

# Office of the Inspector General of the Department of Defense

Project No. 2003C004

March 4, 2005

## Report on the Service Academy Sexual Assault and Leadership Survey

### Executive Summary

**Who Should Read This Report and Why?** Members of Congress; the Secretaries of Defense and the Military Departments; other senior DoD and Military Department leaders/managers; and others interested in factual findings and constructive recommendations relating to sexual assaults, reprisal, and associated leadership challenges at the United States Service Academies, should read this report.<sup>1</sup>

**Background.** In response to requests from the Senate Governmental Affairs Committee and the Senate Armed Services Committee, the Inspector General of the Department of Defense conducted an evaluation and issued a report, "Evaluation of Sexual Assault, Reprisal, and Related Leadership Challenges at the United States Air Force Academy," December 3, 2004. The Secretary of Defense concurred with the congressional requests for the Inspector General of the Department of Defense to conduct a survey on this topic covering all three Service Academies.<sup>2</sup>

The survey, conducted in March/April 2004, gathered information from cadets and midshipmen on (1) their values, (2) their experiences with sexual harassment and sexual assault while at the academy, (3) Academy climate factors that might cause or contribute to gender problems, (4) the scope of recent sexual assault incidents at their academies, and (5) factors that affect sexual assault reporting at the academies. The work was intended to assist senior Department and Academy leaders, and Members of the Congress, in identifying changes or adjustments to improve future Academy operations, gender climates, and perceptions.<sup>3</sup>

**Survey Results.** The three Service Academies all experience instances of sexual harassment, sexual assault, and other gender problems.

- Over 50 percent of female respondents and approximately 11 percent of male respondents indicated experiencing some type of sexual harassment since becoming a cadet or midshipman.

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<sup>1</sup> The aggregate data without written comments in this executive summary were released to the Secretary of Defense on July 27, 2004, the Superintendents of the Air Force, Military, and Naval Academies on July 19, 2004, and the Secretary of the Navy on August 6, 2004.

<sup>2</sup> National Defense Authorization Act for fiscal year 2004, November 7, 2003, Section 527. "Actions to Address Sexual Harassment and Violence at the Service Academies," paragraph (b)(2) "Annual Assessment," requires Service Academy Superintendents to conduct a survey for each Academy program year (2004, 2005, 2006, 2007, and 2008) on sexual harassment and violence at the Service Academies.

<sup>3</sup> The Defense Manpower Data Center (DMDC) will conduct similar annual assessments at the academies during academic years 2005 through 2008.

- A total of 262 (of 1,906) female survey respondents indicated they had experienced 302 incidents of sexual assault behavior.<sup>4</sup> A total of 54 (of 3,107) male respondents identified 55 sexual assault incidents. These incidents occurred between 1999 and 2004, and most were not reported to authorities. Most incidents occurred in a dormitory and the offenders were primarily fellow cadets/midshipmen. Sixty-four incidents involving a female respondent included sexual intercourse. Most incidents involved touching, stroking, or fondling private parts.
- Based on survey data, it appears that most females arrive at the academy perceiving that men and women are treated fairly overall, and the perception improves by the time they are seniors. Males also appear to arrive at the academy thinking that men and women are treated fairly overall, but after the first year, think women are treated more favorably. (There are some variations among the academies.)

**Recommendations.** The Inspector General recommends using survey results as a leadership tool to address cultural behavior and attitudinal issues suggested by the results. Another Inspector General recommendation is to implement the “Exemplary Conduct” leadership standard prescribed in 10 U.S.C. §3583 (Army), §5947 (Navy), and §8583 (Air Force) into the cadet and midshipman curricula and disciplinary systems to ensure graduates possess and enforce the leadership traits essential for future leaders of the Military Departments.

## The Survey

**Anonymity.** All responses to survey questions were completely anonymous. Some survey questions were very personal in nature to enable us to understand cadet and midshipman views on sexual assault and sexual harassment, as well as learn about specific incidents or experiences that pose continuing leadership challenges at the academies.

**Composition.** The survey has five parts: Demographics, Values, Academy Climate, Personal Experiences, and Written Comments.

## Demographics

**Female Respondents.** At the time of the survey, the female cadet/midshipman population was 1,971. Because the female population was small, we attempted to survey all available female cadets/midshipmen rather than select a statistical sample. The survey accounted for 100 percent of the female population,<sup>5</sup> and resulted in 1,906 (96.7 percent)

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<sup>4</sup> We asked respondents “[S]ince becoming a cadet/midshipman, has someone done any of the following to you without your consent and against your will?” Touched, stroked, or fondled private parts; physically attempted to have sexual intercourse with you, but was not successful; physically attempted to have oral or anal sex with you, but was not successful; had sexual intercourse with you; had oral sex with you; and, had anal sex with you.”

<sup>5</sup> Although completing the survey was voluntary, the academies all required the cadets/midshipmen selected for our survey to report to the survey site and receive the introduction briefing. We accounted for each individual on a by-name roster and ensured they all were given the survey instructional briefing. Although a limited number of cadets/midshipmen opted not to complete the survey, or were not responsive to the questions in completing the survey, participation was very high—more than 96 percent.

usable survey responses. Table 1 reconciles the population and usable survey numbers by academy and overall.

**Table 1. Female Participation**

	USAFA	USMA	USNA	Total
<b>Total Female Population</b>	685	616	670	1,971
<b>Total Excused<sup>6</sup></b>	12	14	9	36
<b>Expected Participants</b>	673	602	661	1,935
<b>Non-responsive Participants</b>	20	1	9	29
<b>Total Female Responses</b>	653	601	652	1,906

Because the results are based on a near census of the total female population at each academy, the results are considered representative of the female population at each academy.

