



VERMONT NATIONAL GUARD LEGISLATIVE REPORT

Fiscal Year 2021

Sexual Assault and Sexual Harassment; Report

In Accordance with V.S.A. 20 §427



STATE OF VERMONT
OFFICE OF THE ADJUTANT GENERAL
789 Vermont National Guard Road
Colchester, Vermont 05446-3099

NGVT-TAG

14 January 2022

MEMORANDUM FOR: THE VERMONT LEGISLATURE

SUBJECT: Vermont National Guard Fiscal Year 2021 “Sexual Assault and Sexual Harassment; Report”

1. As required by law, attached is the tenth annual Vermont National Guard “Sexual Assault and Sexual Harassment; Report” (see Vermont Statutes Annotated, Title 20 §427). This report contains positive indicators regarding the Vermont National Guard programs. Commanders and leaders have created a climate where survivors of sexual assault are coming forward with confidence that their reports will be taken seriously, and knowledge that they will receive the support and care necessary.

2. The Vermont National Guard has a moral obligation to keep our men and women safe from those with intentions to attack their dignity and honor. The Vermont National Guard is unequivocal in its commitment to ensure that survivors of sexual assault, sexual harassment and gender discrimination based on sexual orientation are protected, treated with dignity and respect and provided proper care, while perpetrators are held accountable for their actions.

3. As each year passes, we continue our commitment to improve our prevention programs, processes and response capabilities to ensure the members of the Vermont National Guard feel empowered to address and intervene without fear of retaliation.

4. Point of contact for this memorandum is the undersigned at gregory.c.knight.mil@army.mil or (802) 338-3124.

GREGORY C. KNIGHT
Major General
The Adjutant General

Table of Contents

Executive Summary	1
Highlights and Changes in Fiscal Year 2021	2
Section 1: Sexual Assault	5
Section 2: Sexual Harassment and Discrimination based on Sexual Orientation	9
Section 3: SAPR Office Strategic Plan	10
Section 4: Addendum	14
Fiscal Year 2021 Gender Report	14
Figures	19
Policies	20
References and Definitions	21
Commonly Used Acronyms	23

Executive Summary

In May 2013, the Governor signed into law a requirement for The Adjutant General of the Vermont National Guard to provide a report on January 15th, 2014 and annually thereafter regarding sexual assault, sexual harassment and discrimination based upon sexual orientation (see Vermont Statutes Annotated Title 20, §427, “*Sexual Assault and Sexual Harassment; Report*”). Please see page 21 for all definitions and page 23 for the commonly used acronyms throughout this report. The information covered in these pages addresses case data from the Sexual Assault Prevention and Response (SAPR) office regarding reported sexual assaults and case data from the Military Equal Opportunity (MEO) Program and the Equal Employment Opportunity Program (EEOP) regarding sexual harassment and discrimination based on sexual orientation. Unless stated otherwise the MEO and EEOP programs will be referenced as the EO program for this report. Both programs share the same manager, Duffy Jamieson. The following material covers the period of 1 October 2020 through 30 September 2021.

This report will begin by reflecting on the highlights and changes seen throughout fiscal year (FY) 2021 followed by four topic sections; Sexual Assault, Sexual Harassment and Discrimination Based on Sexual Orientation, SAPR Office Strategic Plan, and an Addendum section. The SAPR Office Strategic Plan section of this report is new and has taken place of the Assessment section from previous year’s reports. The choice to make this change was based on the desire for the report to note relevant information that offers transparency by allowing legislators to see what the office is doing and how. The Assessment section previously put forth was constructed to show legislators how the Vermont National Guard (VTNG) measured the effectiveness of its programs. The assessment tools previously depicted have changed several times over the last few years and while they give the organization a view of what is happening, they no longer offer measures of effectiveness. They also are not digestible information for those outside of the VTNG. The Addendum portion of this report includes the FY21 Gender Report.

In fiscal year 2021 the SAPR office tracked three reports of sexual assault incidents that occurred within FY21 and two reports pertained to incidents which occurred in previous fiscal years. In all five of the reports the accused perpetrator was a member of the Vermont National Guard. As for the survivors in these cases, four were Vermont National Guard (VTNG) members and one is a civilian. In addition, the EO program processed zero sexual harassment complaints, otherwise known as formal or informal resolution requests. No service members filed reports related to discrimination based on sexual orientation.

