



Sexual Assault in the U.S. Coast Guard (FY 2020)

Report to Congress
June 16, 2021



U. S. Coast Guard

Foreword

June 16, 2021

The Coast Guard presents the following report, *Sexual Assault in the U.S. Coast Guard (FY 2020)*.

Every member of the Coast Guard workforce has a responsibility to foster a service culture of trust, respect, and dignity. A culture that will not accept sexual assault or its enabling behaviors. Successful accomplishment of our missions demands a level of cohesion and teamwork that is incompatible with the devastation caused by sexual assault which is an attack on our values, and degrades both individual and unit readiness; the negative impact on individual victims can last a lifetime.



During a year defined largely by the global response to the Coronavirus Pandemic (COVID-19), the Coast Guard has not wavered in its commitment to eliminating sexual harassment and sexual assault, and supporting victims of these crimes. Our sustained efforts are focused on removing the stigma of, and barriers to reporting, and enhancing current response capabilities for sexual harassment and sexual assault victims. Every member of the Coast Guard is not only empowered, but directed to stand-up to sexual assault, sexual harassment, and predatory actions, whether at work or off-duty. This is what we do – it is woven into the fabric of our culture.

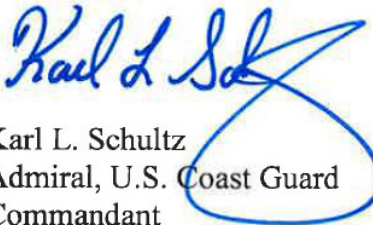
The *Coast Guard Authorization Act of 2010* directs the submission of an annual report on sexual assaults and sexual harassment incidents involving members of the Coast Guard. Pursuant to Congressional requirements, this report is being provided to the following members of Congress:

The Honorable Peter DeFazio
Chairman, House Committee on
Transportation and Infrastructure
The Honorable Maria Cantwell
Chair, Senate Committee on
Commerce, Science, and Transportation
The Honorable Bennie G. Thompson
Chairman, House Committee on Homeland
Security

The Honorable Sam Graves
Ranking Member, House Committee on
Transportation and Infrastructure
The Honorable Roger Wicker
Ranking Member, Senate Committee on
Commerce, Science, and Transportation
The Honorable John Katko
Ranking Member, House Committee on
Homeland Security

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,


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



Sexual Assault in the U.S. Coast Guard (FY 2020)

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I. Legislative Language

This report responds to the language in the Section 217 of the *Coast Guard Authorization Act of 2010* (Pub. L. No. 111-281), as amended by the *John S. McCain National Defense Authorization Act for Fiscal Year 2019* (Pub. L. No. 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 sexual harassment against members of the Coast Guard, and the number of sexual assaults 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 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's commitment to sustaining an effective and responsive sexual assault program has not diminished during the National Emergency declared due to the COVID-19 pandemic. Despite the changes to standard work-place operations, mandated to ensure safety, the Coast Guard made significant strides towards eliminating sexual assault from the Service and better supporting the victims of this crime.

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 Guardsmen 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 organized along five strategic goals:

- **Climate:** Create a zero-tolerance culture for behaviors that enable sexual assault and sexual harassment.
- **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:** Hold persons who commit sexual assault or who engage in or enable sexual harassment 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.

In January 2020, the SAPRR Committee created three subgroups to accomplish objectives along the strategic goals. The subgroups are Data Sources and Findings, Leadership and Positive Culture, and Accountability and Transparency. The work of these subgroups yielded progressive policy adaptations, continued collaboration with Department of Defense (DOD) program counterparts, and ultimately achieved results that are crosscutting and strive to eliminate sexual assault from the 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 command and workplace climate issues as identified and warranted. For example, the Service continually assessed workplace climate and culture using the Defense Organizational Climate Survey (DEOCS). This tool helps leadership at all levels identify and disrupt behaviors along the continuum of harm. In light of COVID-19, the Coast Guard extended Sexual Assault Awareness and Prevention Month (SAAPM) held in April of each year, through the end of the fiscal year to allow events to be safely and effectively organized. The Coast Guard continued to message the Department of Defense's (DOD's) theme of "Protecting Our People Protects Our Mission" for SAAPM.
- Prevention:** The Coast Guard continues to collaborate with the DOD's Sexual Assault Prevention and Response Office (SAPRO) to evaluate innovative field-level prevention efforts. The Coast Guard received invaluable support from the RAND Corporation, and maintained momentum during COVID-19 in piloting the Getting to Outcomes (GTO) Bystander Training Initiative. GTO, developed in partnership with the Centers for Disease Control and Prevention (CDC) Violence Prevention Technical Assistance Center, is a tool designed to measure outcomes through quality implementation of prevention programming. Grassroots prevention efforts at Training Center Petaluma resulted in the creation of Recognize Evaluate Assess Confirm Take Action (REACT) prevention model, which received one of five DOD Innovations in Sexual Assault Prevention Pilot Program (ISAPPP) awards, which will enable REACT to be rigorously evaluated. Another Coast Guard prevention effort that received acclaim from the DOD prevention community, as well as the opportunity to be evaluated through ISAPPP, is the "Commanders Tool Kit." The initiatives captured above reflect how the Coast Guard embraces the imperative of eliminating sexual assault and sexual harassment. These call-to-action examples proclaim "Not on My Watch".
- Response:** To reduce barriers to reporting and encourage greater help-seeking and access to care, the Coast Guard adopted a change in policy to clarify that victims of sexual assault may confide in another person (e.g., roommate, friend) without affecting the victim's restricted reporting options. Sexual Assault Response Coordinators (SARCs) and Victim Advocates (VAs) shifted their services to primarily telephonic support; ensured victims received timely, appropriate, and safe assistance. Credentialing of SARCs and VAs continued via the National Advocate Credentialing Program (NACP) offered by the National Organization for Victim Assistance (NOVA). The Special Victims Counsel (SVC) Program expanded in FY 2020, to include an additional SVC office, and added two full-time dedicated attorneys to represent the interest of individual victims throughout the investigatory and military justice process.
- Accountability:** The Coast Guard endeavors to protect 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. Coast Guard Investigative Service (CGIS) special agents investigate all Unrestricted 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.

