SECRETARY OF DEFENSE
1000 DEFENSE PENTAGON
WASHINGTON, DC 20301-1000

SEP 25 2012

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND READINESS
CHIEFS OF THE MILITARY SERVICES

SUBJECT: Evaluation of Pre-Command Sexual Assault Prevention and Response Training

Considerable efforts are now underway within each Military Department and Service focused on combating sexual assault, a terrible crime totally at odds and incompatible with the core values of the Armed Forces of the United States. It is clear to me that each of you is personally engaged in developing innovative prevention strategies, employing new training approaches, and ensuring compassionate and responsive support for sexual assault victims. Your sustained emphasis is indispensible in communicating to commanders and leaders at all levels that prevention of sexual assault is a command and leadership responsibility.

However, we still have much work to do. To that end, in January, I directed an evaluation of the training provided to our prospective commanders and senior enlisted leaders on the Sexual Assault Prevention and Response (SAPR) Program. Based on the results of this review, and consistent with the missions of each Military Service, I am directing you to work together to:

- Develop and implement standardized core competencies and learning objectives applicable to pre-command and senior enlisted leader SAPR training; and

- Develop and implement standardized methods for objectively assessing the effectiveness of pre-command and senior enlisted leader SAPR training.

Furthermore, each Service will review the attached Pre-Command Training assessment report and address the findings within your training programs. Specifically, the Services will:

- Provide a dedicated block of SAPR instruction for commanders and senior enlisted leaders in your courses that allows for sufficient time to achieve learning objectives. This instruction should be interactive and include a variety of vignettes, exercises, and/or discussion. The evaluation team examined courses of various lengths and observed that courses lasting about 2 hours adequately addressed the required learning objectives;

- Provide SAPR program information and guidance for commanders in a quick-reference "Commander's Guide;"

- Assess commanders' and senior enlisted leaders' understanding and mastery of the key SAPR concepts and skills; and

- Develop and implement commander and senior enlisted leader refresher training to sustain skills and knowledge.

Report to me on the development of these core competencies and methods of assessment, through the Under Secretary of Defense for Personnel and Readiness, by December 20, 2012. All the above measures are to be fully implemented for class start dates after March 30, 2013.

I am convinced that collaboration across the Department of Defense and sharing best practices in sexual assault prevention with all military leaders will make our efforts and programs even more effective.

Attachment:
As stated

cc:
General Counsel
Assistant Secretary of Defense for Legislative Affairs
Assistant Secretary of Defense for Public Affairs