



Sexual Assault in the U.S. Coast Guard (FY 2021)

Report to Congress
November 2, 2022



U. S. Coast Guard

Foreword

November 2, 2022

Pursuant to requirements of the Coast Guard Authorization Act of 2010 the Coast Guard presents the following report, Sexual Assault in the U.S. Coast Guard (FY 2021).



Sexual assault is incompatible with who we are; we cannot claim to embody honor, respect or devotion to duty if we tolerate sexual assault, sexual harassment, or any climate factors that lead to these negative behaviors. Sexual Assault and Sexual Harassment threaten our individual and collective readiness, today and tomorrow; the Coast Guard cannot recruit, train and retain the future force if the culture and climate does not help *all* achieve their highest potential. To rid our service of sexual assault and sexual harassment, we vow to continue forward progress towards our goal.

We are capitalizing on lessons learned throughout the COVID-19 pandemic to create a more nimble, sustainable response capability. We are institutionalizing an integrated prevention approach to foster daily collaboration among program offices working against readiness-detracting behaviors. We are adapting our training offerings to ensure that *all* members have the tools to recognize and intervene when they see behaviors inconsistent with service to our nation. We are ensuring alignment with the recommendations of the Independent Review Commission on Sexual Assault in the Military based on the unique requirements and makeup of our force. We will continue to communicate proactively with our oversight committees about any identified gaps in policies or resource needs. For the Coast Guard to achieve our strategic objectives, we commit now to enduring efforts to end sexual assault in our service.

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,

A handwritten signature in blue ink that reads "L L Fagan".

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



Sexual Assault in the U.S. Coast Guard (FY 2021)

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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 assault and sexual harassment incidents 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 Sexual Assault Prevention, Response, and Recovery (SAPRR) program navigated through the unpredictable COVID-19 pandemic to ensure seamless access to support services, advancing prevention and recovery efforts. In a specific effort to advance the program, the Coast Guard established the SAPRR Oversight and Policy Office and hired an office chief to provide high-level subject matter expertise and oversight of SAPRR operations. Bolstered by the work of the cross-directorate SAPRR Subcommittee, the Coast Guard undertook numerous endeavors to advance each of the strategic goals listed below.

- **Climate - Create a zero-tolerance culture for behaviors that enable sexual assault and sexual harassment:** In August of 2021, the Commandant established a working group to examine current policies and processes addressing harassing behaviors; review a draft instruction that ensures prevention, timely and independent investigation, corrective action, and accountability; and develop a governance structure to implement this instruction. The Harassing Behaviors Accountability Working Group, combined with the framework promulgated in the Department of Defense (DOD) Policy on Integrated Violence Prevention, are laying the foundation for a cross-cutting policy approach to improve climate and reduce incidences of sexual assault and harassment. The Coast Guard migrated to the Defense Organizational Climate Survey (DEOCS) 5.0 in January 2021, a revised tool to help unit commanders identify and counter threats to maintaining a culture of dignity, respect, and inclusion. The Workforce Gender Relations Survey scheduled for 2021 was rescheduled for 2022.
- **Prevention - Eliminate sexual assault in the Coast Guard through the foundation of a strong preventive culture:** In FY 2021, the Coast Guard established a dedicated sexual assault *prevention workforce* position (GS-14) to oversee development of prevention policy, procedures, and activities; hiring action for this Headquarters-level position has been requested. The Coast Guard continued to participate in the Innovations in Sexual Assault Prevention Pilot Program (ISAPPP), a collaboration between the DOD Sexual Assault Prevention and Response Office (SAPRO) and National Opinion Research Center (NORC) at the University of Chicago, one of the largest independent social research organizations in the United States. Through ISAPPP, the Coast Guard's Recognize, Evaluate, Assess responsibility, Confirm appropriate Action and Take Action (REACT) bystander intervention program and the Commander's Toolkit will undergo rigorous evaluation to inform program expansion. Also, as a result of the continued partnership with the DOD SAPRO, the Coast Guard was able to partner with RAND on a virtual adaptation for Bystander Intervention utilizing RAND's Getting to Outcomes (GTO) change framework. Additionally, the Coast Guard contracted with EVERFI to provide a scalable, digitally-accessible integrated prevention training platform; this endeavor will bolster engagement at accession sources to instill a prevention mindset early in a member's career. The Coast Guard is focused on prevention, critical to reducing incidences of sexual assault and sexual harassment.

- Response - Improve the availability and quality of response support for sexual assault victims. Increase victim confidence and remove the stigma associated with reporting:** The Coast Guard added twelve Victim Advocate Program Specialist (VAPS) billets to its response cadre. Each VAPS works directly with the Sexual Assault Response Coordinator (SARC) to increase victim support, assist collateral-duty Victim Advocates (VA), expand outreach and education, and bolster overall SAPRR response capacity. Coast Guard SAPRR personnel have increased their mobility and use technology to offer virtual meetings with victims and ensure accessibility of services. The Special Victims' Counsel (SVC) Program expanded in FY 2021, to include an additional SVC office and four additional full-time dedicated attorneys to represent the interests of individual victims throughout the investigatory and military justice processes.
- 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:** The Coast Guard protects the health and safety of victims of sexual assault, and holds those who are found to have committed sexual assault accountable for their actions while preserving their due process rights. Coast Guard Investigative Service (CGIS) special agents investigated all Unrestricted Reports, and full-time trial counsel prosecuted all sexual assault charges referred to trial at general courts-martial. The Coast Guard increased transparency on sexual assault case dispositions, and the results of judicial and non-judicial punishment are available to the workforce via the internet-based Coast Guard Portal. The Coast Guard participated in an advisory role to the Independent Review Commission (IRC) Line of Effort 1 – Accountability, and will ensure alignment with military justice restructuring as directed by legislation.
- Recovery - Provide comprehensive and flexible victim recovery care to facilitate a return toward wellness and opportunity for continued service:** Each sexual assault victim has their own definition of a return to wellness and the Coast Guard provides multiple policy options to aid victims on their path to personal recovery. The SAPRR program implemented a marketing campaign to communicate to the workforce that the Coast Guard provides the option for “unobserved” time to assist in a person’s recovery from sexual assault and focus on their recovery without the stress of meeting performance objectives. Additionally, the Coast Guard expanded access to the Catch a Serial Offender (CATCH) Program to those who have already retired or separated from the service. Additionally, the SAPRR program developed recovery care resource materials for Command Cadre to facilitate a greater understanding of their role in the recovery process.

B. Sexual Harassment

The Coast Guard Civil Rights program proactively engages with Coast Guard accession commands to recruit 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 ensures this by persistently fostering behaviors and actions that decry discrimination and harassment, including sexual harassment.