The Coast Guard continues to offer victims who file a restricted report the opportunity to provide, in confidence, information about the alleged offender and incident to law enforcement (LE) personnel via the Catch a Serial Offender (CATCH) Program database.

- **Recovery:** The Coast Guard employs a victim-centered approach to wellness maintaining the privacy and dignity of the victim while offering a broad complementary system of medical and behavioral care, legal services, and administrative support. There is no single solution for a victim to achieve long-term wellness; the Coast Guard's desire is to facilitate the journey to recovery. As a first step to modifying service offerings to meet recovery goals, all full-time and part-time SARCs and VAs received additional formal training on trauma informed considerations and recovery through PESI Inc., a non-profit that provides continuing education to a wide range of healthcare and other providers. This training equipped SARCs, VAs and other responders to provide trauma-informed service/resources for victims through continued education focused on trauma. Substance abuse specialists also took advantage of the PESI Inc. training.

Summarily these robust accomplishments and ongoing efforts reassure the workforce that the Coast Guard will continue on its course to end sexual assault.

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 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 2020, the Coast Guard updated its Anti-Harassment and Hate Incident (AHHI) policy and procedures. The procedures aim to combat prohibited harassment, including sexual harassment, and promptly investigate and 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 based on a protected status. Sexual harassment is a form of prohibited harassment.

The Coast Guard has determined that the most effective way to curtail harassing behavior 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's Civil Rights Directorate (CRD) 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 2020 increased from 225 to 245¹ compared to FY 2019 reports. During FY 2020, the Coast Guard conducted 180 investigations² for Unrestricted Reports³ of sexual assault⁴. CGIS tracks and maintains sexual assault data for the number of victims and subjects (“accused” persons), and investigations.

In FY 2020, there were 216 reported victims⁵ in Unrestricted Reports and 185 reported subjects⁶. Additionally, the Coast Guard received 47 Restricted Reports, 18 of which chose to convert to an Unrestricted Report.

The 38 percent conversion rate for Restricted Reports for FY 2020 is up 58 percent from FY 2019. In FY 2019, the Restricted Report conversion rate was 24 percent. Although anecdotal, the increase in Restricted Report conversions for FY 2020 may infer a positive shift in culture, and trust in the Coast Guard to care for victims through the investigative process. The Coast Guard SAPRR Program provides the Restricted Report data.

Chart 1 below displays report and investigation trends from FY 2011 to FY 2020.

¹ Of the 245 reports, 216 are Unrestricted and include 18 reports that were previously Restricted Reports.

² This represents the number of investigations involving "adult" victims.

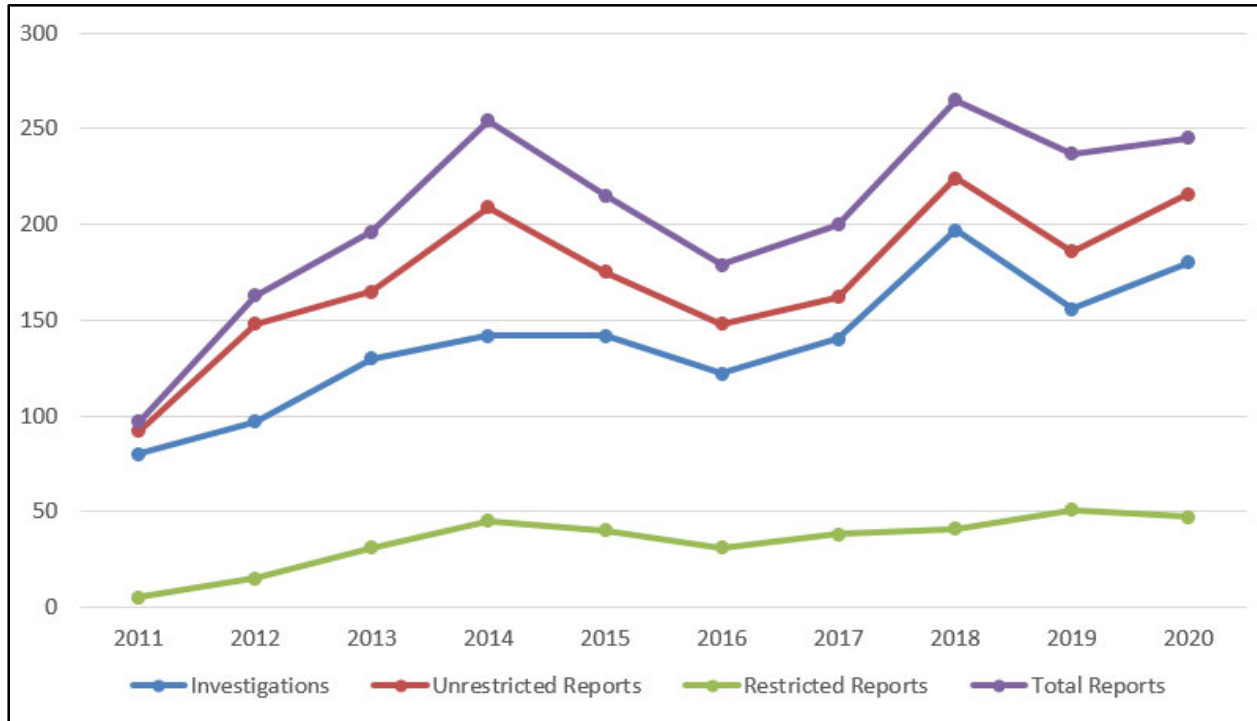
³ An Unrestricted Report is when a victim discloses that he or she is the victim of a sexual assault without requesting confidentiality or Restricted Reporting, or discloses an incident to law enforcement or someone other than those allowed to receive a Restricted Report, or if the incident is disclosed by a third party. Under Unrestricted Reporting, the victim’s report is provided to CGIS to initiate an official investigation.

