and challenging role in assisting sexual assault victims.
11. *New SARC Training:* All newly hired SARCs received an in-person forty-hour course on the responsibilities of a Coast Guard SARC. The course provides information and discussion on best practices, processes, current policy, prevention strategies, etc.
12. *Quality Assurance (QA):* Since 2018, a QA review process of the Defense Sexual Assault Incident Database (DSAID) Case Management system occurs to ensure required performance standards are achieved by Regional SARCs in accordance with policy. This QA review allows the SAPRR Program to better track/analyze enterprise-wide data and determine where gaps in data entry may exist. A random sample of all SARC cases are reviewed monthly to track case entry, initial/monthly updates, and overall SARC compliance with data entry into DSAID.

13. *Workforce Gender Relations Assessment (WGRA) Survey*: The SAPRR Program managed the WGRA project in FY 2019, which encompassed a survey of all active-duty Coast Guard members on various topics affecting members. These results influenced initiatives and strategies across the enterprise, and the survey is offered every other year.
14. *National Organization for Victim Assistance (NOVA) Conference*: The SAPRR Program funded SAPRR personnel to attend the 2019 NOVA Conference in Phoenix, AZ. Attendees included 35 personnel comprised of SAPRR Program staff, field SARCs, Employee Assistance Program Coordinators/SARCs, Family Advocacy Specialist/SARCs, and exceptional VAs (chosen by their SARC) from each District. At this annual Conference, staff get the opportunity to collaborate, share lessons learned, grow as a team, and earn required Continuing Educational Units to remain current for biennial NOVA credentialing. Also held was a Coast Guard breakout session to discuss current Coast Guard issues and updates, as well as amplifying the ongoing discussion on the continuum of harm and initiatives to further the awareness on this concept.
15. *Collaborative Efforts*: Due to the myriad of projects and related stakeholders involved in the issue of sexual violence, there are several collaborative efforts occurring continuously, both internally and externally:
  - a. SAPRR Collaboration Meetings with all Coast Guard stakeholders, monthly.
  - b. SARC Community of Practice meetings with SARCs and Program staff, quarterly.
  - c. DoD SAPRO Prevention Roundtable participation, quarterly.
  - d. DoD SAPRO Integrated Process Teams, every other month.
  - e. DoD SAPRO DSAID teleconference participation, bi-monthly.
  - f. Coast Guard Liaison Officer assigned to DoD SAPRO.
  - g. DoD's Joint Women's Leadership Symposium, the largest gathering of military women in the nation and recognized as the premier professional and personal development conference for women in the military, hosted a panel on sexual assault in the military. The Coast Guard's Base National Capital Region SARC participated as a panel subject matter expert along with DoD representatives.
16. *Special Victims Counsel (SVC)*: Given the nature of their work, it is critical for SVCs to stay up to date on the latest legal developments both in military justice and in victims' rights law. In FY 2019, SVCs attended several military and civilian conferences and trainings to hone their skillsets, including the Joint Appellate Advocacy Training, Crimes Against Women, Crimes Against Children, the End Violence Against Women International Conference, and the National Crime Victims' Rights Conference.

Beyond individual client representation, the SVC program played an important role in the Coast Guard's work to eradicate sexual assault through its education and outreach efforts. SVCs provided internal training to Coast Guard members and commands on the military justice system, SAPRR policy, and the role of SVCs. SVCs also provided training on victims' rights to external groups including the National Crime Victims' Rights Conference and the American Bar Association's Criminal Justice Section. Additionally,

the SVC program provided input to congressional oversight bodies and advocated for advancement of victims' rights in the Coast Guard through policy and legislative change proposals.

The Coast Guard has eleven full-time SVCS with offices in Washington, DC, New London, CT, Cleveland, OH, and Alameda, CA. Additionally, the SVC program plans to open a new office in Seattle, WA in June of 2020.

17. *Coast Guard Investigative Service (CGIS)*: CGIS continued its participation with, and support of, the congressionally created Defense Advisory Committee on Investigations, Prosecution, and Defense of Sexual Assault in the Armed Forces (DAC-IPAD). CGIS representatives regularly attended DAC-IPAD meetings and provided CGIS investigative files for review by DAC-IPAD subcommittee members. Additionally, they testified before the DAC-IPAD several times during FY 2019, discussing a wide variety of topics related to sexual violence in the military.

CGIS continued to receive funding for special agents to participate in advanced and specialized SAPRR-related training, e.g., the annual End Violence Against Women International conference, Conference on Crimes Against Women, and annual Crimes Against Children training. CGIS special agents and Coast Guard attorneys also continued to attend the U.S. Army's Special Victims Capabilities Course. By the end of FY 2019, the overall specialized training for upwards of 260 CGIS special agents and 77 Coast Guard attorneys has produced notable benefits. In particular, improved interviewing techniques and documentation of findings shortened average investigation times, thus providing Coast Guard commands and servicing legal offices with better information to adjudicate those cases.