In October 2020, the Coast Guard updated its Civil Rights Manual, including the 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 policy 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 more than 50 Civil Rights Service Providers (CRSPs) available to assist Coast Guard personnel with understanding the complaint processes and procedures, 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

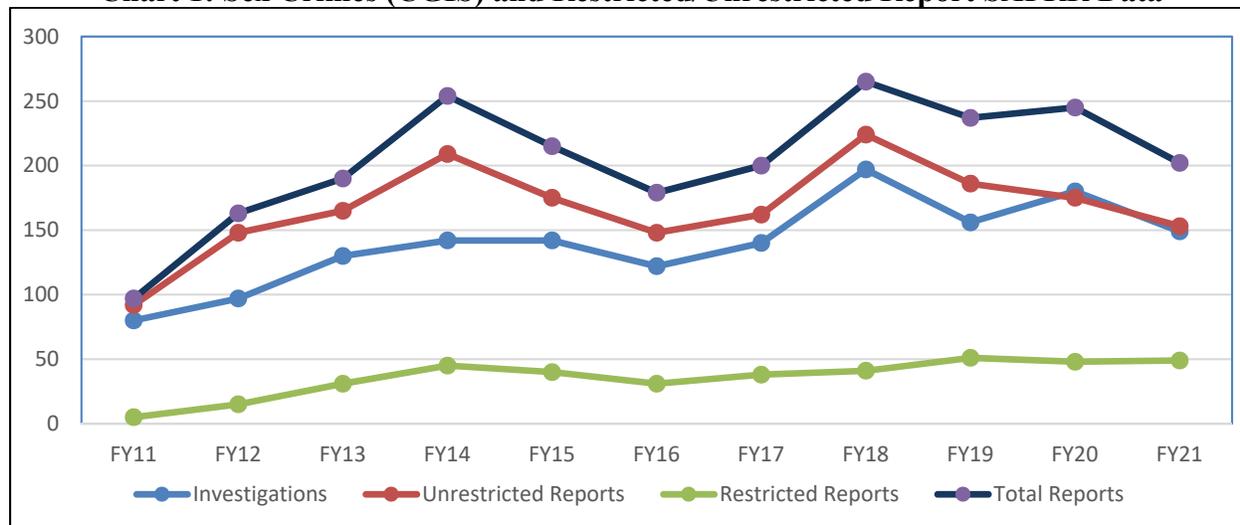
Coast Guard Sexual Assault data is compiled from source data tracked in three key offices. SAPRR program collects data related to Restricted Reports. CGIS tracks and maintains sexual assault data for the number of victims and subjects (“accused” persons), and investigations of Unrestricted Reports. Accountability data is consolidated by the Coast Guard’s Legal program.

In FY 2021, the Coast Guard received 202 total reports of sexual assault, a decrease from 245¹ reports received in FY 2020. The breakdown in reporting was 153 Unrestricted and 49 Restricted. The Coast Guard initially received 54 Restricted Reports; however, 5 were converted to Unrestricted Reports, leaving 49 Reports remaining Restricted – a conversion rate of 9 percent. Additionally, two Restricted Reports from the previous fiscal year converted to Unrestricted Reports.

During FY 2021, the Coast Guard conducted 153 investigations of Unrestricted Reports² of sexual assault³. There were 153 reported victims⁴ in unrestricted reports and 153 reported subjects⁵.

Chart 1 below displays report and investigation trends from FY 2011 to FY 2022.

Chart 1: Sex Crimes (CGIS) and Restricted/Unrestricted Report SAPRR Data



¹ Of the 202 reports, 153 are Unrestricted and include 7 reports that were previously Restricted Reports in FY 2021 and previous year Restricted Reports.

² For ease of reference, we have included third-party reports, and victim reports to the chain of command or law enforcement, in addition to Unrestricted Reports elected via CG Form 6095, in this total.

³ 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.

⁴ This represents all sexual assaults reported to CGIS.

⁵ These numbers are subject to modification as investigations proceed, and the status of the data provided is current through September 30, 2021, which is the last day of FY 2021.

Table 1: Breakdown of Total Reports for FY 2021

Restricted Reports	49
Unrestricted Reports	153
<i>Restricted Reports Converted to Unrestricted⁶</i>	5
Total Number of Reports	202

Table 2: Breakdown of Coast Guard Military Status for Subjects and Victims in Unrestricted Reports for FY 2021⁷

Service Member on Service Member	89
Service Member on Non-Service Member	43
Non-Service Member on Service Member	16
Unidentified Subject on Service Member	4
Unknown ⁸	1
Total Number of Subjects	153

Table 3: Location of Sexual Assaults in Unrestricted Reports for FY 2021

ON military installation	55
OFF military installation	70
Both ON and OFF military installation	11
Unknown	17
Total Number of Victims	153

Table 4: Penetration and Non-Penetration Offenses in Unrestricted Reports for FY 2021

Penetration	64
Non-Penetration	82
Unknown	7
Total Number of Victims	153

Table 5: Alcohol/Drugs Suspected in Unrestricted Reports for FY 2021

Yes	57
No	50
Unknown	46
Total Number of Victims	153

Table 6: Breakdown of # Victims in Unrestricted Reports in FY 2021

Service Member	109
Service Member (from other Service)	2
Non-Service Member	41
Unknown	1
Total Number of <u>Victims</u> in Unrestricted Reports	153

Table 7: Gender of Victims in Unrestricted Reports in FY 2021

Female	109
Male	43
Undetermined	1
Total Number of <u>Victims</u> in Unrestricted Reports	153

⁶ Number incorporated into Unrestricted Reporting.

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.

⁸ Victim declined to provide information or cooperate in the investigation.

Table 8: Breakdown of # Subjects in Unrestricted Reports in FY 2021

Service Member	133
Service Member (from other Services)	7
Non-Service Member	9
Unidentified Subjects	4
Total Number of <u>Subjects</u> in Unrestricted Reports	153

Table 9: Gender of Subjects in Unrestricted Reports in FY 2021

Female	8
Male	141
Unidentified	4
Total Number of <u>Subjects</u> in Unrestricted Reports	153

Table 10: Days Elapsed from Time of Assault to Time of Report to Law Enforcement (LE) for FY 2021 Investigations⁹

Less than 7 days from assault to report to LE	34
Greater than 1 week - 1 month from assault to report to LE	21
Greater than 1 month - 6 months from assault to report to LE	34
Greater than 6 months - 1 year from assault to report to LE	13
Greater than 1 year from assault to report to LE	51
Total Number of FY 2021 Investigative data from Reports	153

Table 11: Case Disposition of Subjects from Investigations Opened in FY 2021

Disposition for <u>Subjects</u> from "Closed" Investigations:	79
Courts-Martial (General, Summary, Special)	1
Non-Judicial Punishment	13
Administrative Action	19
No Action Taken	46
Case Disposition of Remaining <u>Subjects</u> from Active/Closed-Referred Investigations:	74
Pending Determination	74
Total Number of <u>Subjects</u> from FY 2021 Investigations	153

Table 12: FY 2021 Status of Case Dispositions for Subjects from Prior FY Investigations¹⁰

Disposition for <u>Subjects</u> from Prior FY "Closed" Investigations:	108
Courts-Martial (General, Summary, Special)	13
Non-Judicial Punishment	23
Administrative Action	16
No Prosecution	56
Case Disposition of Remaining <u>Subjects</u> from Active/Closed-Referred Investigations:	47
Pending Determination	47
Total Number of Case Dispositions from previous FY Investigations Accounted for in FY 2021	155

⁹ This section provides information showing days elapsed from the date the alleged assaults occurred until the date reported to LE.