⁴ Sexual assault is covered under 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.

⁵ 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.

⁶ These numbers are subject to modification as investigations proceed, and the status of the data provided is current through September 30, 2020, which is the last day of FY 2020.

Chart 1: FY 2011 – FY 2020 Data



Tables 1, 2, 4, and 5 reflect data per investigation; Tables 3, 6, 7, and 10 reflect data per reports by victims; and Tables 8, 9, and 11 reflect data based on subject information.

Table 1: Breakdown of Subjects and Victims in Unrestricted Reports for FY 2020⁷

# Service Member on Service Member	99
# Service Member on Non-Service Member	43
# Non-Service Member on Service Member	17
# Unidentified Subject on Service Member	21
Total # Unrestricted Investigations	180

Table 2: Location of Sexual Assaults in Unrestricted Reports for FY 2020

# ON military installation	46
# OFF military installation	89
# Both ON and OFF military installation	4
# Unidentified location	41
Total # Unrestricted Investigations	180

⁷ This figure offers a breakdown of victims and subjects, per investigation, based upon a categorized military status of Coast Guard Service Member, Non-Service Member, and Unidentified Subject. This figure does not account for the multiple victims and subjects that may be present in an investigation.

Table 3: Investigations Involving Penetration and Non-Penetration in Unrestricted Reports for FY 2020

# Penetration	69
# Non-Penetration	121
# Both	3
# Unknown	23
Total # Unrestricted <u>Reports</u>	216

Table 4: Alcohol/Drugs Suspected in Unrestricted Reports for FY 2020

# Yes	66
# No	35
# Unknown	79
Total # Unrestricted <u>Investigations</u>	180

Table 5: Investigations with Multiple Victims and/or Subjects in Unrestricted Reports for FY 2020

# Investigations w/multiple Victims	16
# Investigations w/multiple Subjects	5
# Investigations w/multiple Victims and Subjects	0
# Investigations w/single Victim and single Subject	159
Total # Unrestricted <u>Investigations</u> w/Multiple Victims and/or Subjects	180

Table 6: Breakdown of # Victims in Unrestricted Reports in FY 2020

# Service Member	164
# Service Member (from other Service)	2
# Non-Service Member	48
#Unidentified Victims	2
Total # <u>Victims</u> in Unrestricted Reports	216

Table 7: Gender of Victims in Unrestricted Reports in FY 2020

# Female	157
# Male	58
# Unidentified ⁸	1
Total # <u>Victims</u> in Unrestricted Reports	216

Table 8: Breakdown of # Subjects in Unrestricted Reports in FY 2020

# Service Member	140
# Service Member (from other Services)	6
# Non-Service Member	17
# Unidentified Subjects	22
Total # <u>Subjects</u> in Unrestricted Reports	185

⁸ This number includes one unidentified victim whose identity is pending further investigation.

Table 9: Gender of Subjects in Unrestricted Reports in FY 2020

# Female ⁹	17
# Male ¹⁰	152
# Unidentified	16
Total # <u>Subjects</u> in Unrestricted	185

Table 10: Days Elapsed from Time of Assault to Time of Report to Law Enforcement (LE) for FY 2020 Investigations¹¹

<i>For Investigations with Single Reported Assault:</i>	
# Less than 7 days from assault to report to LE	58
# Greater than 1 week - 1 month from assault to report to LE	24
# Greater than 1 month - 6 months from assault to report to LE	52
# Greater than 6 months - 1 year from assault to report to LE	33
# Greater than 1 year from assault to report to LE	44
<i>For Investigations with Multiple Reported Assaults:</i>	
# Cases w/ two reports greater than 1 month – 6 months from assault to report to LE and one report greater than 6 months – 1 year from assault to report to LE	3
# Cases w/ one report greater than 6 months – 1 year from assault to report to LE and one report greater than 1 year from assault to report to LE	2
Total # FY 2020 Investigative data from Reports	216

Table 11: Case Disposition of Subjects from Investigations Opened in FY 2020

Disposition for <u>Subjects</u> from "Closed" Investigations:	
# Courts-Martial (General, Summary, Special)	0
# Uniform Code of Military Justice (UCMJ) Article 15 Proceedings (Non-Judicial Punishment (NJP))	8
# Discharge in Lieu of Courts-Martial or other Administrative Action	6
# Other Administrative Action	7
# Accused falls under Civilian/Foreign/Other Authority ¹²	7
# No Action Taken Against Accused/Victim Denied Assault Occurred	3
# No Action Taken Against Accused/Coast Guard Command Declined Action	3
# Closed – Exception (Prosecution Declined)	12
# Closed – Exception (Non-Participating Victim)	24
# Closed Pending Further Developments	6
# Closed Investigation – Unidentified Offender	1
Case Disposition of Remaining <u>Subjects</u> from Investigations:	
# Active Case (Open; Investigation On-going)	36
# Closed-Referred for Prosecution (Investigation Closed; Case Pending Adjudication)	72
Total # <u>Subjects</u> from FY 2020 Investigations	185

⁹ This number includes two female subjects who were not identified by name, but information was received pursuant to the investigation to determine the gender of that subject.

¹⁰ This number includes 12 male subjects who were not identified by name, but information was received pursuant to the investigation to determine the gender of those subjects.

¹¹ This section provides information showing days elapsed from the time the alleged assaults occurred until the time they were reported to LE.

¹² 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.