**Male Respondents.** From a total 10,408 male cadet and midshipman population, we randomly selected 3,199 (30.7 percent) to participate in the survey.<sup>7</sup> We accounted for 100 percent of the sample and received 3,107 (97.1 percent) usable survey responses. Table 2 reconciles these numbers by academy and overall.

**Table 2. Male Participation**

	USAFA	USMA	USNA	Total
<b>Total Male Population</b>	3,318	3,486	3,604	10,408
<b>Random Sample Selected</b>	1,052	1,069	1,081	3,199
<b>Total Excused</b>	4	0	7	11
<b>Expected Participants</b>	1,048	1,069	1,074	3,188
<b>Non-responsive Participants</b>	56	0	28	81
<b>Total Male Responses</b>	992	1,069	1,046	3,107

In presenting the survey results, we limited our analysis, preferring instead to provide information from written respondent comments to help provide context. Additionally, to ensure that our presentation would not lead readers to inappropriate conclusions, we did not combine information on male and female responses in the same table. Collection methods were different for each gender and, therefore, not directly comparable.

## Values

We collected information on cadet/midshipman morals and whether they are absolute or relative; for example, something is wrong “only if you get caught.” Additionally, we were interested in cadet/midshipman beliefs concerning oaths, ethical/spiritual/religious

<sup>6</sup> Individuals who were away from the academy on authorized ordinary or convalescent leave or temporary duty travel, in “turnback” status (authorized absence from the academy for medical, military, or academic reasons), were not US citizens, had permanently departed the academy due to disenrollment or resignation, or who had assisted us in “beta testing” the survey, were excused from participating.

<sup>7</sup> The sampling was based on generally recognized and accepted statistical techniques. However, we generally have not extrapolated the sample results to the overall population or projected the results. (For anyone interested in doing so, appendices to this report include the complete survey results data.) Our overall methodology for the survey is described in detail later in the report.

values, alcohol use/abuse, fraternization, consensual sex between cadets/midshipmen, and pornography.

The survey solicited views on the values that the respondent believed were most important to his/her professional life at the academy, as well as the extent to which the respondent believes cadets or midshipmen at his/her academy adhere to the honor code. Ultimately, over an extended period encompassing several annual assessments, the data should permit a determination on whether there is a correlation between cadet/midshipman core values and the numbers of sexual assaults occurring at an academy. Each Service has “values” or “core values.” The values for each Academy are:

- Air Force Academy: “integrity first, service before self, and excellence in all we do”
- Military Academy: “loyalty, duty, respect, selfless service, honor, integrity, and personal courage”
- Naval Academy: “honor, courage, and commitment”

From a list of 18 values,<sup>8</sup> we asked each survey participant to select the 3 values most important to his/her professional life at the academy and rank order the selections based on importance. Using the results, we calculated the number of times that participants selected a value as one of their three values (selection frequency).

Female cadets/midshipmen selected the values “Integrity,” “Honor” and “Respect” most frequently. Table 3 shows female selection frequency by academy. Further detail by participant class year is included later in the report.

**Table 3. Female Respondents Values Most Selected**

Value	USAFA	USMA	USNA
	No.	No.	No.
<b>Integrity</b>	431	295	295
<b>Honor</b>	*	225	299
<b>Respect<sup>9</sup></b>	199	218	*
<b>Commitment</b>	*	*	229
<b>Excellence</b>	222	*	*

\* The listed value was not among the respondents’ top three choices.

Male cadets/midshipmen selected the values “Integrity,” “Honor” and “Commitment” most frequently. Table 4 shows male selection frequency by academy. Further detail by participant class year is included later in the report.

<sup>8</sup> The values included: Accountability, Achievement, Ambition, Courage, Commitment, Effectiveness, Efficiency, Excellence, Friendship, Honor, Integrity, Loyalty to Country, Money, Power, Respect, Selfless Service, Spiritual Faith, and Tolerance

<sup>9</sup> Not a specified core value at USAFA

**Table 4. Male Respondents  
Values Most Selected**

Value	USAFA	USMA	USNA	Total
	No	No	No	No
<b>Integrity</b> <sup>10</sup>	589	518	384	1,491
<b>Honor</b> <sup>11</sup>	328	544	563	1,435
<b>Commitment</b>	*	*	320	320
<b>Excellence</b>	304	*	*	304
<b>Respect</b>	*	246	*	246
<b>Total</b>	1,221	1,308	1,267	3,796

\* The listed value was not among the respondents' top three choices.

### **Adherence to Standards**

We asked the participants, based on their personal experiences, the extent to which they agreed or disagreed with specific statements regarding adherence to various standards, including the honor code/concept and academy rules and regulations. Additionally, the survey addressed cadet/midshipman standards regarding honesty, oaths, moral standards, exemplary conduct and leadership standards, and ethical/spiritual/religious beliefs.

**Female Respondents.** Most female respondents (by academy, between 55 percent and 75 percent) agreed that “[c]adets/midshipmen at my Academy adhere to the Honor Code/Concept,<sup>12</sup> even if they know they won’t get caught violating it.” However, less than half (between 36 percent and 49 percent by academy) agreed that “[c]adets/midshipmen adhere to significant Academy rules and regulations, even if they know they won’t get caught violating them.” Further, between 30 percent and 43 percent agreed “I have felt pressure from others at my Academy to compromise moral standards because of loyalty to friends/peers,” while between 16 percent and 26 percent agreed “I have felt pressure from others at my Academy to compromise moral standards in order to meet academic or training objectives.” Approximately 25 percent agreed “[c]ircumstances determine whether it is right or wrong for a cadet/midshipman to compromise his or her moral standards.”