¹⁰ Information in this section is dispositions for investigations opened in fiscal years prior to FY 2021, but disposed of/adjudicated during FY 2021. Previously accounted for investigations include those opened in fiscal years 2016-20.

B. Sexual Harassment

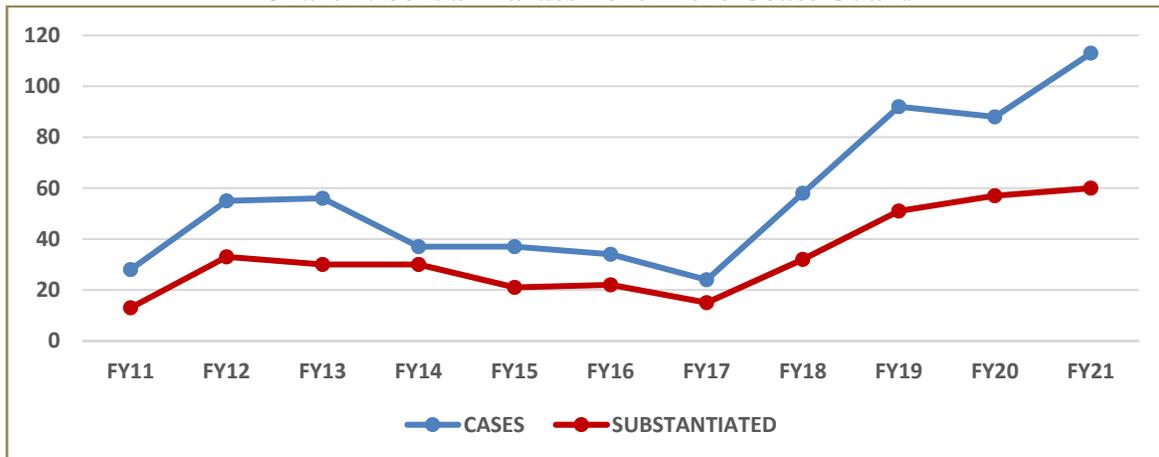
Reported allegations of sexual harassment increased from 88 in FY 2020 to 113 in FY 2021, a 28.4 percent increase. The Coast Guard's harassment policies, complaint processes, and procedures are well established and available to accept and investigate reports, make determinations, and hold accountable 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 regulatory (29 C.F.R. Part 1614) Equal Employment Opportunity (EEO) complaint process and the agency's AHHI procedure.

Under AHHI¹¹, the Coast Guard conducted 113 investigations¹² into allegations of sexual harassment. The Coast Guard substantiated¹³ sexual harassment in 61 cases. Of the substantiated cases, the primary responsible individuals included 54 military personnel, five civilian employees, and two contractors.

No military members filed formal (regulatory EEO) discrimination complaints for claims of sexual harassment in FY 2021.

Chart 2: Sexual Harassment in the Coast Guard



¹¹ Per COMDTINST M5350.4E, 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.

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

¹³ 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.

Tables 13-18 reflects data received in each of the cases (e.g., 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 primary alleged responsible individuals and aggrieved victims in AHHI Sexual Harassment Reports

Service Member on Service Member	79
Service Member on Civilian	6
Civilian on Service Member	12
Unidentified Subject on Service Member	5
Service Member on Unidentified Subject	2
Civilian on Civilian	2
Civilian on Unidentified Member	1
Unidentified Member on Unidentified Member	5
Unidentified Subject on Civilian	1
Total Number of Sexual Harassment AHHI Cases	113

Table 14: Location of Sexual Harassment AHHI Cases

ON Military Installations	90
OFF Military Installations	8
Both ON and OFF Military Installations	15
Unidentified location	0
Total Number of Sexual Harassment AHHI Cases	113

Table 15: Primary Reported Behaviors of Sexual Harassment AHHI Cases

Calls/Texts/Social Media	12
Comment/Remarks	85
Graffiti/Poster	0
Inappropriate Display	4
Other	12
Total Number of Sexual Harassment AHHI Cases	113

Table 16: Breakdown of Primary Aggrieved Victims Employment Status of Primary Aggrieved Victim

Service Member	96
Service Member (from other Services)	1
Civilian	5
Unidentified Member	11
Total Number of AHHI Sexual Harassment Cases	113

a. Sex of Primary Aggrieved Victim

Female	72
Male	30
Unknown	10
Transgender	1
Total Number of Sexual Harassment AHHI Cases	113

b. Rank/Grade¹⁴ of Primary Aggrieved Victim

Cadet	7
Recruit	12
Jr. Enlisted (E2-E6)	66
Sr. Enlisted (E7-E9)	4
Jr. Officer (O1-O3)	7
Sr. Officer (O4+)	1
Jr. Civilian (GS1-GS12)	3
Sr. Civilian (GS13-SES)	0
Wage Grade	0
Other	2
Unknown	11
Total Number of Sexual Harassment AHHI <u>Cases</u>	113

Table 17: Breakdown of Primary Alleged Responsible Individuals

a. Employment Status of Primary Alleged Responsible Individual

Service Member	94
Service Member (from other Services)	0
Civilian	9
Unidentified Subjects	10
Total Number of Sexual Harassment AHHI <u>Cases</u>	113

b. Sex of Primary Alleged Responsible Individual

Female	5
Male	98
Unknown	10
Total Number of Sexual Harassment AHHI <u>Cases</u>	113

c. Rank/Grade of Primary Alleged Responsible Individual

Cadet	3
Recruit	12
Jr. Enlisted (E2-E6)	58
Sr. Enlisted (E7-E9)	8
Jr. Officer (O1-O3)	7
Sr. Officer (O4+)	6
Jr. Civilian (GS1-GS12)	5
Sr. Civilian (GS13-SES)	1
Wage Grade	1
Other	2
Unknown	10
Total # of Sexual Harassment AHHI <u>Cases</u>	113

¹⁴ Groupings for rank/pay grades are aligned with the DEOCS with the exception of Cadets and Recruits due to their unique status.

