



PERSONNEL AND
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE
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MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
CHAIRMAN OF THE JOINT CHIEFS OF STAFF
CHIEFS OF THE MILITARY SERVICES
CHIEF OF THE NATIONAL GUARD BUREAU
COMMANDERS OF THE COMBATANT COMMANDS
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: Actions to Address and Prevent Sexual Assault and Sexual Harassment in the Military

The warfighter ethos values respect for one's comrades in arms. Sexual assault and sexual harassment are antithetical to that ethos and divide the force. The DoD's unwavering commitment to preventing sexual assault and sexual harassment is essential to maintaining a unified, mission-ready military.

The DoD Fiscal Year (FY) 2024 Annual Report on Sexual Assault in the Military highlights the Department's progress in preventing sexual assault, enhancing victim care and support, and ensuring compliance with policy and law. Furthermore, the Department's oversight efforts have identified opportunities to take additional steps to counter sexual assault, assist Service members and their families in their recovery, and improve available support resources.

Therefore, I am directing the following actions:

- **Identify the prevention actions with greatest impact undertaken by the Military Service Academies (MSAs) Climate Transformation Task Force (CTTF).** While progress has been considerable at the MSAs, we must capitalize on this effort by identifying those practices that also have promise for the Total Force. To assess sustained impact of investment, the Office of Force Resiliency (OFR) will evaluate the CTTF efforts and will incorporate MSA On-Site Installation Evaluations (OSIEs) to be conducted in Academic Program Year 2026-2027 as part of the CTTF evaluation process. Report back on the plans for the CTTF evaluation and MSA OSIEs no later than September 30, 2025.
- **Continue the Sexual Assault Response Workforce transformation.** The Department has identified considerable efficiencies in reducing the collateral duty burden on Service members by moving to a full-time workforce. To that end, I direct the Secretaries of the Military Departments and the Chief of the National Guard Bureau to continue executing, consistent with Administration priorities, the plans developed in FY 2024 to reduce reliance on collateral duty personnel and improve the training, skills, and availability of full-time Sexual Assault Response Coordinators, Sexual Assault Prevention and Response (SAPR) Victim Advocates, and SAPR Program Managers to assist victims of sexual assault in their recovery. The Military Departments and National Guard Bureau will provide me, through the DoD Sexual Assault Prevention and Response Office (SAPRO), an update on the status of this task no later than September 30, 2025.

- **Develop a recovery plan for sexual assault reporters.** Department research shows experiencing sexual assault is correlated with negative career impacts and health outcomes, resulting in far too many Service members who experienced sexual assault to leave military service. Therefore, I direct DoD SAPRO to devise a non-clinical recovery program that will allow first responders to support Service members seeking assistance with restorative strategies to aide their return to health and resilience. DoD SAPRO will brief me on the plan to develop such a non-clinical recovery program no later than July 31, 2025.
- **Address resourcing and training for Special Victim Counsel (SVC).** The SVC Program is one of the most used, highly rated services provided to military and family member victims of special crimes. However, survey data indicates that the SVC attorneys may benefit from improved resourcing and preparation. To reinforce continued quality victim representation, I direct the Secretaries of the Military Departments to work with their respective Judge Advocate General Offices and the Staff Judge Advocate to the Commandant to assess and revise, as needed, SVC Program resources and training. I request the Secretaries of the Military Departments to provide me, through DoD SAPRO, with a joint briefing on their review and plans for their SVC Programs no later than September 30, 2025.
- **Improve collaboration and coordination of victim services in operational environments.** As we restore our military, we must ensure that we stand ready to support Service members regardless of their operational environment. My office will work with other DoD Components, as appropriate, to ensure sexual assault prevention and response capacity sufficient to respond in contingency and wartime conditions. DoD SAPRO will provide me with a briefing on their plans for actions to be taken on these efforts no later than October 31, 2025.
- **Continue establishing an Integrated Primary Prevention Workforce (IPPW).** Considerable progress has been made in hiring and training the Department's IPPW. In light of recent budgetary and hiring constraints, I direct the Secretaries of the Military Departments and the Chief of the National Guard Bureau to provide me, through OFR, an update on their progress and planned actions with respect to the IPPW no later than September 30, 2025.

It is imperative that the Department care for its Service members. With your help, we will accomplish this task by taking decisive action to address challenges facing our policy and programs, apply meaningful solutions, and make good on our commitment to Service member safety, assistance, and recovery.



Jules W. Hurst III
Performing the Duties of the Under Secretary of
Defense for Personnel and Readiness