**Male Respondents.** Depending on academy, between 68 percent and 85 percent of male respondents agreed “[c]adets/midshipmen at my Academy adhere to the Honor Code/Concept, even if they know they won’t get caught violating it.” Slightly more than 50 percent agreed “[c]adets/midshipmen adhere to significant Academy rules and regulations, even if they know they won’t get caught violating them.” Between 25 percent and 39 percent, depending on academy, agreed “I have felt pressure from others at my Academy to compromise moral standards because of loyalty to friends/peers.” Between 14 percent and 25 percent agreed “I have felt pressure from others at my Academy to compromise moral standards in order to meet academic or training objectives.” Finally, between 20 percent and 25 percent agreed that “[c]ircumstances determine whether it is right or wrong for a cadet/midshipman to compromise his or her moral standards.”

<sup>10</sup> Not a specified core value at USAFA

<sup>11</sup> Not a specified core value at USNA

<sup>12</sup> USNA does not have an Honor Code but follows an “Honor Concept,” which emphasizes doing the right thing.

See Tables A.1. and A.2. in Appendix A for details.

### **Maintaining Good Order and Discipline**

We asked cadets and midshipmen the extent to which they agreed various behaviors, including honor code violations, gender favoritism, fraternization, dating, consensual sex, alcohol use, illegal drug use, and pornography would disrupt good order and discipline at their academy.

**Female Respondents.** Approximately 88 percent of female respondents agreed that “[v]iolating the Honor Code/Concept” would disrupt good order and discipline. Over 92 percent agreed that “favoritism based on gender” would disrupt good order and discipline. Between 56 percent and 67 percent, depending on academy, agreed that “[e]ngaging in prohibited relationships/fraternization” would disrupt good order and discipline. Between 54 and 63 percent agreed that “[v]iewing pornography or other sexually graphic content (images or movies),” would disrupt good order and discipline. However, less than 10 percent agreed that “[c]onsensual sex between cadets/midshipmen **OFF** academy grounds” would disrupt good order and discipline.

**Male Respondents.** More than 83 percent of male cadets/midshipmen agreed “[v]iolating the Honor Code/Concept,” disrupted good order and discipline. Between 62 percent and 71 percent agreed “[n]ot reporting Honor Code/Concept violations” disrupted good order and discipline. Over 89 percent agreed “[f]avoritism based on gender,” would disrupt good order and discipline. Approximately 21 percent of male midshipmen and between 10 percent and 11 percent of USAFA and USMA cadets agreed “[c]onsensual sex between cadets/midshipmen **OFF** academy grounds,” disrupts good order and discipline. Between 21 percent and 30 percent agreed “[v]iewing pornography or other sexually graphic content (images or movies),” would disrupt good order and discipline.

See Tables A.3. and A.4. in Appendix A for details.

### **Academy Climate**

We queried respondents about academy climate factors, such as gender preferential treatment, sexual harassment and assault tolerance, fraudulent sexual assault reporting, and reporting a sexual assault.

#### **Gender Preferential Treatment**

We asked cadets and midshipmen to what extent they agree or disagree with the following statements:

- “Men receive more favorable treatment **OVERALL**”
- “Women receive more favorable treatment **OVERALL**”
- “Men and women are treated fairly **OVERALL**”

Females cadets at USAFA and USMA held a majority view that men and women are treated fairly overall; however, female midshipmen held a majority view that men received more favorable treatment overall. In contrast, male cadets and midshipmen at the three Service Academies held a majority opinion that women receive more favorable treatment overall. As noted earlier in this summary, approximately 90 percent of both

male and female cadets and midshipmen think that favoritism based on gender would disrupt good order and discipline at their academy. Additionally, as demonstrated in the academy specific data, cadets/midshipmen opinions appear to change while at the academy. The number of females who believe men and women are treated fairly overall improves as indicated by female senior respondents (Class of 2004), who held a majority view that the genders are treated fairly overall. Freshmen USAFA and USMA male cadets held a majority view that men and women are treated fairly overall. However, the male cadets' opinion changes during subsequent years at the academy. Sophomore, junior, and senior male cadets and midshipmen, at all three academies, held the majority opinion that female cadets/midshipmen received more favorable treatment overall. Correspondingly, as detailed in Tables A.9 and A.10 in Appendix A, the percentage of both male and female cadets/midshipmen that indicated senior academy leaders to a very large or large extent "[t]reat subordinate cadets/midshipmen fairly regardless of gender," was a lower percentage than the other senior leader behaviors.

Tables 5 and 6 reflect these results. Table 5 shows percentages of the female respondents and are representative of the population. The numbers in Table 6 are the respondents' answers and are not projected to the male cadet/midshipmen population.