Table 18: Case Disposition of Substantiated Sexual Harassment AHHI Cases in FY 2021

Primary Actions Taken in Closed Cases:	
Actions Pending HR (Civilian)	2
Administrative Remarks/CG-3307/Page 7	7
Courts-martial	2
Discharged	10
Expectations Communicated (Contractor)	1
UCMJ Article 15 Proceedings/Captains Mast	17
Reduced in Grade-Rank/Demotion	1
Removal From Advancement/Promotion List	2
Removal From Position/Relieved of Duties	9
Suspension	1
Terminated Employment (Civilian)	1
Training	2
Verbal counseling	4
Written Counseling/Caution/Warning	2
Total Number Substantiated Sexual Harassment AHHI <u>Cases</u>:	61
Case Disposition of Remaining Cases from Open Investigations:	
Active Cases (Open; Investigation Ongoing)	27
Referred for Prosecution or Criminal Investigation (AHHI Investigation Closed; Case Pending Adjudication) ¹⁵	1
Not Reported by Command	1
Total Number Open Cases Remaining from FY 2021 Cases	29
Total Number Unsubstantiated Sexual Harassment AHHI <u>Cases</u>:	23

¹⁵ Closed-Referred for Prosecution are closed cases that were referred to CGIS.

IV. List of Incidents and Disciplinary Results

A. Sexual Assault

The following list provides the synopsis and disciplinary action taken in Coast Guard general and special courts-martial tried in FY 2021 involving a report of an Article 120, UCMJ offense committed by a Coast Guard Member.

1.	The convening authority ¹⁶ referred the following to a general court-martial: one specification of aggravated sexual contact, one specification of indecent recording, and one specification of distributing an indecent recording. Pursuant to a plea agreement, the member pleaded guilty at a special court-martial to indecent recording and distribution of an indecent recording. The aggravated sexual contact specification was dismissed. The member was sentenced to forty-five days confinement and reduction from paygrade E-5 to E-1.
2.	The convening authority referred the following to a special court-martial: one specification of aggravated sexual contact and one specification of distributing an indecent recording. Pursuant to a plea agreement, the member pleaded guilty to one specification of distributing an indecent recording. The remaining specification was dismissed. The member was sentenced to sixty days confinement and reduction from paygrade E-4 to E-1.
3.	The convening authority referred the following to a general court-martial: one specification of abusive sexual contact, one specification of assault consummated by a battery, and one specification of drunk and disorderly conduct. Pursuant to a plea agreement, the member pleaded guilty at a special court-martial to assault consummated by a battery and drunk and disorderly conduct. The abusive sexual contact specification was dismissed. The member was sentenced to reduction to paygrade E-3.
4.	The convening authority referred one specification of sexual assault and one specification of abusive sexual contact to a general court-martial. After a contested trial, the member was found not guilty of all specifications.
5.	The convening authority referred the following to a general court-martial: two specifications of sexual assault and one specification of assault consummated by a battery. Following a contested trial, the member was found not guilty of all specifications.
6.	The convening authority referred the following to a general court-martial: three specifications of sexual assault and two specifications of abusive sexual contact. After a contested trial, the member was found guilty of one specification of sexual assault and one specification of abusive sexual contact. The member was sentenced to a dishonorable discharge, two months restriction, and reduction from paygrade E-5 to E-1.
7.	The convening authority referred the following to a general court-martial: one specification of abusive sexual contact, one specification of assault consummated by a battery, and one specification of obstruction of justice. After a contested trial, the member was found guilty of abusive sexual contact and obstruction of justice. The member was sentenced to dishonorable discharge, ten months confinement, and reduction from paygrade E-7 to E-1.

¹⁶ A 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.

8.	The convening authority referred the following to a general court-martial: one specification of indecent viewing, one specification of abusive sexual contact, one specification of assault consummated by a battery, one specification of extra-marital sexual conduct, and one specification of maltreatment. Pursuant to a plea agreement, the member pleaded guilty to one specification of maltreatment. The remaining specifications were dismissed. The member was sentenced to restriction for forty-five days, reduction from paygrade E-5 to E-3, and a punitive reprimand.
9.	The convening authority referred the following to a general court-martial: three specifications of sexual assault, four specifications of assault consummated by a battery, and one specification of making false official statement. After a contested trial, the member was found not guilty of all specifications.
10.	The convening authority referred the following to a general court-martial: one specification of sexual assault, one specification of abusive sexual contact, and one specification of a general article violation. After a contested trial, the member was found guilty of abusive sexual contact and the general article violation. The member was sentenced to a bad-conduct discharge, 180 days confinement, and reduction from paygrade E-4 to E-1.
11.	The convening authority referred the following to a general court-martial: one specification of aggravated sexual contact with a child, four specifications of rape of a child, three specifications of false official statement, one specification of conduct unbecoming an officer, and one specification of obstruction of justice. After a contested trial, the member was found not guilty of all specifications.
12.	The convening authority referred the following to a general court-martial: six specifications of sexual abuse of a child, one specification of conduct unbecoming an officer, one specification of knowingly and wrongfully viewing child pornography, and one specification of violating a Virginia state statute. Pursuant to a plea agreement, the member pleaded guilty to three specifications of sexual abuse of a child, one specification of conduct unbecoming an officer, and one specification of knowingly and wrongfully viewing child pornography. The remaining specifications were dismissed. The member was sentenced to fifty-four months confinement.

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 disciplinary or administrative action, and may involve action under the UCMJ for military personnel.

Military Personnel:

1.	The convening authority referred the following to a special court-martial: four specifications of contempt or disrespect toward a noncommissioned petty officer, and two specifications of violation of a general order prohibiting sexual harassment. After a contested trial, the member was found guilty of three specifications of contempt or disrespect toward a noncommissioned petty officer, and one specification of violating a general order prohibiting sexual harassment. The member was sentenced to restriction for 30 days, reduction from paygrade E-7 to E-4, and a punitive reprimand.
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2.	The convening authority referred the following to a special court-martial: one specification of indecent viewing, one specification of maltreatment, and one specification of assault consummated by a battery. After a contested trial, the member was found guilty of indecent viewing and maltreatment. The member was sentenced to three months confinement, reduction from paygrade E-5 to E-4, and a punitive reprimand.
3.	Member received Administrative Remarks (CG-3307) in their military record, documenting the incident. Member also received verbal counseling, was removed from the advancement list, and received a negative mark on their Enlisted Employee Review. Member was ordered to complete the Coast Guard's Civil Rights Awareness training and Sexual Harassment Prevention training.
4.	Member received non-judicial punishment under Article 15 of the UCMJ for violating Article 92. Member also received a reduction in rank to E-5 and was removed from the unit. Member received verbal counseling and was required to participate in the Coast Guard's Civil Rights Awareness training.
5.	Member received verbal counseling on the Coast Guard's Anti-Harassment policy and a record of counseling was placed in their training record. The unit received training on the Coast Guard's Anti-Harassment policy.
6.	Member received verbal counseling on the Coast Guard's Anti-Harassment policy and a record of counseling was placed in their training record. Member was reverted.
7.	Member was charged with violating Article 2.A of the UCMJ, and received a request for permanent Relief for Cause (RFC), initiated by the Unit.
8.	Member was discharged from the Coast Guard.
9.	Member was removed from their unit and temporarily assigned to another unit, and received Administrative Remarks (CG-3307) in their military record, documenting the incident. Member was convicted at court-martial for sexual harassment, however, this charge was set aside by the court of criminal appeals.
10.	Member received verbal counseling on the Coast Guard's Anti-Harassment policy and a record of counseling was placed in their training record. The unit provided training on Coast Guard's Anti-Harassment policy.
11.	Member received verbal counseling and was counseled on the Sexual Harassment policy. Member was reverted.
12.	Member was discharged from the Coast Guard.
13.	Member received verbal counseling on the Coast Guard's Anti-Hate and Harassment policy and a record of counseling was placed in their training record. Member was reassigned to a different recruit company.
14.	Member was discharged from the Coast Guard.
15.	Member received non-judicial punishment under Article 15 of the UCMJ for violating Article 92 and was awarded seven days restriction and seven days extra duty. Member also received counseling and training regarding appropriate workplace behavior. Member was removed from the unit.
16.	Member was charged with violating Article 92, and received a warning for violating the Coast's Guard Sexual Harassment Policy. Member received Administrative Remarks (CG-3307) in their military record documenting the incident, and was directed to go before a Chief's Performance Review Council (CPRC) to receive extra military instruction as determined by the CPRC.
17.	Member received non-judicial punishment under Article 15 of the UCMJ for violation of Article 92, failure to follow a general order.