CGIS also hired a new CGIS-SAPRR Investigative Analyst who not only continued the compilation, review, and systematic analysis of sex crimes data, but also began the process of micro-level analysis of historical sex crimes data to better identify and understand sexual assault patterns in the Coast Guard.

## B. Sexual Harassment Prevention and Response: Actions Completed in FY 2019

1. *Harassment, Hate, Hazing and Bullying Updated Procedure*: The Coast Guard issued a message to the workforce regarding updated procedures on suspected incidents of harassment, hate, hazing, and bullying in accordance with the Coast Guard's Civil Rights Manual, and the Coast Guard's Discipline and Conduct Manual. The message defined harassment (including sexual harassment), hate, and hazing as well as provided the policies, processes, and procedures for responding to allegations of harassment, hate, hazing, and bullying. The message further emphasized the responsibility of Commanding Officers (CO) and Officers in Charge (OIC) to notify the next level in their chain of command and the servicing CRSP of the findings and outcomes of harassment, hate, hazing, and bullying inquiries.
2. *Civil Rights Manual Update*: The Civil Rights Directorate updated and published the U.S. Coast Guard Civil Rights Manual, Commandant Instruction (COMDTINST M5350.4D). The updated instruction provides policy and guidance for civilian Equal Employment

Opportunity and military Equal Opportunity programs and procedures. The revision included clarification to the reporting requirement for harassment (including sexual harassment) within the Coast Guard's AHHI

3. *Anti-Harassment and Hate Incident (AHHI) Updated Procedure:* The Coast Guard issued a message to the workforce regarding the AHHI procedural update in accordance with the Coast Guard's Civil Rights Manual. The message provided the workforce with changes made to AHHI procedures regarding the responsibilities of the CO/OIC when initiating administrative investigations into allegations of harassment (including sexual harassment), the responsibilities of the CO/OIC when providing the report and "Findings and Outcomes" memorandum to the CRSP, and the responsibilities of the CO/OIC when handling hate incidents.
4. *Policy Statement Issuance:* The Commandant signed and issued new policy statements for Anti-Discrimination and Anti-Harassment, Equal Opportunity, and Diversity and Inclusion. The Commandant emphasized his commitment to a diverse, inclusive, and respectful workplace where all are valued.
5. *DHS Preventing and Addressing Workplace Harassment Training:* On May 19, 2019, DHS mandated "Preventing and Addressing Workplace Harassment Training" for members of all DHS components to be completed by July 15, 2019. This online training illustrated the definition of harassment and the difference between DHS's definition of harassment and the legal definition, and provided how and where employees may report harassment. All Coast Guard members, both military and civilian, were 100 percent compliant in completing this training.

### C. Sexual Assault Prevention and Response: Actions Planned for FY 2020

Actions planned for FY 2020 include further enhancements to response and prevention efforts, with specific focus on strengthening recovery efforts.

The Coast Guard will continue to foster a climate inhospitable to sexual assault and conducive to reporting sexual assault as well as observed related unacceptable behavior. Inherent in this process are efforts to hold accountable those who commit these crimes and those in leadership positions who undermine or ignore the prevention and response strategies outlined above.

Ongoing joint collaboration and approaches with Coast Guard Work-Life Programs (Substance Abuse, Family Advocacy, and Suicide Prevention), as well as Chaplains, Legal, CGIS, Civil Rights, and Public Affairs allows for optimum advancement of common goals and objectives.

Selected items for FY 2020 include:

- Continue implementation of the SAPRR Strategic Plan 2018-2022 POAM.
- Reviewing and updating the current SAPRR Program policy manual, COMDTINST M1754.10E (December 2016); revision scheduled for release in December 2020.