**Table 5. Female Respondents Proportions That Agree or Strongly Agree that Genders are Treated Fairly Overall**

	Class Year	Men	Women	Both
<b>Academies Combined</b>	<b>2004</b>	28.8%	9.6%	57.5%
	<b>2005</b>	40.6%	7.8%	51.2%
	<b>2006</b>	41.7%	7.1%	46.0%
	<b>2007</b>	41.2%	6.3%	52.1%
	<b>Combined</b>	38.1%	7.7%	51.7%
<b>USAFA</b>	<b>2004</b>	21.1%	9.4%	60.5%
	<b>2005</b>	25.0%	7.0%	66.0%
	<b>2006</b>	27.2%	10.6%	50.3%
	<b>2007</b>	29.4%	5.7%	64.7%
	<b>Combined</b>	25.7%	8.2%	60.4%
<b>USMA</b>	<b>2004</b>	36.7%	6.0%	59.3%
	<b>2005</b>	43.4%	6.3%	49.0%
	<b>2006</b>	48.0%	3.4%	42.5%
	<b>2007</b>	41.9%	8.8%	51.2%
	<b>Combined</b>	42.5%	6.1%	50.5%
<b>USNA</b>	<b>2004</b>	28.7%	13.3%	52.7%
	<b>2005</b>	53.4%	10.1%	38.5%
	<b>2006</b>	50.0%	7.3%	45.1%
	<b>2007</b>	52.1%	4.2%	40.5%
	<b>Combined</b>	46.1%	8.7%	44.2%

**Table 6. Male Respondents That Agree or Strongly Agree that Genders are Treated Fairly Overall**

	<b>Class Year</b>	<b>Men</b>	<b>Women</b>	<b>Both</b>
<b>Academies Combined</b>	<b>2004</b>	41	349	279
	<b>2005</b>	47	320	275
	<b>2006</b>	50	434	324
	<b>2007</b>	100	246	413
	<b>Combined</b>	238	1,223	1,291
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<b>USAFA</b>	<b>2004</b>	7	154	94
	<b>2005</b>	8	130	108
	<b>2006</b>	3	131	112
	<b>2007</b>	12	84	176
	<b>Combined</b>	30	499*	490*
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<b>USMA</b>	<b>2004</b>	21	153	105
	<b>2005</b>	21	155	102
	<b>2006</b>	21	142	115
	<b>2007</b>	25	129	137
	<b>Combined</b>	88	579*	459*
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<b>USNA</b>	<b>2004</b>	13	178	80
	<b>2005</b>	18	182	65
	<b>2006</b>	26	161	97
	<b>2007</b>	50	121	100
	<b>Combined</b>	107	642	342

\* Not all respondents provided class year

### **Separation of Genders in Dormitory/Barracks**

In response to sexual assault and gender relations problems at USAFA, the Secretary of the Air Force and Air Force Chief of Staff ordered separate billeting arrangements for female and male cadets. The new policy required billeting freshmen cadets with their assigned squadrons during the academic year, with dormitory room arrangements that provide for squadron integrity. Female cadet dormitory rooms within a squadron are clustered near the women’s bathrooms. Overall, the intent was “to preserve basic dignity, deter situations in which casual contact could lead to inappropriate fraternization or worse, and to aid mentoring of lower-degree female cadets by senior female cadets.”<sup>13</sup>

In October 2003, the Inspector General of the Department of Defense reminded the Service Secretaries about the statutory standard for “Recruit basic training: separate housing for male and female recruits” [10 U.S.C. §9319; similar provisions at 10 U.S.C. §4319 (Army) and §6931 (Navy)]. The Inspector General intended that the Secretaries reconsider the statutory standards – considering their remedial nature and purpose – as tools for suppressing sexual misconduct.<sup>14</sup>

<sup>13</sup> The United States Air Force Academy: Agenda for Change, March 26, 2003, published by the Secretary of the Air Force and Air Force Chief of Staff in response to sexual assault problems at USAFA.

<sup>14</sup> Memorandum for the Service Secretaries, Subject: “Statutory Tools for Suppressing Sexual Misconduct at Service Academies,” October 31, 2003.

In the survey, we asked cadets/midshipmen whether they agreed that dormitory/barracks areas should be physically separated (e.g., different floors or buildings) by gender. Overwhelmingly (on average, 95.5 percent), women disagreed that living areas should be separated by gender. Approximately 80 percent of the males disagreed that dormitory/barracks should be separated by gender. Respondents also provided numerous written comments on physically separated housing that are described later in the report.

### **Understanding of Sexual Harassment, Assault and Related Services**

We also asked Cadets/midshipmen about various factors related to sexual harassment and sexual assault, including avoiding risky situations, reporting incidents, obtaining care, counseling and legal services, and the responsibilities of law enforcement and the chain of command in handling sexual assaults. Almost every female cadet/midshipman indicated understanding the difference between sexual harassment and sexual assault, and how to avoid situations that increase sexual assault risks. (We did not define the terms and only measured the stated understanding levels.) On average, approximately 55 percent of female USNA midshipmen understood: “[t]he services that your Academy’s legal office can provide to a victim in response to sexual assault”; “[t]he general responsibilities of law enforcement and criminal investigative agencies in response to sexual assaults”; and, “[t]he role of the chain of command in handling sexual assaults.” This proportion was significantly less than female USAFA and USMA cadets. The understanding levels for all male cadet/midshipman respondents were similar to the overall female levels.

See Tables A.5. and A.6. in Appendix A for details.

### **Effectiveness of Academy Military Leaders**

We asked cadets/midshipmen questions to identify the extent to which current cadet/midshipmen leaders and commissioned officers (Tactical Officers, Air Officers Commanding, and Company Officers) at their Academy, exhibited certain leadership behavior. Generally, both male and female cadets/midshipmen indicated the more senior the leader (cadet/midshipman/commissioned officer), the more the leader created a climate where sexual assault was not tolerated. Comparative proportions for sexual harassment were similar, but lower.

See Tables A.7. and A.8. in Appendix A for details.