Table 12: FY 2020 Status of Case Dispositions for Subjects from Prior FY Investigations¹³

Case Dispositions for Subjects from Prior FY Investigations:	101
# Courts-Martial (General, Summary, Special) ¹⁴	4
# UCMJ Article 15 Proceedings (NJP)	12
# Discharge in Lieu of Courts-Martial or other Administrative Action	1
# Other Administrative Action	21
# Accused falls under Civilian/Foreign/Other Authority ¹⁵	7
# No Action Taken Against Accused/Coast Guard Command Declined Action	16
# Closed – Exception (Prosecution Declined)	24
# Closed – Exception (Non-Participating Victim)	10
# Closed Pending Further Developments	5
# Closed Investigation – Unidentified Offender	1
Case Disposition of Remaining Subjects from Investigations:	23
# Active Case (Open; Investigation On-going)	3
# Closed-Referred (Investigation Closed; Case Pending Adjudication)	20
Total # Case Dispositions from previous FY Investigations Accounted for in FY 2020	124

B. Sexual Harassment

Reported allegations of sexual harassment decreased from 92 in FY 2019 to 86 in FY 2020. This decrease coincides with the Coast Guard’s efforts to increase awareness of sexual harassment prevention and to reaffirm the Service has continued commitment to equal opportunity for all and a work environment free of harassment. The Coast Guard’s harassment policies, complaint processes, and procedures are well established and available to accept and investigate reports, make determinations, and hold accountable any personnel in substantiated cases.

The Coast Guard’s CRD 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.

¹³ Information in this section are dispositions for investigations opened in fiscal years prior to FY 2020, but disposed of/adjudicated during FY 2020. Previously accounted for investigations include those opened in fiscal years 2016-19.

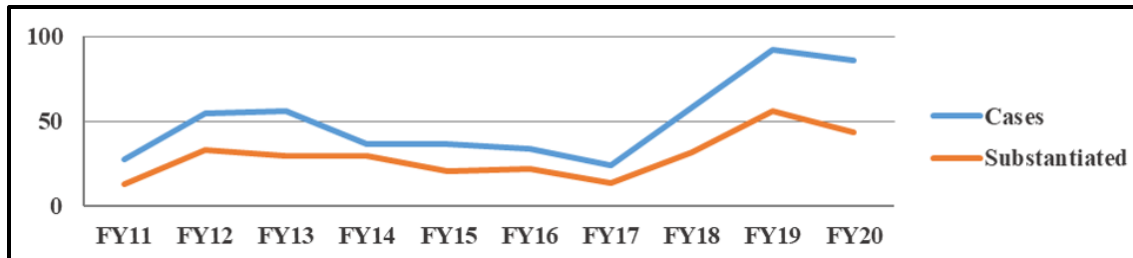
¹⁴ Category includes: (1) Special Courts-Martial where Subject pleaded guilty to four charges, with two charges dismissed; punishment included confinement for 60 days, hard labor, reduction to E-1, and reprimand; (1) Special Courts-Martial where Subject pleaded guilty to two charges with one charge withdrawn; punishment included confinement for 120 days, and reduction to E-1; (1) Special Courts-Martial where Subject pleaded guilty; punishment included reprimand; and (1) Summary Courts-Martial where Subject pleaded guilty; punishment included confined for one month. This section provides information showing days elapsed from the time the alleged assaults occurred until the time they were reported to LE.

¹⁵ “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.

Under AHHI¹⁶, the Coast Guard conducted 86 investigations¹⁷ into allegations of sexual harassment. Those cases involved 97 aggrieved individuals, and 87 alleged responsible individuals. The Coast Guard substantiated¹⁸ sexual harassment in 44 cases. Of the substantiated cases, 37 were by military personnel.

One military member filed formal discrimination complaints for claims of sexual harassment in FY 2020. The complaint is pending adjudication.

Chart 2: Sexual Harassment in the Coast Guard



Tables 13 – 17 reflects data received in each of the cases (i.e., number of investigations, aggrieved victims, or subjects). The number of cases will not be equal to the total number of reports, aggrieved victims, and/or alleged responsible individuals due to some cases having multiples of each.

Table 13: Breakdown of alleged responsible individuals and aggrieved victims in AHHI Sexual Harassment Reports

# Service Member on Service Member	64
# Service Member on Non-Service Member	3
# Non-Service Member on Service Member	1
# Unidentified Subject on Service Member	4
# Service Member on Unidentified Subject	4
# Non-Service Member on Non-Service Member	7
# Non-Service Member on Unidentified Member	0
# Unidentified Member on Unidentified Member	4
# Unidentified Subject on Non-Service Member	0
Total # AHHI Sexual Harassment Reports¹⁹	87

¹⁶ Per COMDTINST M5350.4D, Chapter 3.C, the Coast Guard’s CRD reviews, monitors, and collects reports of instances of harassment (including sexual harassment) and Hate Incidents via the Coast Guard AHHI Program.

¹⁷ Each case may have multiple reports from multiple aggrieved victims and may involve one or more alleged responsible individuals.

¹⁸ 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 AHHI 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.

¹⁹ Each case may have multiple reports from multiple aggrieved victims and may involve one or more alleged responsible individuals.

Table 14: Location of Sexual Harassment AHHI Cases

# ON Military Installations	75
# OFF Military Installations	4
# Both ON and OFF Military Installations	6
# Unidentified location	1
Total # of Sexual Harassment AHHI Cases²⁰	86

Table 15: Breakdown of #Aggrieved Victims

# Service Member	78
# Service Member (from other Services)	0
# Non-Service Member	10
# Unidentified Member	9
Total # of AHHI Sexual Harassment Aggrieved Victims	97

Table 16: Breakdown of #Alleged Responsible Individuals

# Service Member	72
# Service Member (from other Services)	0
# Non-Service Member	9
# Unidentified Subjects	6
Total # of AHHI Sexual Harassment Alleged Responsible Individuals	87

Table 17: Case Disposition of Substantiated Sexual Harassment AHHI Cases in FY 2020

Disposition from Closed Cases:	
# Courts-Martial	1
# UCMJ Article 15 Proceedings	9
# Discharge in Lieu of Courts-Martial or other Admin. Action	3
# Other Administrative Action	24
# Command Action Inadvisable or None Taken ²¹	0
# Accused falls under Civilian/Foreign/Other Authority ²²	5
# Closed Substantiated Investigations with Unidentified Offender (s)	2
Total # Substantiated Sexual Harassment AHHI Cases:	44
Case Disposition of Remaining Cases from Open Investigations:	
# Active Cases (Open; Investigation On-going)	18
# Closed-Referred for Prosecution (Investigation Closed; Case Pending Adjudication) ²³	5
Total # Open Cases Remaining from FY19 Cases	23

²⁰ Each case may have multiple reports from multiple aggrieved victims and may involve one or more alleged responsible individuals.