18.	Member received non-judicial punishment under Article 15 of the UCMJ for violating Article 89, 92, and 135, and was awarded 14 days restriction (suspended), awarded 14 days extra duties (suspended), and awarded a reduction in rank to E-4. Member also received non-judicial punishment in violation of 120C. Member was discharged due to commission of a serious offense under Articles 89 and 92.
19.	Member received non-judicial punishment under Article 15 of the UCMJ.
20.	Member received Administrative Remarks (CG-3307) in their military record documenting the incident, received formal counseling, and disenrolled from HS "A" school.
21.	Member received Administrative Remarks (CG-3307) in their military record documenting the incident, received formal counseling, and disenrolled from HS "A" school.
22.	Member was charged with violating Article 92, and received Administrative Remarks (CG-3307) in their military record documenting the incident. Member was instructed to review the Coast Guard Civil Rights Manual COMDTINST M5350.4 (series), and required to complete online Sexual Harassment Prevention Training.
23.	Member received non-judicial punishment under Article 15 of the UCMJ for violating Articles 89 and 92, and required to complete online Sexual Harassment Prevention Training.
24.	Member was charged with violating Article 92, and awarded non-judicial punishment under Article 15 of the UCMJ.
25.	Member received non-judicial punishment under Article 15 of the UCMJ for violating Article 92.
26.	Member received non-judicial punishment under Article 15 of the UCMJ for violating Articles 92 and 134. Member also received Administrative Remarks (CG-3307) in their military record documenting the incident, and member became ineligible for reenlistment. Member was placed on temporary duty to another unit until the end of enlistment.
27.	Member received non-judicial punishment under Article 15 of the UCMJ, received reduction to paygrade E-3, and restricted to the Station grounds for 19 days. Member was discharged.
28.	Member received non-judicial punishment under Article 15 of the UCMJ.
29.	Member received non-judicial punishment under Article 15 of the UCMJ and reduced in paygrade to E-4.
30.	Member was charged with violating Article 92 of the UCMJ and court-martialed. Unit members received counseling and training on the need to hold members accountable for inappropriate comments in the workplace.
31.	Member received non-judicial punishment under Article 15 of the UCMJ for violating Articles 92 and 134.
32.	Member received verbal counseling and Administrative Remarks (CG-3307) in their military record documenting the incident.
33.	Member received Administrative Remarks (CG-3307) in their military record documenting the incident and required to take Preventing and Addressing Workplace Harassment Training.
34.	Member received non-judicial punishment under Article 15 of the UCMJ.
35.	Member received Administrative Remarks (CG-3307) in their military record documenting the incident. Administrative remarks were also annotated in the member's Enlisted Evaluation Report. Member also received verbal counseling.
36.	Member received Administrative Remarks (CG-3307) in their military record documenting the incident. Member was discharged from the U.S Coast Guard.

37.	Member was discharged from the Coast Guard.
38.	Member was removed from all supervisory duties.
39.	Member received verbal counseling on the Coast Guard Anti-Harassment Policy.
40.	Member was charged with violating Articles 91 and 92 of the UCMJ, and awarded non-judicial punishment. Member was discharged from the Coast Guard.
41.	Member received non-judicial punishment under Article 15 of the UCMJ for violating Article 92. Member also was awarded 30 days restriction, 30 days extra duty, forfeiture of ½ month's pay, and reduction to paygrade E-5. The forfeiture and restriction were suspended for a period of six months. Member was issued a no-contact order.
42.	Member was charged with violating Articles 92 and 93 of the UCMJ, and was awarded non-judicial punishment. Member was discharged from the Coast Guard.
43.	Member received non-judicial punishment, received Administrative Remarks (CG-3307) in their military record documenting the incident, and disenrolled from OS "A" school.
44.	Member received non-judicial punishment under Article 15 of the UCMJ.
45.	Member was reverted to two weeks in recruit training, and received verbal counseling on the Coast Guard Anti-Harassment Policy.
46.	Member received non-judicial punishment under Article 15 of the UCMJ for violating Articles 89 and 92, and received Administrative Remarks (CG-3307) in their military record documenting the incident.
47.	Member received verbal counseling on the Coast Guard Anti-Harassment Policy. Member was also discharged from the Coast Guard.
48.	Member received non-judicial punishment under Article 15 of the UCMJ for violating Article 92, was relieved of primary duties as Operations Officer, and was reassigned. The unit received training on the Coast Guard's Core Values.
49.	Member received Administrative Remarks (CG-3307) in their military record documenting the incident, and due to violation of UCMJ Article 92, member was removed from advancement list and became ineligible to reenlist.
50.	Member received non-judicial punishment under Article 15 of the UCMJ for violating Article 92.
51.	Member received non-judicial punishment under Article 15 of the UCMJ for violating Article 92.
52.	Member received non-judicial punishment under Article 15 of the UCMJ.
53.	Member received verbal counseling on the Coast Guard's Core Values, was reverted to equal time served in Regimental Hold Element for two weeks.
54.	Member received written counseling. Member was reverted to equal time served.
55.	Member received Administrative Remarks (CG-3307) in their military record documenting the incident, was placed on performance probation, and ordered to undergo a CPRC.
56.	Member received Administrative Remarks (CG-3307) in their military record documenting the incident and not recommend for advancement.