### **Effectiveness of Senior Leaders and Faculty**

We asked cadets/midshipmen questions to identify the extent to which senior leaders (Superintendent, Commandant of Cadets/Midshipmen, Vice Commandant, and Dean of Faculty) at their academies exhibited certain leadership behavior. Both male and female cadets/midshipmen indicated the lowest levels in answering whether senior leaders “[t]reat subordinate cadets/midshipmen fairly regardless of gender.” By academy, female ratings ranged from 70.9 percent to 78.9 percent, and male ratings ranged from 68.1 percent to 73.9 percent. In that same series of questions, we asked about the extent that faculty members at the three academies exhibited the same leadership attributes. Both male and female midshipmen rated the USNA faculty substantially lower in each category than USAFA and USMA male and female cadets rated their respective faculty.

See Tables A.9. and A.10. in Appendix A for details.

## **Willingness to Confront and Report Sexual Harassment and Sexual Assault**

We asked cadets and midshipmen, based on behavior they had observed, to indicate the extent cadets/midshipmen at their academy would be willing to “[C]ONFRONT other cadets/midshipmen who engage in sexual HARASSMENT, including inappropriate comments and actions”; “[R]EPORT other cadets/midshipmen who continue to engage in sexual HARASSMENT after having been previously confronted”; and “[R]EPORT other cadets/midshipmen who commit sexual ASSAULT.”

**Female Respondents.** A higher percentage of USAFA female respondents indicated a cadet willingness to: “[C]ONFRONT other cadets who engage in sexual HARASSMENT, including inappropriate comments and actions”; “[R]EPORT other cadets/midshipmen who continue to engage in sexual HARASSMENT after having been previously confronted”; and “[R]EPORT other cadets/midshipmen who commit sexual ASSAULT,” than did USMA and USNA female respondents. A total of 37.5 percent of USAFA female respondents indicated they would be willing to “[C]ONFRONT other cadets who engage in sexual HARASSMENT, including inappropriate comments and actions.” Twenty one percent and 17 percent, respectively, of USMA and USNA female respondents indicated such willingness. Approximately 20 percent of USMA and 15 percent of USNA female respondents indicated cadets/midshipmen would be willing to “[R]EPORT other cadets/midshipmen who continue to engage in sexual HARASSMENT after having been previously confronted,” as compared with 33.7 percent for USAFA female respondents. Only 28.4 percent of USNA female respondents and 36.6 percent of USMA female respondents indicated cadets/midshipmen would be willing to “[R]EPORT other cadets/midshipmen who commit sexual ASSAULT,” as compared with 53.9 percentage for USAFA female respondents.

**Male Respondents.** A much lower percentage of male respondents at USNA than at USAFA and USMA indicated cadets/midshipmen would be willing to “[C]ONFRONT other cadets/midshipmen who engage in sexual HARASSMENT, including inappropriate comments and actions”; “[R]EPORT other cadets/midshipmen who continue to engage in sexual HARASSMENT after having been previously confronted”; and “[R]EPORT other cadets/midshipmen who commit sexual ASSAULT.” Only 34.5 percent of USNA male respondents indicated midshipmen would be willing to “[C]ONFRONT other cadets/midshipmen who engage in sexual HARASSMENT, including inappropriate comments and actions.” This proportion compares to 51 percent and 46 percent, respectively, for USAFA and USMA male respondents. Approximately 52 percent of male USAFA respondents, 50 percent of male USMA respondents, and 34.5 percent of male USNA respondents indicated cadets/midshipmen would be willing to “[R]EPORT other cadets/midshipmen who continue to engage in sexual HARASSMENT after having been previously confronted.” Approximately 73 percent of male USAFA respondents, 68 percent of male USMA respondents, and 58 percent of male USNA respondents indicated cadets/midshipmen would be willing to “[R]EPORT other cadets/midshipmen who commit sexual ASSAULT.”

See Tables A.11. and A.12. in Appendix A for details.

## **Personal Loyalties, Barriers to Reporting, and Fraudulent Reporting**

We asked cadets/midshipmen the extent they think cadets/midshipmen at their academy: (1) “[a]llow personal loyalties to affect reporting of sexual ASSAULT,” (2) “[d]o not report sexual assault out of concern they or others will be punished for infractions, such

as fraternization or underage drinking,” and (3) “[c]onsider fraudulent reporting of sexual assault incidents to be a problem at the Academy.”

The purpose of this question was to obtain the cadets’/midshipmen’s opinion about how common fraudulent reporting was at their academy. Because the results were more than we expected, we consider it possible victims and non-victims may have understood the question differently, but we can not know for sure. Also, the male victim respondents were a much smaller number in relation to the male survey sample population.

The detailed reports by academy and gender reflect breakdowns by class year of graduation.

**Female Respondents.** Approximately 29 percent of female USAFA respondents, 35 percent of female USMA respondents, and 40 percent of USNA respondents believe that cadets/midshipmen at their academies “[a]llow personal loyalties to affect reporting of sexual ASSAULT.” Higher percentages of USMA and USNA female respondents (52.4 percent and 49.5 percent, respectively) than USAFA female respondents (32.9 percent) believe that cadets/midshipmen “[d]o NOT report sexual ASSAULT out of concern they or others will be punished for infractions, such as fraternization or underage drinking.” Approximately 78 percent of female USAFA respondents, 77 percent of female USNA respondents, and 65 percent of female USMA respondents “[c]onsider fraudulent reporting of sexual ASSAULT incidents to be a problem at the Academy.”<sup>15</sup>

**Male Respondents.** Approximately 22 percent of male USNA respondents, 18 percent of male USAFA respondents, and 17 percent of male USMA respondents believe that cadets/midshipmen “[a]llow personal loyalties to affect reporting of sexual ASSAULT.” Further, approximately 29 percent of male USNA respondents, 22 percent of male USMA respondents, and 21 percent of male USAFA respondents believe that cadets/midshipmen “[d]o NOT report sexual ASSAULT out of concern they or others will be punished for infractions, such as fraternization or underage drinking.” Finally, approximately 81 percent of male USAFA respondents, 76 percent of male USNA respondents, and 60 percent of male USAFA respondents “[c]onsider fraudulent reporting of sexual ASSAULT incidents to be a problem at the Academy.” (See Footnote 15. Also, the number of male victims was small in relation to the total number of male respondents.)