²¹ "Command Action Inadvisable" can be determined for many reasons, including but not limited to, insufficient evidence, non-participating victim, etc.

²² "Civilian/Foreign/Other Authority" can include, but not 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.

²³ 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 three General and Special Courts-Martials tried in FY 2020 involving a report of an Article 120, UCMJ offense against an adult victim.

1	The convening authority referred two specifications of sexual assault and one specification of assault to a general court-martial. After a contested trial, the panel found this member not guilty for all specifications and charges.
2	The convening authority ²⁴ referred one specification of abusive sexual contact, two specifications of assault consummated by a battery, one specification of adultery, two specifications of disobeying a lawful general order, four specifications of maltreatment, and one specification of indecent language to a special court-martial pursuant to a pre-trial agreement. This member plead guilty to two specifications of violating a lawful general order, two specifications of battery, one specification of adultery, and one specification of indecent language. Remaining charges dismissed without prejudice. The military judge sentenced this member to confinement for 60 days, hard labor; reduction in rank to pay grade, E-1; and reprimand. Convening authority approved the findings and sentence.
3	The convening authority referred one specification of abusive sexual contact, one specification of assault consummated by a battery, and one specification of an unlawful entry to a special court-martial. Pursuant to a pre-trial agreement, the member plead guilty of assault consummated by a battery, and unlawful entry in violation; the remaining charge withdrawn. The military judge at the special court-martial sentenced this member to confinement for 120 days and reduction in rank to pay grade, E-1. Convening authority approved the findings and sentence.
4	The convening authority referred one specification of abusive sexual contact and one specification of assault consummated by a battery to a special court-martial. Pursuant to a pre-trial agreement, the member plead guilty to all specifications and charges. The special court-martial sentenced this member to a reduction in rank to pay grade, E-6; restriction for 14 days; and reprimand. Convening authority approved the findings and sentence.
5	The convening authority referred one specification of abusive sexual contact, one specification of assault consummated by a battery, one specification of drunk and disorderly conduct, and one specification of indecent language to general court-martial. Pursuant to a pre-trial agreement, this member plead guilty to all specifications and charges. The summary court-martial sentenced this member to confinement for one month. Convening authority approved the findings and sentence.
6	The convening authority referred one specification of sexual assault and one specification of failure to obey a lawful general order to a special court-martial. Convening authority later withdrew the sexual assault specification. Pursuant to a pre-trial agreement, this member plead guilty to the sole charge. The summary court-martial sentenced this member to a reduction in rank to pay grade, E-7. Convening authority approved the findings and sentence.

²⁴ 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.

B. Sexual Harassment

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

Military Personnel:

1	Member received verbal counseling on Coast Guard's Anti-Harassment policy and written counseling documenting the incident.
2	Member received Administrative Remarks (CG-3307) in their military record, documenting the incident. Mediation was held between the Aggrieved and the Alleged Responsible Person.
3	Member received formal counseling and Administrative Remarks (CG-3307) in their military record, documenting the incident. Member removed from Leadership and Diversity Advisory Committee Chair position and required to attend Sexual Harassment Prevention training.
4	Member received Administrative Remarks (CG-3307) in their military record documenting the incident. Unit participated in a stand down.
5	Member received non-judicial punishment under Article 15, UCMJ.
6	Member received two (2) weeks reversion for training. 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. Member also received written counseling.
7	Member received non-judicial punishment under Article 15, UCMJ, including 45 days of restriction, received a punitive Letter of Reprimand, and permanently removed from position.
8	Member was reverted to week (4) of recruit training, and received verbal and written counseling documenting the incident.
9	Member received one (1) week reversion for training. 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. Member also received written counseling.
10	Member received verbal counseling and Administrative Remarks (CG-3307) in their military record, documenting the incident.
11	Member was discharged from the Coast Guard.
12	Member offered non-judicial punishment under Article 15 of the UCMJ for violating Article 92, Article 133, and Article 134, but member elected Court Martial. The military judge at the summary court-martial found the member guilty for Article 134 and sentenced this member to a reduction in rank to pay grade, E-4.
13	Member had their positive recommendation for a high-year tenure waiver removed and cancelled. Member recommended separation from Coast Guard.
14	Member received non-judicial punishment under Article 15 of the UCMJ, a 40-day restriction, 40 days of extra duty, and reduction in rank.
15	Member was formally counseled on Coast Guard's inclusive environment.
16	Member reverted to one (1) week in recruit training, and received verbal counseling on Coast Guard's AHHI Policy documenting the incident.
17	Member was discharged from Coast Guard.