Civilian Employees:

1.	Civilian employee received a fourteen-day suspension. A command center stand-down was initiated to reiterate the Coast Guard's zero tolerance stance against harassment of any kind and to encourage members to report any future incidents.
2.	Civilian employee was formally counseled, and further disciplinary actions are pending.
3.	Civilian employee received verbal counseling and was required to attend a Sexual Harassment Prevention Training refresher.
4.	Civilian employee was terminated from the Coast Guard.
5.	Civilian employee is pending disciplinary actions.

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

1.	Contractor employee received instruction to have no contact or communication with the aggrieved.
2.	Contractor employee was removed from position.

V. Plan of Action

A. Sexual Assault Prevention and Response: Actions Completed in FY 2021

1. *Office of SAPRR Oversight and Policy*: The Coast Guard stood up the SAPRR Oversight and Policy Office and hired an Office Chief to establish strategic direction and advise senior leadership.
2. *SAPRR Committee*: The standing SAPRR Subcommittee, chartered under the Workforce Wellness Resiliency Council, continues to meet monthly to gauge progress on its Action Plan. This flag-level subcommittee complements the ongoing work of the SAPRR Oversight and Policy Office.
3. *Prevention Workforce Positions*: At the time of this report, the Coast Guard is actively hiring a Prevention Scientist to join the SAPRR program team in FY 2022. This dedicated resource will provide an informed way ahead to realize the Coast Guard's goal of developing a holistic prevention action plan. The goal is to execute a plan of action that encompasses the entire continuum from prevention to recovery. Hiring a dedicated Prevention Scientist will ensure an informed way ahead for our cross-programmatic prevention initiatives. This initiative aligns with the DOD IRC recommendations.
4. *Victim Advocate Program Specialist (VAPS)*: The Coast Guard added 12 VAPS positions to the workforce. The VAPS work with the regional SARCs to provide direct support to field units and victims of sexual assault. The Coast Guard Academy successfully on-boarded the first VAPS in the Coast Guard. The Coast Guard continues to fill these vital positions.
5. *Special Work Group on a Campaign to Prevent Sexual Harassment in the Coast Guard*: The Deputy Commandant for Mission Support (DCMS) established the Special Work Group for a Campaign to Prevent Sexual Harassment in the Coast Guard following the release of the Fort Hood findings report and the subsequent IRC report. This initiative aligns with the DOD IRC recommendations.
6. *Harassing Behaviors Accountability Working Group*: DCMS chartered this working group to review, validate and, as necessary, revise a draft instruction on harassing behaviors to ensure that it provides executable guidance to identify, investigate, stop, and correct harassing behaviors, and ensure accountability. It also proposed a governance structure to implement and manage the policy and processes prescribed in the instruction.
7. *Innovations in Sexual Assault Prevention Pilot Program (ISAPPP)*: The Coast Guard's two interventions selected for participation in the DOD SAPRO sponsored ISAPPP effort – the Area Commander's Toolkit and Training Center Petaluma's REACT Bystander Intervention training – entered the evaluation phase after months of planning. The Coast Guard is receiving multi-year contracted support from NORC¹⁷ at the University of Chicago to help build evaluation components into both efforts.

¹⁷ 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.

8. *Coast Guard Bystander Intervention Training (CG BIT)*: CG BIT addresses a myriad of concerning behaviors, to include sexual assault, sexual harassment, bullying, hazing, intimate partner violence, etc. In FY 2021, the Coast Guard held approximately 43 CG BIT sessions and trained 895 personnel using the traditional in-person course and virtual sessions. Virtual sessions continue to be offered as alternate training due to COVID-19 restrictions. There was an increase in CG BIT training for FY 2021 over FY 2020; however, travel restrictions, and workplace and individual safety concerns due to COVID-19 still limited momentum for in-person training.
9. *Command Cadre Course Training*: SAPRR training is one element of both the Officer and Enlisted Command Cadre courses, as well as the thirteen leadership/accession courses. The training modules focus on prevention and improving unit climate through personal and professional responsibility. Additionally, this year's training method was revised. Interactive discussions and role-playing through leadership scenarios improved participants' ability to work through policy nuances while increasing confidence in making and upholding decisions that prevent harmful behaviors.
10. *Getting to Outcomes (GTO) Project*: This multi-year effort supported by RAND leveraged virtual strategies to restart CG BIT. Due to COVID delays, DOD SAPRO has extended the project through FY 2022.
11. *Catch a Serial Offender (CATCH) Program*: The Coast Guard continues to advertise the CATCH Program to SAPRR clients. 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. In FY 2021, the Coast Guard had 14 CATCH Program entries that resulted in zero CATCH Program matches. Additionally, one victim unrestricted their report and decided to participate in the justice system without being notified of a match in the CATCH Program database.
12. *Sexual Assault Awareness and Prevention Month (SAAPM)*: Every April the Coast Guard observes SAAPM. In FY 2021, CG Leadership released an updated Command SAPRR video that reaffirmed Service commitment to eradicating intolerable behaviors. The video was one element of a comprehensive public affairs campaign designed to help field level commands kick-off SAAPM activities. In FY 2021, SAAPM continued to be aligned with the DOD theme, Protecting our People Protects Our Mission.
13. *Victim Advocate (VA) Training*: In FY 2021, the Coast Guard successfully trained 228 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 learning experience. Additionally, the Coast Guard trained 14 VA candidates via the traditional in-person class session. A total of 242 VA candidates received their VA credentials from NOVA.
14. *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. The SAPRR program tracks and analyzes enterprise-wide data and determines where gaps in data entry may exist. Ten percent of all DSAID cases are reviewed monthly to track case entry,

initial/monthly case updates, and overall compliance with data entry requirements. A compliance report is generated quarterly and sent to each Regional Practice Manager for review, correction, and follow-up.

15. *Workforce Gender Relations Survey for active and reserve components*: The Workforce Gender Relations Survey for active components was last conducted in FY 2018. The survey was postponed in FY 2020 for COVID-19, and again in FY 2021 to undergo OMB review. The survey was fielded in Q1-Q2 FY 2022. The Coast Guard will survey both the Active Duty and Reserve Components. Findings of the Workforce Gender Relations Survey for components are expected in Q4 FY 2022.
16. *Defense Organizational Climate Survey (DEOCS) 5.0 migration*: The Coast Guard migrated to use of the DEOCS 5.0 in conjunction with DOD. DEOCS 5.0 is aimed at assisting prevention efforts by synthesizing data on risk and protective factors. The Coast Guard began use of DEOCS 5.0 in January 2021.
17. *Expansion of SAPRR Services*: The Coast Guard announced that all current and former service members, adult dependents of current service members, and current civilian Coast Guard employees are eligible for SAPRR services and may elect to make a Restricted Report or Unrestricted Report via the Victim Reporting Preference Statement, CG Form 6095. Additionally, the Coast Guard announced that all retirees or persons separated from the service are eligible to participate in the CATCH program if they file a Restricted Report.
18. *Special Victims' Counsel (SVC)*: This year the Coast Guard SVC program conducted an unprecedented number of outreach and training events throughout the United States. Regional SVCs met with commanders, Staff Judge Advocate personnel, and CGIS agents to build relationships, and traveled with SARCs and VAs to educate commands and service members about SVC services, victims' resources, and programs. For example, in April 2021 the program leveraged the geographic diversity of the locations of our SVC detachments and spoke with a wide audience that totaled over 3,000 service members at over two dozen operational and logical support commands. These efforts spanned across many of our units both Afloat and Ashore, CONUS and OCONUS, to include Hawaii, Alaska, Washington, California, Florida, the DC area, and the entire Corps of Cadets at the Coast Guard Academy.