See Tables A.13. and A.14. in Appendix A for details.

### **Willingness to Report to Various Agencies**

We asked cadets/midshipmen whether they would be willing to report a personal sexual assault to various positions or agencies.

**Female Respondents.** At both USAFA and USMA, female respondents were most willing to report to academy chaplain/clergy, while at USNA female midshipmen were most willing to report to a peer resource (SAVI Guide). The second highest for USAFA and USMA females was installation medical personnel, while USNA females chose SAVI advocate/coordinator.

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<sup>15</sup> This survey question was intended to produce responses that would enable us to gauge cadet/midshipman opinions on the extent to which fraudulent sexual assault reporting is common at the academies. The results produced higher victim proportions than expected, indicating a possibility that victims and non-victims understood the question differently, or applied interpretations to the question that were not intended.

**Male Respondents.** Male cadets and midshipmen most frequently chose Academy Chaplain/Clergy. The second highest choice for USAFA males was installation medical personnel, USMA males chose “faculty member, coaches, or academy staff not in chain of command,” and USNA males selected peer resource (SAVI Guide).

See Tables A.15. and A.16. in Appendix A for details.

### **Sexual Harassment**

We asked cadets and midshipmen about sexual talk and/or behavior that were both uninvited and unwanted, and in which they did not participate willingly. They were asked “SINCE JUNE OF 2003, how frequently have you been in situations where persons assigned to your Academy (i.e., cadets/midshipmen and/or other military or civilian personnel working at your Academy),” (emphasis in original) followed by a series of behaviors, including:

- “Repeatedly told stories or jokes of a sexual nature that were offensive to you”;
- “Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)”;
- “Made offensive remarks about your appearance, body, or sexual activities”;
- “Made gestures or used body language of a sexual nature that embarrassed or offended you”;
- “Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it”;
- “Continued to ask you for dates, drinks, dinner, etc., even though you said “No”;
- “Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior”;
- “Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review or evaluation)”;
- “Touched you in a way that made you feel uncomfortable;”
- “Treated you badly for refusing to have sex;” and
- “Implied better assignments or better treatment if you were sexually cooperative.”

Respondents were asked to indicate the frequency they experienced these behaviors. The possible answers were: never, once or twice, several times, often, or very often. The most frequent behavior female cadets and midshipmen experienced often or very often was “[r]epeatedly told stories or jokes of a sexual nature that were offensive to you”—approximately 23 percent (USNA), 21 percent (USMA) and 10 percent (USAFA). The rates at which male cadets/midshipmen experienced such behavior was much less (five percent at each academy). Female respondents also experienced “. . . offensive remarks about your appearance, body or sexual activities” often or very often—approximately 15 percent (USMA and USNA) and 6 percent (USAFA).

See Tables A.17. and A.18. in Appendix A for details.

Both female and male responses indicated that several behaviors never or very seldom occur at all three academies. These behaviors include:

- “Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior”;
- “Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review or evaluation)”;
- “Treated you badly for refusing to have sex”; and,
- “Implied better assignments or better treatment if you were sexually cooperative.”

The behavior that most cadets and midshipmen (both genders) appear to experience is, “[t]ouched you in a way that made you feel uncomfortable.” On average, only approximately 4 percent of male respondents and 21 percent of female respondents indicated they never experienced this behavior.

See Tables A.19. and A.20. in Appendix A for details.

We also asked cadets and midshipmen whether they considered the behaviors they marked as happening to them as constituting sexual harassment. Tables 7 and 8 reflect the responses.

**Table 7. Female Responses  
Behaviors Considered Sexual Harassment**

Behavior	USAFA	USMA	USNA
None were sexual harassment	37.4%	34.6%	33.7%
Some were sexual harassment	26.8%	39.8%	40.2%
Most were sexual harassment	8.0%	7.7%	9.7%
All were sexual harassment	7.5%	8.3%	6.7%
Does not apply	19.6%	9.5%	9.4%

**Table 8. Male Responses  
Behaviors Considered Sexual Harassment**

	USAFA	USMA	USNA
None were sexual harassment	39.3%	45.8%	38.4%
Some were sexual harassment	8.3%	6.2%	8.0%
Most were sexual harassment	1.8%	1.6%	1.2%
All were sexual harassment	3.2%	1.7%	2.4%
Does not apply	46.7%	43.9%	49.3%

## Sexual Assault

We asked the respondents to answer “yes” or “no” to the following question: “[S]ince becoming a cadet/midshipman, has someone done any of the following to you without your consent and against your will?” The answer choices included:

- “Touched, stroked, or fondled your private parts”
- “Physically attempted to have sexual intercourse with you, but was not successful”
- “Physically attempted to have oral or anal sex with you, but was not successful”
- “Had sexual intercourse with you”
- “Had oral sex with you”
- “Had anal sex with you”

These choices describe criminal conduct actions that are punishable under punitive articles in the Uniform Code of Military Justice (UCMJ), and that are associated with UCMJ sexual assault offenses specified in Article 134 (Indecent Assault), Article 125 (Nonconsensual Sodomy), Article 120 (Rape), and Article 88 (Attempts). Respondents who answered “yes,” were instructed to answer 14 additional questions regarding each incident, for up to 4 incidents. Respondents who answered “no” were not given an opportunity to answer questions regarding sexual assault incidents.

