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

SEP 2 5 2012

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
CHIEFS OF THE MILITARY SERVICES

SUBJECT: Prevention and Reporting of Sexual Assault and Other Misconduct in Initial Military Training

Sexual assault has no place in the military or the Department of Defense. It is an affront to the American values we defend and the good honor of our Service members and their families. I note that the abhorrent behavior of some is not representative of the men and women in our military who are responsible for the care of our youngest and most vulnerable Service members. We must do everything we can to prevent sexual assault, ensure a climate that supports victims' ability and desire to report this crime, and to hold perpetrators determined to have committed a sexual assault or other offense appropriately accountable.

Regardless of Service or accession method, Department surveys indicate our youngest, newest Service members are the most likely to experience a sexual assault. So that they may become successful soldiers, sailors, airmen, and marines, we owe our people a safe and secure initial military training environment, which includes basic training and follow-on advanced or technical training for enlisted personnel and initial skills training for commissioned officers. We must also verify that the policies and procedures we have in place deter those who would ignore standards and engage in inappropriate behavior or criminal activity. In addition, trainees must have unobstructed access to timely, private reporting of sexual assault and other misconduct. I expect you to convey directly to all personnel within your training organizations the absolute necessity of providing a safe and professional training environment.

While we have put many new policies in place to address sexual assault and its impact on the victim, recent events at Lackland Air Force Base make clear that we still have more work to do. Therefore, I am directing that each Department perform a comprehensive assessment of its initial military training to include, but not be limited to, the following areas:

- Selection, training, and oversight of instructors and leaders who directly supervise initial military training. This review should particularly consider the potential benefits of increasing the number of female training instructors;

- Manning, including the ratio of instructors to students and the ratio of leaders in the chain of command to instructors;

- Internal controls in place to identify and prevent behavior inconsistent with established standards by instructors and leaders throughout all phases of initial military training;

- Student accessibility to Sexual Assault Prevention and Response (SAPR) services;
- Timing, content, and delivery of SAPR-related training; and
- Timing, content, and effectiveness of student feedback mechanisms.

Please report your findings and recommendations back to me, through the Under Secretary of Defense for Personnel and Readiness, by February 8, 2013.

cc:
Under Secretary of Defense for Personnel and Readiness
General Counsel
Assistant Secretary of Defense for Legislative Affairs
Assistant Secretary of Defense for Public Affairs