18	Member was administratively disenrolled from HS "A" School and received non-judicial punishment under Article 15 of the UCMJ.
19	Member received non-judicial punishment under Article 15, UCMJ.
20	Member received verbal counseling and expectations were communicated.
21	Member received Administrative Remarks (CG-3307) in their military record, documenting the violation of the sexual harassment policy and for violating Article 92, UCMJ. Member received verbal counseling, and the incident was documented in member's OER.
22	Member received non-judicial punishment under Article 15, UCMJ for violating Article 92, and was required to forfeit \$356 for two (2) months.
23	Member reverted to two (2) weeks in recruit training, and received verbal and written counseling on Coast Guard's AHHI policy documenting the incident.
24	Member discharged from the Coast Guard
25	Member discharged from the Coast Guard.
26	Member received counseling and Administrative Remarks (CG-3307) in their military record, documenting the incident. Member was required to attend a meeting with the Command Drug and Alcohol Representative for alcohol abuse.
27	Member received counseling and Administrative Remarks (CG-3307) in their military record, documenting the incident. Administrative separation of member was initiated.
28	Member received counseling and Administrative Remarks (CG-3307) in their military record, documenting the incident. Civil Rights Awareness training provided to the Unit.
29	Member received non-judicial punishment under Article 15 of the UCMJ for violating Article 91 and Article 92, UCMJ. Member received Administrative Remarks (CG-3307) in their military record, documenting the incident, and was required to participate in Sexual Harassment Prevention training, Addressing Workplace Harassment training, and Civil Rights Awareness training.
30	Member received non-judicial punishment under Article 15, UCMJ for violating Article 92 and Article 93, UCMJ. Member received 14 days of restriction, and was required to participate in No FEAR Act Anti-Harassment training, Preventing Workplace Harassment training, Sexual Harassment and Prevention training, and Civil Rights Awareness training.
31	Member received non-judicial punishment under Article 15 of the UCMJ for violating Article 92, received 60 days of restriction, received a reduction in rank, and was recommended for discharge and removal.
32	Member removed from Officer in Charge position and relieved of duties.
33	Member reverted to one (1) week in recruit training, and received verbal and written counseling on Coast Guard's AHHI policy documenting the incident.
34	Member received formal verbal counseling; an Administrative Remarks (CG-3307) in their military record, documenting the incident; and was relieved of duties as Command Chief. Member was required to apologize to staff, and received Sexual Harassment and Awareness online training.
35	Member reverted to one (1) week in recruit training, and received verbal and written counseling on Coast Guard's AHHI policy documenting the incident.
36	Member reverted to one (1) week and two (2) weeks in recruit training, and received verbal and written counseling on Coast Guard's AHHI policy documenting the incident.

Civilian Employees:

1	Civilian employee received a five-day suspension and expectations were communicated.
2	Civilian employee action substantiated misconduct and reported to Human Resources for appropriate personnel action.
3	Civilian employee received a reduction in grade, demotion, and was reassigned.
4	Civilian employee action substantiated misconduct and reported to Human Resources for appropriate personnel action.

Third-Party Individuals: (e.g. contractors, visitors, etc.):

1	Civilian contractor was relieved of duties and removed from the contracted work.
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V. Plan of Action

A. Sexual Assault Prevention and Response: Actions Completed in FY 2020

1. *SAPRR Committee*: The SAPRR Committee, chartered under the standing Workforce Wellness Resilience Council, meets monthly. The Principals include Flag Officers and Senior Executive Service members who chair and oversee three sub-groups: Accountability and Transparency, Leadership and Positive Culture, and Data Sources and Findings. These subgroups complement the ongoing work of the SAPRR Program through focus areas designed to achieve measurable progress towards meeting the goals outlined in the Coast Guard 2018-2022 SAPRR Strategic Plan.
2. *Innovations in Sexual Assault Prevention Pilot Program (ISAPPP)*: The Coast Guard had two submissions selected for participation in the DOD SAPRO sponsored ISAPPP effort. Selected were the Area Commander’s Toolkit – a prevention initiative targeted at younger populations deployed on cutters; and Training Center Petaluma’s REACT Program, an active intervention training taught as part of resident education curriculum. The Coast Guard is receiving contracted support from NORC²⁵ at the University of Chicago to help build evaluation components into both efforts.
3. The Coast Guard contracted with the *Difference Makers 10 Strong* organization to provide a virtual training series, “Influencing a Cultural Shift.” These trainings aligned with the Coast Guard’s continued focus on prevention through a social norms perspective to influence cultural change. Additionally, ten survivors of various forms of sexual violence messaged recovery and resilience, and encouraged bystander intervention.
4. *Coast Guard Bystander Intervention Training (CG BIT)*: The Coast Guard SAPRR Program adopted the CDC’s social-ecological model for primary prevention, with the focus on proactive rather than reactive behavioral training. This is a 90-minute, interactive, scenario-based training offered Coast Guard-wide via a command’s request

²⁵ NORC at the University of Chicago is an objective, non-partisan research institution that delivers reliable data and rigorous analysis to guide critical programmatic, business, and policy decisions.

to the field SARC. CG BIT addresses a myriad of concerning behaviors, to include sexual assault, sexual harassment, bullying, hazing, domestic violence, etc. In 2020, prior to COVID-19, the Coast Guard held approximately 19 CG BIT sessions and trained 230 personnel in the traditional interactive course. After the change in operations due to COVID-19, the Coast Guard conducted three virtual CG BIT sessions for 496 participants. There was a significant decrease in CG BIT training for FY 2020 due to COVID-19, travel restrictions and workplace, and individual safety concerns.

5. *Command Cadre Course Training:* SAPRR training is part of Officer and Enlisted Command Cadre courses and thirteen leadership/accession courses. The training modules focus on prevention and improving unit climate through personal and professional responsibility. Additionally, training was revised to reflect the new policy that affords members the ability to hold in confidence a shared incident of sexual assault as long as they are not in the person's chain of command, maintaining restricted reporting options for the victim.
6. *Getting to Outcomes (GTO) Project:* Multi-year effort including Coast Guard Base National Capital Region, the SAPRR Program, DOD SAPRO and RAND, placed on hold due to COVID-19. The GTO project started in 2018 when DOD SAPRO contracted with RAND to provide select areas within the Services an opportunity to use GTO processes and tools to evaluate, stand up and/or improve new or current sexual assault primary prevention initiatives. This multi-year effort began in early 2019 with Coast Guard Base National Capital Region, and initial efforts are in the FY 2019 Annual Report to Congress. In early FY 2020, efforts came to a standstill due to the pandemic. The GTO collaborative team leveraged virtual strategies to re-vitalize project efforts, and re-started January 2021. Due to COVID delays, DOD SAPRO has extended the project through FY 2022.
7. *Catch a Serial Offender (CATCH) Program:* This program was 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 and incident 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 commits a similar offense, otherwise known as a "match" in the CATCH database. 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. In FY 2020, the Coast Guard had nine CATCH entries that resulted in five CATCH matches. Of the five matches, four victims chose to convert their restricted report to unrestricted.
8. *Sexual Assault Awareness and Prevention Month (SAAPM):* Every April the Coast Guard observes SAAPM. In FY 2020, the Coast Guard aligned with DOD on their theme of "Protecting Our People Protects Our Mission." With the limitations imposed by COVID-19, Coast Guard SARCs and VAs planned and executed virtual events to keep the awareness of SAAPM throughout every district. The Coast Guard also extended SAAPM activities well into September 2020. The virtual events included online prevention messaging, displays throughout commands, discussions using online platforms, and more.