**Female respondents.** A total of 262 female respondents (USAFA--79, USMA--100, and USNA--83) answered “yes” to the question and indicated 302 total incidents.

- 278 incidents occurred between 1999 and 2004--24 incidents occurred on unknown dates
- 34 respondents indicated experiencing more than one incident
- 176 of the 302 incidents (58.3 percent) involved touching, stroking, or fondling private parts<sup>16</sup>
- 171 incidents (56.6 percent) occurred on the installation in the dormitory/barracks
- 266 of 290 offenders (92 percent) were other cadets or midshipmen

**Male respondents.** A total of 54 male respondents (12--USAFA, 16--USMA, and 26--USNA) reported 55 incidents between 1999 and 2004 (one USNA respondent reported two incidents).

- 40 of the 55 incidents (72.7 percent) involved touching, stroking, or fondling private parts<sup>17</sup>
- 32 incidents (58.2 percent) occurred on the installation in the dormitory/barracks
- 41 of 47 identified offenders (87.2 percent) were other cadets or midshipmen

See Tables A.21. and A.22. in Appendix A for details.

Other questions to respondents who indicated sexual assaults included: “[t]o which authorities, if any, was this incident reported?”; “[d]id anyone in a position of authority

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<sup>16</sup> The respondents were instructed to check all behaviors that applied to each incident. Therefore, the number of behaviors indicated may exceed the total incidents identified.

<sup>17</sup> The respondents were instructed to check all behaviors that applied for each incident. Therefore, the number of behaviors indicated may exceed the total incidents listed

retaliate against you for reporting this incident,” and if so who; and did you “experience . . . any . . . OTHER repercussions for reporting this incident?”

### **Reporting of Sexual Assault Incidents**

**Female Respondents.** Of the 302 sexual assault incidents indicated by female respondents:

- 39 incidents (12.7 percent) were reported to the Officer/NCO chain of command;
- 24 incidents (7.8 percent) were reported to Military Criminal Investigative Organizations (i.e., AFOSI, CID, or NCIS);
- 20 incidents (6.5 percent) were reported to Academy Counseling and Development Center, and
- 18 incidents (5.9 percent) were reported to Academy Chaplain/Clergy.
- 206 incidents (67.1 percent) were not reported to authorities.

**Male respondents.** Of the 55 sexual assault incidents indicated by male respondents:

- 42 (76.4 percent) were not reported to authorities—“other comments” from 5 respondents indicated the incidents were not serious enough to report;
- 2 (3.6 percent) were reported to Officer/NCO chain of command (AOC, MTL, TAC, Co. Officer, SEL);
- 2 (3.6 percent) were reported to academy chaplain/clergy;
- 7 (1 each—1.8 percent) reported to (1) Academy staff and faculty member (not in chain of command), (2) person in cadet chain of command, (3) a peer resource, (4) a SAVI Advocate/Coordinator, (5) installation medical personnel, (6) Criminal Investigative Organization (AFOSI, USCIDC, or NCIS); and (7) civilian law enforcement agency.

See Appendix A, Table A.23 and Table A.24 for further details.

### **Reprisal for Reporting Sexual Assaults**

We asked those cadets/midshipmen who answered, “yes” to the question about experiencing sexual behavior “against your will and without your consent,” whether anyone in a position of authority retaliated against them for reporting an incident. Retaliation was defined as “unwarranted punishment, demotion, or withholding a favorable duty position.”

**Female Respondents.** A total of 10 female respondents indicated they experienced 22 instances of retaliation from an authority figure for reporting 11 sexual assault incidents (USAFA 5, USMA 4, USNA 2).<sup>18</sup> Table 9 reflects the authority figures that female respondents indicated retaliated against them for reporting a sexual assault incident. The respondents were instructed to “check all that apply.” Therefore the number of individuals indicated in Table 9 exceeds the number of incidents.

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<sup>18</sup> One USAFA female respondent indicated experiencing retaliation for reporting two sexual assault incidents.

**Table 9. Female Respondents - Reprisal by Academy Officials**

	USAFA	USMA	USNA	Totals
<b>Cadet in my chain of command</b>	2	2	0	4
<b>Upperclassmen NOT in my chain of command</b>	3	3	0	6
<b>Commissioned Officer in my chain of command</b>	2	3	0	5
<b>Other Academy staff or faculty</b>	1	3	2	6
<b>Service officials outside your Academy</b>	0	1	0	1
<b>Totals</b>	8	12	2	22

**Male Respondents.** One USMA male cadet indicated experiencing reprisal for reporting a sexual assault incident. The same respondent indicated having experienced ostracism, harassment, or ridicule.

In addition to the 1 male cadet, 31 female respondents reported experiencing repercussions from cadets/midshipmen NOT in their chain of command, and 13 instances from cadets/midshipmen within their chain of command. A total of three respondents reported repercussions from academy staff or faculty members. A total of eight respondents reported “other significant repercussions.” Table 10 reflects the responses of female cadets/midshipmen indicating they experienced other repercussions for reporting an incident of sexual assault. Respondents were instructed to check all answers that applied to each incident.