Additionally, the SVC Program is conducting a pilot program that provides legal representation to victims of intimate partner violence. As part of this pilot, the SVC Program is educating Family Advocacy personnel on SVC and SAPRR services in order to facilitate communication and enhance victim care.

In FY 2021, the SVC Program also began disability attorney cross training so that victims can be expertly represented through the disability evaluation system process. Now SVCs are able to provide continued legal representation to victims going through the disability evaluation system process due to factors such as post-traumatic stress disorder incurred from military sexual trauma. Of note, this initiative also enhances SVC resiliency, as each attorney who receives disability attorney training gets a chance to work on cases outside of the typical criminal investigation and prosecution realm, decreasing fatigue and increasing job satisfaction.

The Coast Guard created six new SVC billets for FY 2022, to include an O-5 Deputy Program Manager, a GS-14 civilian SVC, an O-4 Senior SVC, and three O-3 SVCs. The O-4 and three O-3 billets will be located in a new office in Miami, Florida. Additionally, the Program is working to obtain offices in Norfolk, Virginia, so that four attorneys currently assigned to Headquarters in Washington, DC, can move closer to their client base.

In order to stay up-to-date on the latest legal developments, both in military justice, and in victims' rights law, SVCs conducted a weeklong training in Seattle, Washington. A byproduct of this training was the creation of a handbook, *Policy and Practice Guide*, to include tips on relevant information for victim rights.

19. *Collaborative Efforts*: Collaborative efforts are ongoing and include internal and external stakeholder communities. These collaborations examine factors that contribute to sexual violence, and explore strategies that reduce interpersonal violence in the Coast Guard. Collaborations to date 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, was postponed in FY 2021 and is scheduled to resume in FY 2022.
20. *Coast Guard Investigative Service (CGIS)*: CGIS integrated a greater portion of time and emphasis on sexual assault investigations for reserve special agents during entry training, to be in line with active duty agents, resulting in more in-depth training for a greater number of agents. Additions included course-specific focus on drug-facilitated sexual assault investigations taught by U.S. Army Criminal Investigation Laboratory experts. New course content included collection, preservation, and submission of forensic evidence in compliance with DODI 5505.14.

Special agents continued to participate in advanced and specialized SAPRR-related training (e.g., the Conference on Crimes Against Women). CGIS special agents and Coast Guard attorneys also continued to attend the U.S. Army's Special Victims Capabilities Course. This course requires agents to deploy to select partner police departments as part of an immersion program. The purpose of this program is to improve CGIS agents' skills at conducting sexual assault investigations in the Coast Guard using a "Training with Industry" model and capitalizing on the most up-to-date strategies, procedures, and technology in use by larger police departments to investigate sex offenses. CGIS agents lent their expertise to provide consultation to multiple sexual harassment investigations at sea and on land.

A new SAPRR analyst is onboard and all analysts have been added to the In-Service Training Program to enhance their knowledge base and align investigative methodology. CGIS data analysts provided an updated, detailed compilation of sexual assault investigation data during the second quarter for fiscal year 2021. This data provided valuable insight into

the Coast Guard's prevention, response, and recovery missions to assist victims of sexual assault. CGIS data analysts also developed multiple data sets for various Coast Guard entities to assist in their department's response to reports of sexual assault.

21. *Office of Military Justice (CG-LMJ)*: Over the past year, numerous actions by CG-LMJ contributed to Coast Guard policies regarding prevention of and response to sexual assault. Most significantly, the Government Accountability Office (GAO) conducted an audit on the Armed Services' implementation of statutory requirements for sexual assault prevention and response from FY 2004-2019 per Section 540M of the National Defense Authorization Action for Fiscal Year 2020. CG-LMJ led the initial Coast Guard response to the audit, coordinating a broad search throughout the Coast Guard to determine the implementation and execution of more than 250 statutory requirements. The audit not only assisted the GAO in assessing Coast Guard compliance, but the audit also helped the Coast Guard identify specific areas where it was lacking sexual assault prevention and response processes.

CG-LMJ also continued its participation in providing data and testimony to the Congressionally-created Defense Advisory Committee on Investigation, Prosecution, and Defense of Sexual Assault in the Armed Forces through attending Advisory Committee meetings, responding to numerous requests for information, and providing substantive feedback to specific inquiries. Additionally, CG-LMJ responded to requests for information from the Military Justice Review Panel, created by Congress in Article 146, UCMJ.

B. Sexual Harassment Prevention and Response: Actions Completed in FY 2021

1. *Anti-Harassment and Hate Incident (AHHI) Updated Procedure*: On October 21, 2020, published an update to the Coast Guard's Civil Rights Manual. This update included AHHI procedural updates highlighting the responsibilities of the Commanding Officer/Officer-in-Charge when initiating administrative investigations into allegations of harassment, providing the investigative report and final action memo to the CRSP, and handling hate incidents.
2. *AHHI Investigators Improvement Initiatives*:
 - a. Online Investigator Training Course: In October 2020, the Coast Guard launched an online training course for AHHI investigators. Course developers integrated the core training requirements from the Department of Homeland Security with Coast Guard-specific requirements and enhanced the content with scenario-based learning.
 - b. Published List of Investigators: The Coast Guard published a list of trained investigators available to Commands in January 2021. This pool of trained investigators aids convening authorities in the selection of impartial investigating officers, external to the command unit under investigation, and unconnected professionally or personally to the command or the reporting party.
 - c. Tactics, Techniques, and Procedures (TTP) Development: In October 2020, the Coast Guard completed 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.