9. *Victim Advocate (VA) Training*: In FY 2020, the Coast Guard successfully trained over 200 VA candidates via online training provided by the National Organization for Victim Assistance (NOVA) to meet the 40-hour curriculum requirement defined by the credentialing organization and Coast Guard policy. In addition to the standard 40-hour requirement, candidates were required to attend a Coast Guard specific competencies training to augment the overall experience.
10. *Quality Assurance*: Since 2018, a Quality Assurance review process of the Defense Sexual Assault Incident Database (DSAID) Case Management system occurs monthly to ensure Regional SARCs meet performance standards in accordance with policy. Monthly reviews enable the SAPRR Program to better track/analyze enterprise-wide data and determine where gaps in data entry may exist. Ten percent of all SARC cases are reviewed monthly to track case entry, initial/monthly case updates, and track overall SARC compliance with data entry into DSAID. A compliance report is generated quarterly and sent to each Regional Practice Manager for review, correction and follow-up.
11. *Workforce Gender Relations Assessment (WGRA) Survey*: Due to COVID-19 and the resultant changes in workforce day-to-day operations, the WGRA was not administered to the Active Duty Services in FY 2020. Results from the WGRA are used to inform initiatives and strategies across the enterprise. The Coast Guard is coordinating with the Office of People Analytics to administer the WGRA in FY 2021, and every two years thereafter on the odd numbered years to accommodate for the postponed FY 2020 survey.
12. *National Organization for Victim Assistance (NOVA) Virtual Conference*: The SAPRR Program funded SAPRR personnel to attend 2020 Virtual NOVA Conference. Attendees included personnel comprised of SAPRR Program staff, field SARCs, Employee Assistance Program Coordinators/SARCs, Family Advocacy Specialist/SARCs and exceptional VAs (chosen by their respective SARC) from each Coast Guard District. This was a unique first-time experience for our personnel. At this virtual Conference, staff were able to attend more workshops and trainings that were of interest as the virtual nature of this conference permitted greater access for attendees.
13. *Collaborative Efforts*: There are collaborative efforts occurring continuously, both internally and externally examining factors that contribute to sexual violence, and exploring strategies that reduce this form of violence in the Coast Guard. Some examples are:
 - a. SAPRR Collaboration Meetings with all Coast Guard stakeholders, quarterly.
 - 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 in 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.

14. *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. Coast Guard SVCs normally attend several military and civilian conferences annually to keep up to date on the latest developments in the area of victims' rights and criminal law. Although many of these conferences were cancelled due to the COVID-19 pandemic, SVCs still took advantage of several in-person and virtual training opportunities in FY 2020, including Crimes Against Women, Crimes Against Children, and the Navy Victims' Legal Counsel Symposium. Additionally, the SVC Program spearheaded the first ever hybrid-virtual/in-person Coast Guard SVC-Trial Counsel Symposium.

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. 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.

In FY 2020, the Coast Guard SVC Program expanded with the creation of a new office in Seattle, WA. The program now has fourteen full-time SVCs with offices in Washington, DC, New London, CT, Cleveland, OH, Alameda, CA, and Seattle, WA.

15. *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 Advisory Committee meetings and provided CGIS investigative files for review by subcommittee members.

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. Agents participated in web-based conferences when travel restrictions prevented in person attendance. The trainings improved agents understanding of the dynamics of the relationships between a victim and subject, in turn improving the investigative techniques and documentation of the findings. These investigative improvements provided Coast Guard commands and servicing legal offices with better information to adjudicate a case.

CGIS data analysts provided a detailed compilation of sexual assault investigation data ranging from FY 2016 – FY 2020. This data provided valuable insight into the Coast Guards prevention, response, and recovery missions to assist victims of sexual assault. CGIS data analysts also developed multiple data sets to various Coast Guard entities to assist in their department's response to reports of sexual assault.

B. Sexual Harassment Prevention and Response: Actions Completed in FY 2020

1. *Anti-Harassment and Hate Incident (AHHI) Updated Procedure:* On September 20, 2020, the Coast Guard issued a message to the workforce regarding the AHHI procedural updates in accordance with the Coast Guard's Civil Rights Manual. The message identified changes made to AHHI procedures regarding the responsibilities of the Commanding Officer/Officer-in-Charge (CO/OIC) when initiating administrative investigations into allegations of harassment, providing the investigative report and final action memo to the CRSP, and the handling of hate incidents.
2. *Launched AHHI Investigators Improvement Initiatives:*
 - a. Online Investigator Training Course Development: In January 2020, the Coast Guard began development of an online training course for AHHI investigators. Course developers integrated the core training requirements from the Department of Homeland Security (DHS) with Coast Guard specific requirements and enhanced the content with scenario-based learning.
 - b. Tactics, Techniques, and Procedures (TTP) Development: In March 2020, the Coast Guard initiated development of TTP for AHHI investigation Convening Authorities and investigators. The TTP complements training and policy with best practices in initiating and conducting AHHI investigations. Expect release of the TTP to the workforce during the first quarter of FY 2021.
 - c. Convening Order Template: The Coast Guard developed a template Convening Order for AHHI investigations to promote consistency into the investigative process and the detailed requirements.
3. *Policy Statement Issuance:* On June 12, 2020, the Commandant signed and issued new policy statements for Anti-Discrimination and Anti-Harassment and Equal Opportunity. The Commandant emphasized his commitment to a diverse, inclusive, and respectful workplace where all are valued.
4. *General Order Prohibiting Sexual Harassment:* The Commandant issued a general order on January 7, 2020, prohibiting sexual. The Commandant's general order provides commanders an additional tool to prevent and respond to sexual harassment. All military members of the Coast Guard can be criminally prosecuted for violations of this order under Article 92, UCMJ. Victims – whether military, civilian, contractor or otherwise – are protected by the order.
5. *Video Vignettes:* 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. In FY 2020, the Coast Guard completed three videos prior to the implementation of COVID-19 restrictions.

