



DEPARTMENT OF THE AIR FORCE
WASHINGTON DC

OFFICE OF THE ASSISTANT SECRETARY

6 JUL 2022

MEMORANDUM FOR DISTRIBUTION C
ALMAJCOM-FOA-DRU
FIELD COMMANDS

SUBJECT: Department of the Air Force Sexual Assault Prevention and Response Victim
Advocacy Services and Confidential Reporting for Military Sexual Harassment

Sexual harassment and other forms of interpersonal violence (e.g., sexual assault, domestic violence, child abuse, etc.) negatively affect Airmen and Guardians' wellbeing, erode unit cohesion, and ultimately degrade combat readiness and mission success. This is unacceptable and we must continue to take direct action to drive meaningful and positive change.

On February 28, 2022, in a letter entitled *Sexual Assault Prevention and Response Updates*, the Department of the Air Force (DAF) senior leaders highlighted several initiatives underway to implement recommendations from the Independent Review Commission (IRC) on Sexual Assault in the Military and Fiscal Year (FY) 2022 National Defense Authorization Act (NDAA) requirements. The DAF is taking additional actions to improve Airmen and Guardians' access to resources and support services by implementing Section 532 of the FY 2021 NDAA, *Confidential reporting of sexual harassment*, and IRC Cross-Cutting Recommendation 1, *DoD should immediately make sexual harassment victims eligible for Sexual Assault Prevention and Response (SAPR) services and undertake a review of all policies and structures*.

The DAF is expanding victim advocacy services to Service member sexual harassment victims, including crisis intervention and safety assessments, by allowing Service members to report a sexual harassment through an unrestricted or restricted (confidential) reporting option with the Sexual Assault Prevention and Response (SAPR) office. Regardless of the reporting option selected, Service members will have confidentiality with a sexual assault response coordinator (SARC) or SAPR victim advocate (SAPR VA) as it relates to victim assistance.

Unrestricted Report. This reporting option allows a Service member to report sexual harassment to a SARC or SAPR VA and receive victim advocacy services from that office. This reporting option will result in the SARC or SAPR VA notifying and conducting an in-person, virtual, or telephonic referral with the Service member's commander and installation equal opportunity (EO) office to initiate an investigation (or clarification report via EO processes) of the sexual harassment allegation(s).

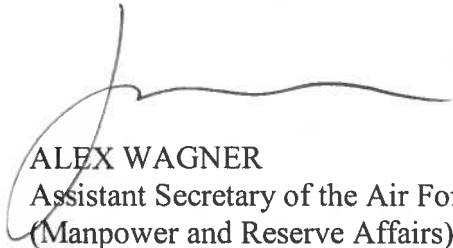
Restricted Report. This reporting option allows a Service member to confidentially report sexual harassment to a SARC or SAPR VA and receive victim advocacy services from that office. This reporting option does not trigger an investigation or notification to the Service member's command or installation EO office, unless there is written consent from the Service member or, if there is a clear and present risk to health and safety to the Service member or another person, as determined in consultation with the servicing legal office.

Within 60 days of this policy letter, the DAF SAPR Program will provide victim advocacy services for Service member sexual harassment victims. Victim advocacy services via the SAPR program do not replace the military equal opportunity (MEO) complaint processes available to Service members, as described in DAF Instruction 36-2710, *Equal Opportunity Program*. As such, Service members electing an unrestricted report to receive sexual harassment victim advocacy may also choose to file a separate MEO complaint alleging sexual harassment.

By September 30, 2022, the DAF SAPR Program will attain full oversight of military sexual harassment victim advocacy through policy and procedures, to include managing and tracking Service member sexual harassment victim advocacy case management information. The DAF EO Program will retain the processing and tracking of MEO sexual harassment complaints, as appropriate.

The DAF SAPR and EO offices, along with key stakeholders (e.g., commanders, judge advocates, chaplains, mental health providers, etc.), at all levels will ensure Service member sexual harassment victims are made aware of, have access to, and are provided an in-person, virtual, or telephonic referral for SAPR victim advocacy services. Installation SAPR and EO offices will also ensure that forthcoming functional policy and procedures are streamlined, communicated, and implemented across their respective installations. Great care will be taken to ensure that the victim's privacy is maintained, as appropriate.

This policy letter remains in effect until rescinded, or upon publication of updated DAF policies, whichever is earlier. My points of contact for this initiative are Brigadier General Debra Lovette, Integrated Resilience Director, at (703) 695-9472, or debra.lovette@us.af.mil; and Ms. Maritza Sayle-Walker, DAF EO Director, at (571) 345-4083, or maritza.sayle_walker.12@us.af.mil.



ALEX WAGNER
Assistant Secretary of the Air Force
(Manpower and Reserve Affairs)