- Realignment of the SAPRR Program to improve ability for timely response to taskers/initiatives/issues, ready access to executive support, and to achieve alignment with DoD SAPR Program frameworks.
- Continue to offer CG BIT facilitations across the Coast Guard, especially during SAAPM each April, particularly at targeted units considered to be at highest risk based upon unit type, region, and population.
- Foster the work involved in establishing the interface between the DoD SAPRO DSAID and the CGIS database, FACTS, to align with all the other Services. This interface will improve accuracy, data collection, and annual report compilation.
- Further the GTO project in the two-year effort to strengthen and measure outcomes of the “Social Norms” initiative for eventual Coast Guard-wide implementation.
- Review and enhance SAPRR training curricula in the Command Cadre courses and mandated SAPRR Trainings.
- Continued support of the flag-level SAPRR Committee, its members and initiatives.
- Enhance current recovery assistance resources and efforts.
- Provide annual initial and refresher SARC training opportunities for all employees tasked with SARC responsibilities, as well as obtaining/maintaining the NACP credential from NOVA for SARCs and uniformed VAs.
- Use the 2018 Workplace Gender Relations Assessment (WGRA) survey results to adapt policy and training in order to achieve maximum impact on the climate and culture of the Service.
- Strengthening the partnership between the Office of Diversity and Inclusion and the SAPRR Program. For example, leveraging the Office of Diversity and Inclusion’s recently awarded contract, “Foundations to a More Inclusive CG”, which focuses on developing the right mindset, skillset, and competencies for cultivating cultures of inclusion and high performance. Part of the contract includes a Coast Guard Core Values Definitions and Behaviors Analysis that will consist of a series of facilitated dialogues to gain an understanding of the Coast Guard Core Values, as seen through the eyes of the total workforce. At the end of the analysis, a report will clearly define behaviors and expectations associated with the Coast Guard Core Values. This information and the recommendations will help raise awareness of respect and inclusivity, which are underpinnings of the prevention of sexual assault.
- Reinforce the importance of reporting assaults and intervening in high-risk situations by a sustained focus on SAPRR awareness and training, by leadership example and through the flag-level WWRC and SAPRR Committee.
- Maintain the current cadre of almost 900 trained, credentialed VAs.

- Continue to feature SVC participation in unit and base-wide SAPRR training, VA/SARC training, and other command cadre functions. SVCS will also continue to participate in and provide testimony to congressional oversight bodies, such as the DAC-IPAD, on the growth of the program, on retaliation against victims of sexual assault, and on the appellate rights of victims of sexual assault.
- CGIS plans to host a symposium in FY 2020 addressing investigation and adjudication of historical sexual assault reports, the relationship between sexual harassment and sexual assault, and other relevant topics. These will include, but not be limited to, investigative and prosecutorial challenges, institutional responses to these reports, patterns of offender behavior, maintaining appropriate security/release of case information, institutional policy/procedures, and more.
- CGIS will continue to work with the SAPRR Program, SVC, and other related programs to ensure CGIS special agents are familiar with evolving laws, policies, and procedures that affect victims of sexual violence and those accused of sexual assault and misconduct. CGIS will continue to participate with, provide testimony, and answer related requests for information from the DAC-IPAD. Finally, CGIS will continue to evaluate policies and procedures related to family and sexual violence investigations, make changes as needed, and continue to work with other Coast Guard directorates on updates of policies and procedures that relate to the CGIS investigative process.

#### D. Sexual Harassment Prevention and Response: Actions Planned for FY 2020

Actions planned for FY 2020 include further enhancements to response and prevention efforts.

The Coast Guard will continue to foster a climate inhospitable to sexual harassment and conducive to reporting harassment of all types, especially sexual harassment, as well as any other observed related unacceptable behavior. Inherent in this process are efforts to hold accountable those who commit these transgressions and those in leadership positions who undermine or ignore the prevention and response strategies outlined above.

Selected items for FY 2020 include:

- Sexual Harassment Online Training Course: Sexual Harassment Prevention training is required annually for all personnel. The most common training completion method is by means of online computer-based training. The current version of the course is due for a review and update, as needed, in FY 2020. The Civil Rights Directorate (CRD) is the program manager for the online course. If updates are necessary, the CRD staff will coordinate with the Force Readiness Command for their direct assistance or contract assistance to update the course.
- In FY 2019, the Coast Guard partnered with the Defense Equal Opportunity Management Institute to develop video vignettes for use in its instructor-led Civil Rights Awareness and Sexual Harassment Prevention mandated training courses. The video vignettes are due for completion in FY 2020.

- Strengthening the partnership between the Office of Diversity and Inclusion and the SAPRR Program. Diversity and Inclusion's tools and resources such as the "Foundations to a More Inclusive CG" contract focus on developing the right mindsets, skillsets, and competencies for cultivating cultures of inclusion and high performance. Part of the Diversity and Inclusion Action Plan contract will include a Coast Guard Core Values Definitions and Behaviors Analysis that will consist of a series of facilitated dialogues to gain an understanding of the Coast Guard Core Values, as seen through the eyes of the total workforce. At the end of the analysis, a report will clearly define behaviors and expectations associated with the Coast Guard Core Values. This information and the recommendations will help raise awareness of respect and inclusivity, which are underpinnings of the prevention of sexual harassment.