C. Sexual Assault Prevention and Response: Actions Planned for FY 2021

Actions planned for FY 2021 will further enhance our response, prevention, and recovery efforts. Specific focus will continue to be on implementing methods to train the work force that are evidence informed, and adhere to the CDC's socio-ecological model while still considering for the likely possibility of challenges presented by COVID-19.

Ongoing joint collaboration with internal and external stakeholders and approaches within Coast Guard Work-Life Programs, as well as the Chaplain Corps, Legal, CGIS, Civil Rights, and Public Affairs for optimum advancement of common goals and objectives.

Selected items for FY 2021 include:

1. Review and update the current SAPRR Program Policy Manual, COMDTINST M1754.10E (December 2016).
2. SAPRR Training will develop a new Bystander Intervention and Recovery Video Training Series that allows Commands to offer training in a variety of environments and conditions. CG BIT facilitation will continue at the Base National Capital Region as an instrument for the GTO Pilot Program funded by DOD SAPRO and supported by RAND.
3. The GTO Project, a multi-year effort initiated in FY 2020 and halted due to the pandemic, will start up in the second quarter of FY 2021. The GTO Project measures outcomes of the "Social Norms" initiative. GTO Pilot Program funded by RAND and supported by DOD SAPRO is an initiative that may result in Coast Guard-wide implementation
4. Proceed with efforts to establish the interface between the DOD SAPRO DSAID and the CGIS database, FACT. Establishing this interface aligns the Coast Guard to the other services military criminal investigative office interface. Once completed, this interface will improve data accuracy, data collection, and annual report compilation
5. Review and enhance SAPRR training curricula in the Command Cadre Course and various other leadership courses. Implementation is subject to evolving COVID-19 climate concerns. Initiate review of all SAPRR training and capture emerging requirements in policy updates.
6. Enhance current recovery assistance resources made available to the victim by the SARC and other SAPRR staff, during the lifetime of a member's service, to include specialized transition assistance.
7. Create standardized training curriculum and training methods for new hire SARC Assistants/full-time Vas, projected to be on-boarded in FY 2021. Continue to provide initial and refresher SARC training opportunities for all employees tasked with SARC responsibilities, as well as obtaining/maintaining the NACP credential offered by NOVA for SARCs and uniformed VAs.
8. Further the ISAPPP effort. With the assistance of the University of Chicago and DOD prevention experts, fine-tune our Coast Guard centric prevention products for maximum effectiveness and broader implementation.

9. Maintain the current cadre of almost 900 trained, credentialed volunteer VAs.
10. The SVC will continue to participate in, and provide testimony to congressional oversight bodies, such as the DAC-IPAD on the growth of the program and other issues related to victims' rights, including retaliation, domestic violence, and appellate rights.
11. The CGIS training division will continue to conduct working groups that focus on data review to identify ways to improve investigators response to reports of sexual assault. Additionally, CGIS special agents will begin participating in an immersion program with a Sex Crimes Unit from well-established police departments, as well as each case agent of a sexual assault investigation will be assigned an expert mentor to assist them throughout their case. The immersion program was established to provide agents with an outside perspective on interview, report writing, and data collection techniques to improve investigations.
12. CGIS will continue to participate in annual, specialized training related to family and sexual violence in order to maintain awareness of the latest investigative practices, and employ effective techniques and procedures while responding to complex and sensitive investigations. 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 2021

Actions planned for FY 2021 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 2021 include:

1. 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 2021.
2. Publish Online Training and TTP for AHHI Investigators: Completion of the projects initiated in FY 2020 and expect implementation in the first quarter of FY 2021.
3. Countering Sexual Harassment in the Coast Guard Campaign: Directive for quick action plan that focuses on preventing sexual harassment. The plan will include at a minimum, an assessment of available data to create baseline of for Coast Guard command climate as it relates to sexual harassment, an assessment of training programs for effectiveness and opportunities for improvement, and an assessment of policy to determine enhancements that hold offenders accountable, and reduce barriers to reporting.

Appendix: List of Acronyms

Acronym	Definition
AHHI	Anti-Harassment and Hate Incident
CATCH	Catch a Serial Offender
CDC	Centers for Disease Control and Prevention
CG BIT	Coast Guard Bystander Intervention Training
CGIS	Coast Guard Investigative Service
CO/OIC	Commanding Officer/Officer-in-Charge
COMDTINST	Commandant Instruction
COVID-19	Coronavirus Pandemic
CRC	Civil Rights Directorate
CRSP	Civil Rights Service Providers
DOD	Department of Defense
DSIID	Defense Sexual Assault Incident Database
FORCECOM	Force Readiness Command
FY	Fiscal Year
GTO	Getting to Outcomes
IPV	Intimate Partner Violence
ISAPPP	Innovations in Sexual Assault Prevention Pilot Program
LE	Law Enforcement
NACP	National Advocate Credentialing Program
NJP	Non-Judicial Punishment
NOVA	National Organization for Victim Assistance
POAM	Program Objectives and Milestones
REACT	Recognize Evaluate Assess Confirm Take Action
SAAPM	Sexual Assault Awareness and Prevention Month
SAPRO	Sexual Assault Prevention and Response Office
SAPRR	Sexual Assault Prevention, Response and Recovery
SARC	Sexual Assault Response Coordinator
SVC	Special Victims Counsel
TTP	Tactics, Techniques and Procedures
UCMJ	Uniform Code of Military Justice
VA	Victim Advocate
VAPC	Victim Advocate Program Coordinator
VAPS	Victim Advocate Program Specialists
WGRA	Workforce Gender Relations Assessment
WWRC	Workforce Wellness and Resiliency Council