



# Annual Sexual Harassment and Sexual Assault Report



**Fiscal Year 2023**





# Overview



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# Executive Summary



The Wyoming Military Department (WY MD) continues to intensely focus on the prevention of sexual assault, harassment and all corrosive behaviors that undermine our ability to be a trusted and effective institution that wins on the battlefield and protects the residents of our great state.

As I stated last year, I do not believe we have a culture of sexual violence within the WY MD.

Our state and country are challenged with pockets of the population who experience corrosive behaviors (sexual assault, suicide, drug abuse, etc.) that endanger and divide us as people rather than unifies us.

I do believe we have a small number of individuals who lack the maturity, experience, training, and emotional intelligence to always conduct themselves in a professional manner, particularly under the influence of alcohol.





# Executive Summary Cont.



## OVERALL ASSESSMENT:

- Victim reporting continues and includes incidents from previous years, indicating greater confidence in our system(s).
- We have developed a strong relationship with Wyoming Department of Workforces Services, which provides an alternate means of reporting and enables us to use their investigative processes and resources.
- The Integrated Primary Prevention Workforce (IPPW) is resourced and stood up. We have also streamlined our processes for reporting, care, and investigation, which has improved consistency across our platforms.
- Based on data we have collected, we are now able to provide members who are most vulnerable with additional preventative training.





# Sexual Assault Cases



- **Reports in the WY MD from FY23: 11** (7 incidents occurred in FY23; 1 incident occurred in FY21; 3 incidents occurred in FY20)
  - **3 restricted**
    - No data available
  - **5 unrestricted (3 Wyoming Army National Guard (WY ARNG), 2 Wyoming Air National Guard (WY ANG))**
    - Of these, 2 cases involved Wyoming National Guard (WYNG) perpetrators
      - 1 case under investigation by Local Law Enforcement (LLE)
      - 1 case was investigated by LLE; did not meet the sexual assault threshold and was closed; the member received a no contact order and was flagged in the military system during the investigation but received no administrative punishment by the military due to lack of evidence.
  - **3 limited participation (WY ANG)** WY MD is aware of the affected individuals and all 3 have been offered services; however, none have officially reported the incidents that occurred in FY20.





# Sexual Harassment Cases



- **Fiscal Year 2023 Data**

- Formal complaints: **1**

- Investigated through a military Command Directed Investigation (CDI)
- A military investigator adjudicated the complaint as SUBSTANTIATED
- Finding endorsed by offenders Commander and WY MD's Senior Legal Counsel
- Offender received administrative punishment





# Actions Taken in FY23



- IPPW consists of six full time members, including Integrated Primary Prevention Officer, Attorney-Adviser, two Prevention Specialist Leads, and two Tactical Prevention Specialists. One more Tactical Prevention Specialist position will be coming in FY24.
- IPPW developed a QR Code to improve the current identified sexual harassment data reporting gaps which has made it easier for Soldiers, Airmen, and employees to report sexual harassment and sexual assault.
- Quarterly talking points are sent to all Commanders and Senior Enlisted leaders identifying the sexual assault trends in the WY MD.
- Staff Assistance Visit (SAV) by National Guard Bureau (NGB) has been requested for the Equal Employment Opportunity (EEO) program and for the IPPW program for August 2024.
- Each month, both services conduct a service specific Case Management Group (CMG) review of all the sexual assault cases involving their members.
- Established mandatory annual sexual assault training for all state employees.
- Commanders and Senior Enlisted Leaders (SELs) attended all Sexual Assault Prevention and Response (SAPR) mandatory trainings.





# Command Actions for FY24



- Continue to support every victim and survivor of sexual assault or sexual harassment.
- Incorporating Bystander Training into annual SAPR training for the WYANG.
- Continue Annual Reporting to Governor, to the Wyoming Legislature through the Joint Transportation, Highways, and Military Affairs Committee, and to the WY MD force.
- Continue annual review of agency policies.
- Conduct ongoing review of closed cases.
- Train a pool of Investigating Officers to expedite internal Command Directed Investigations of sexual harassment.
- Listen, Empathize, Validate, Encourage, Link to Resources (LEVEL) training for all Recruitment Sustainment Program (RSP)/Student Flight members before shipping to basic military training.
- Provide one page talking paper to all Commander/SELs following publishing of Annual Sexual Harassment/Sexual Assault Report.
- Continue holding military perpetrators accountable for their actions by imposing administrative punishment.
- IPPW will mitigate sexually harassing behavior and sexual misconduct through trend analysis, training, and education.







# Required Sexual Assault/Sexual Harassment Training



- Annual mandatory sexual harassment and sexual assault training.
- Sexual harassment and sexual assault training for new employees.
- SAPR and “grooming tactics” training for all newly enlisted members of the WY ANG’s Student Flight before they leave for Basic Military Training (BMT). They also receive additional SAPR training at BMT.
- SAPR training for all newly commissioned WY ANG officers at Total Force Officer Training (TFOT).
- Sexual Harassment and Assault Response and Prevention (SHARP) and “grooming tactics” training in the RSP for newly enlisted members of the WY ARNG before they ship to BMT. They also receive additional SHARP training at BMT.
- Buddy Aid is a mandated program within the WY ARNG for all RSP Soldiers prior to BMT. Additionally, all WY ARNG Soldiers are required to receive Buddy Aid training on a recurring basis.





# Required Sexual Assault/Sexual Harassment Training Cont.



- All new WY ARNG officers receive training through their commissioning source.
- Every WY ARNG Soldier receives annual SHARP training. Leaders attending the WY ARNG's pre-command course participate in advanced SHARP discussions/activities.
- Federal civilian employees received annual SHARP or SAPR training.
- The State of Wyoming employees within the WY MD receive initial sexual assault training, annual sexual assault training, and refresher training when/if assigned to a supervisory role.
- Advanced training for Soldiers and Airmen in the WY NG if they are selected Volunteer Victim Advocates (VVAs).





# Discussion / Questions