- d. Community of Practice: The Coast Guard developed a Community of Practice intranet site for AHHI investigators and convening authorities. The Community of Practice provides a centralized location for the tools, templates, and references for AHHI investigations.
3. *Sexual Harassment Transparency Reports*: In FY 2021, the Coast Guard began posting quarterly and annual summary data reports for sexual harassment reported in the AHHI process. The reports provide the workforce with a snapshot of the number of reported incidents, reported behaviors, rank/grade of individuals involved, and disposition of cases. In addition, an infographic poster of the FY 2020 sexual harassment data was published.
4. *Climate Survey Interpretation Tool*: DOD's Office of People Analytics launched a new version of their DEOCS in January 2021. As a user of their survey, there were some initial challenges with the Coast Guard field units interpreting some of the measures, including those for sexually harassing behaviors. To assist with interpretation of the results, the Coast Guard developed and published an informational document specific to the sexually harassing behaviors measure.
5. *Policy Statement Issuance*: On August 23, 2021, 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.
6. *General Order Prohibiting Sexual Harassment*: The Commandant issued a general order on December 31, 2020 prohibiting sexual harassment. 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.
7. *Video Vignettes*: In FY 2019, the Coast Guard collaborated 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. As of FY 2021, the Coast Guard completed six videos, including several animated vignettes.

C. Sexual Assault Prevention and Response: Actions Planned for FY 2022

Actions planned for FY 2022 will further advance our response, prevention, and recovery efforts.

Selected items for FY 2022 include:

1. The Coast Guard will continue to review recommendations of the IRC on Sexual Assault in the Military and the accompanying implementation roadmap, and work cross-programmatically with internal and external stakeholders as needed to improve SAPRR at the appropriate scope and scale for the Service. Additionally, the Coast Guard will review provisions of the latest National Defense Authorization Act impacting SAPRR prevention, response, and accountability and seek alignment.

2. The Coast Guard will draft a new SAPRR strategy for promulgation. The IRC recommendations and DOD's implementation roadmap will factor into the direction of the FY 2023 - FY 2027 Coast Guard SAPRR Strategic Plan.
3. The Coast Guard will promulgate the updated SAPRR Program Policy Manual, COMDTINST M1754.10 series, to replace the previous instruction, dated December 2016.
4. SAPRR training for first responders was completed at the end of FY 2021, and will roll out as a standardized training product to the first responder community in FY 2022. Health care providers, SVCs, CGIS, and SAPRR worked together to create a training product that includes scenarios, discussion prompts, and policy updates. First responder training is required annually in addition to the Workforce Resiliency Training (SAPRR/suicide combined training) that all members of the Coast Guard are required to complete annually.
5. The Getting to Outcomes (GTO) Pilot Project, a multi-year effort initiated in FY 2020, completed its first iteration of CG BIT using the GTO framework in FY 2021. The SAPRR program is considering implementing another iteration of GTO in FY 2022 to better understand feasibility and utility of CG BIT using this "Social Norms" construct. GTO is funded by RAND and supported by DOD SAPRO for implementation across the Coast Guard and other military services.
6. Continue work with EVERFI to develop scalable, digitally accessible, crosscutting prevention training for accession sources to include delayed-entry enlisted recruits and Coast Guard Academy incoming cadets. Training will cover subjects along the continuum of harm – sexual assault, harassment, discrimination, alcohol and drug misuse for cadets and new recruits.
7. Enhance current recovery assistance resources available to victims over the lifetime of a member's service, to include individualized transition assistance.
8. A comprehensive review of the standardized training curriculum and methods for instruction for new-hire SARCs and VAPS. Continue to provide initial and refresher SARC training opportunities, as well as obtaining/maintaining the NACP credential offered by the NOVA for SARCs, VAPSS, and uniformed Volunteer Victim Advocates (VVAs).
9. Further the ISAPPP effort. With the assistance of the NORC at the University of Chicago and DOD prevention experts, fine-tune our Coast Guard-centric prevention products for maximum effectiveness and broader implementation.
10. CGIS is focusing on response to sexual assault on commercial vessels including greater outreach to the U.S. Merchant Marine Academy (USMMA) regarding safety of their cadets while at sea. Specifically, CGIS is collaborating with the Department of Justice and the USMMA on how to meet the challenge, and one example being deployed is strategies for increased messaging to the industry. An anticipated outcome of improved messaging is an increase in reports from the commercial shipping industry. In anticipation of this, CGIS' training division is dedicating resources in FY 2023 to ensure investigators are trained to respond. Additionally, CGIS special agents will continue to participate in immersion programs with sex crime units from well-established police departments across the United

States. The immersion program was established to provide agents with an outside perspective on trauma-informed interview processes, report writing, and data collection techniques to improve victim experiences and investigation outcomes.

11. CGIS will continue to participate in annual, specialized training related to 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. Additionally, CGIS is auditing a new training initiative developed by Federal Law Enforcement Training Center, Sexual Assault Investigations Training Program to determine how to incorporate into their special agent continuing education programs. 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 policies and procedures that relate to the CGIS investigative process.
12. The SVC Program will continue to participate in, and provide testimony to congressional oversight bodies on the growth of the program and other issues related to victims' rights, including retaliation, domestic violence, and appellate rights.
13. CG-LMJ anticipates Congress will enact numerous and significant military justice reforms as part of the *National Defense Authorization Action for Fiscal Year 2022*. Most notably, pending legislation proposes the transfer of the authority to make disposition decisions in sexual assault and related cases. The anticipated reforms will likely require significant programmatic changes within the Coast Guard Judge Advocate community. In response, CG-LMJ is committed to implementing these statutory reforms as expediently as possible over the coming year.

D. Sexual Harassment Prevention and Response: Actions Planned for FY 2022

Actions planned for FY 2022 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 2022 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 2022.
2. The Coast Guard has chartered a work group that is currently evaluating moving the AHHI Program from its current location in the CRD, to a dedicated Anti-Harassment Program Office (AHPO). The AHPO would execute the policy and processes of the Commandant's AHHI policy to create a workplace free of harassment and other harassing behavior by ensuring prevention, timely and independent investigation, corrective action, and accountability.

Appendix: Abbreviations

Abbreviation	Definition
AHHI	Anti-Harassment and Hate Incident
AHPO	Anti-Harassment Program Office
CATCH	Catch a Serial Offender
CG BIT	Coast Guard Bystander Intervention Training
CGIS	Coast Guard Investigative Service
COMDTINST	Commandant Instruction
COVID-19	Coronavirus Pandemic
CRC	Civil Rights Directorate
CRSP	Civil Rights Service Providers
DCMS	Deputy Commandant for Mission Support
DOD	Department of Defense
DEOCS	Defense Organizational Climate Survey
DSIID	Defense Sexual Assault Incident Database
FY	Fiscal Year
GTO	Getting to Outcomes
IRC	Independent Review Commission on Sexual Assault in the Military
ISAPPP	Innovations in Sexual Assault Prevention Pilot Program
NACP	National Advocate Credentialing Program
NORC	National Opinion Research Center
NOVA	National Organization for Victim Assistance
REACT	Recognize, Evaluate, Assess responsibility, Confirm appropriate Action and 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
USMMA	U.S. Merchant Marine Academy
VA	Victim Advocate
VVA	Volunteer Victim Advocates
VAPS	Victim Advocate Program Specialist