**Table 10. Female Respondents - Other Repercussions Experienced**

Type of Repercussions	USAFA	USMA	USNA	Total
<b>Ostracism, harassment, or ridicule from other cadets/midshipmen NOT in chain of command</b>	13	8	10	31
<b>Ostracism, harassment, or ridicule from other cadets/midshipmen in chain of command</b>	5	3	5	13
<b>Ostracism, harassment, or ridicule from Academy staff or faculty members</b>	0	2	1	3
<b>*Other significant repercussions<sup>19</sup></b>	2	5	1	8
<b>Did not experience other repercussions</b>	12	14	9	35
<b>Total</b>	32	32	26	90

## **Criminal Investigations**

We asked the respondents. “[d]id a military criminal investigative organization (AFOSI, USACIDC or NCIS) or a civilian law enforcement agency conduct a criminal investigation?” The female respondents indicated 29 incidents (39.2 percent) were investigated, 39 incidents (52.7 percent) were not investigated, and the respondents did not know if 6 incidents (8.1 percent) were investigated. Except for one respondent who did not know, male respondents indicated their incidents were not investigated.

We also asked the respondents why a criminal investigation was not conducted. Female respondents indicated that criminal investigations were not conducted in 27 incidents (36.5 percent) because they did not report the incidents to law enforcement officials. Seven female respondents (9.5 percent) indicated they declined to cooperate with an

<sup>19</sup> “Others” is explained in detail in the body of the report.

investigation. Four female respondents did not know why a criminal investigation was not conducted. Male respondents indicated that criminal investigations were not conducted because the incidents were not reported to law enforcement officials.

### Reasons for Not Reporting Sexual Assault

Recognizing that individuals have many reasons for not reporting a sexual assault, we asked the respondents that experienced sexual assault behavior to choose the reasons most important to them when deciding not to report to authorities. Fear of ostracism, harassment, or peer ridicule was among the top three choices at only one academy. Table 11 reflects the top 3 reasons, by academy, for female cadets/midshipmen not reporting sexual assaults.

**Table 11. Female Respondents  
Top Reasons for not Reporting Sexual Assaults**

Reason for Not Reporting	USAFA		USMA		USNA		Total	
	No.	%	No.	%	No.	%	No.	%
Handled it myself	33	33.7	46	33.6	39	35.1	118	34.1
Shame/embarrassment	30	30.6	47	34.3	36	32.4	113	32.7
Thought I could deal with it myself	35	35.7			36	32.4	71	20.5
Feared ostracism, harassment, or peer ridicule			44	32.1			44	12.7
<b>Total</b>	<b>98</b>	<b>100.0</b>	<b>137</b>	<b>100.0</b>	<b>111</b>	<b>100.0</b>	<b>346</b>	<b>100.0</b>

Table 12 reflects the top 3 reasons, by academy, for male respondents not reporting.

**Table 12. Male Respondents  
Top Reasons for not Reporting Sexual Assaults**

Reason for Not Reporting	USAFA		USMA		USNA		Total	
	No.	%	No.	%	No.	%	No.	%
Not serious enough to report	8	44.4	5	25.0	9	42.9	22	37.3
Handled it myself	6	33.3	5	25.0	8	38.1	19	32.2
Feared public disclosure of the assault			10	50.0			10	17.0
Feared people would not believe me					4	19.0	4	6.8
Thought I could deal with it myself	4	22.2					4	6.8
<b>Total</b>	<b>18</b>	<b>100.0</b>	<b>20</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>59</b>	<b>100.0</b>

The answer choices “I handled it myself” and “I thought I could deal with it myself,” are similar. A total of 13 female USAFA respondents, 19 female USNA respondents, and 3 male USAFA respondents selected both answer choices as reasons for not reporting sexual assaults.

### Written Comments

The survey included five questions affording respondents an opportunity to provide written comments. These questions were:

- “Would you be willing to report a personal experience of sexual assault to the following individuals/agencies?”

- “To which authorities, if any, was this incident reported?”
- “Please indicate if you experienced any of the following OTHER repercussions for reporting this incident”
- “If you did not report this incident to MILITARY OR ACADEMY AUTHORITIES, please indicate the reasons that were the MOST IMPORTANT to you when you decided NOT to report?”
- “How satisfied were you with how the following individuals/agencies handled this incident? If you were NOT satisfied with any of the above, please explain why”:

The final four questions repeated as loops if a respondent indicated more than one sexual assault. We received 785 comments in response to these questions. Appendix A, Table 25 details the number of comments by question, academy and gender. Where applicable, the comments are included in the sections of the report that are specific to each academy.

The survey (Part V) also afforded respondents an opportunity to provide “general” comments regarding anything they desired in relation to the survey. We received 1,815 “general” comments, 221 from USAFA females, 182 from USMA females, 300 from USNA females, 404 from USAFA males, 278 from USMA males, and 430 from USNA males. These comments were categorized, based on content, and the following 12 categories were identified: Sexual Harassment Climate; Academy Leaders; Agenda for Change; Sexual Assault Climate; Academy Culture/Climate; Honor Code; Gender segregation in the dormitory/barracks; Gender issues; Training; Victim Witness Assistance Programs; Improve Assessment Process of Potential Cadets; Alcohol; and Other. Appendix A, Table A.26, details the number of comments by category, academy and gender. Because some comments relate to more than one category, the resulting aggregate numbers may exceed the total comments reported above.

Within each report section by academy and gender, where appropriate, we included respondent written comments to provide context to survey question data. We also included an analysis of the comments (specific to each academy) in each section addressing a particular academy and gender. The respondent comments included in the report are generally verbatim. However, we performed limited editing as necessary to ensure respondent anonymity and remove potentially hurtful language.