Highlights and Changes in 2021

Highlights and Changes in 2021

Fiscal year 2021 saw the continuation of the Covid-19 global pandemic. The SAPR office and the EO program worked to navigate safety guidelines and changes to standard operating measures put in place by the pandemic while still offering service members supports, resources and access to easy reporting procedures. Despite all the challenges, the SAPR office and EO program have seen professional growth, have built partnerships inside and outside of the Guard, and have offered education and professional development initiatives to leaders and members throughout the Air and Army National Guard. FY21 also saw the release of the Organizational Assessment requested by The Adjutant General. This has acted as a guide and way ahead for both the SAPR office and the EO program. It spotlighted areas that need work and it underscored areas in which the Guard is excelling. In recent years all branches of the military have shifted their slogans, mottos, or ethos to promote the importance of “putting people first”. This is to ensure that all service members are taken care of in holistic terms. Vermont is doing this work. People first drives the work these offices do. FY21 was a time for perseverance, growth, and hard work for the Vermont National Guard in its efforts to address sexual assault and sexual harassment.

The NGB Organizational Assessment

In November 2019, Maj. Gen. Knight, Vermont Adjutant General, requested assistance from the National Guard Bureau (NGB) to provide a detailed assessment of the organization to identify areas needing improvement. NGB released the final version of the assessment on August 8, 2021. The report included results of a statewide command climate survey, an analysis of policies, and interviews of service members, complainants, and subject matter experts. NGB made findings and recommendations in the areas of sexual assault and harassment, equal employment opportunity, and personnel management.

The command climate survey showed the majority of VTNG personnel expressed favorable job satisfaction and trust in leadership. The survey also indicated a strong perception of favoritism, or a “good old boy” network, that may erode that trust. Changes are underway to help address perceptions of favoritism. For instance, there is a Merit Based Placement Policy, a Vermont Army National Guard Officer Career Management Plan, and updates to the Vermont Air National Guard enlisted promotion processes. The assessment also revealed a perception of unfairness related to position assignments and hiring practices, especially for women. At the time of the assessment, the VTNG did not have an official written policy regarding its selection and promotion practices, which may have contributed to these concerns. The VTNG now has a new merit-based hiring policy in place, to complement the Army National Guard Officer Career

Management Plan, now in its third year of implementation, both of which are designed to alleviate some of the identified concerns.

With respect to the SAPR program, NGB concluded that “Vermont National Guard service members generally found their sexual assault prevention and response climate to be adequate.” It also concluded that the reporting of sexual assault and harassment has improved since 2017. While the VTNG’s written policies on sexual assault complied with federal laws and regulations, the policies lacked specifics to ensure compliance. The report found that the VTNG did not have adequate staffing and resourcing in its sexual assault and harassment prevention program. With respect to the EO program, NGB found that certain policies were out of compliance. Policies related to harassment in the workplace did not provide adequate protections for complainants while policies related to the military complaint process did not comply with NGB directives.

There has been positive change in both programs since the report was issued. The VTNG published an Anti-Harassment Policy in February of 2021 and an Equal Employment Opportunity Policy in September 2021. A draft military Equal Opportunity Policy is currently being circulated for review. All three policies exceed federal requirements and NGB standards. The policies provide additional protections by making it easier for members to file complaints. The organizational assessment stated that the equal opportunity program and the SAPR office lacked sufficient resources. Adding fulltime staff would certainly benefit the programs and is a recommendation that needs to be carefully considered once sufficient funding permits. Still, the Vermont Army National Guard (VTNG) as diligently maintained its roster of military equal opportunity professionals (EOL’s and EOA’s) and victim advocates (VA’s). EOL’s and EOA’s provide support, training and resources for filing discrimination complaints to their respective commands. VA’s offer victims of sexual assault emotional support, resources, and information updates.

Other Important Changes

Maj. Gen. Knight sits on a General Officer Steering Committee, supervising two operational planning teams to develop a national approach to prevention and response to suicide, sexual harassment, and sexual assault. On August 5, 2021, he was appointed as the Vice Chair of the National Guard Bureau Joint Diversity Executive Council, the council that provides direction to the National Guard in the areas of diversity, equity and inclusion. A newly implemented “Reach Up” function within the VTNG mobile app provides members an easy way to file complaints, anonymously if they want. The “Reach Up” function is described in a trifold brochure and is being promoted by a team of subject matter experts who are visiting installations to explain the various programs related to sexual assault, equal opportunity, criminal investigations, and internal malfeasance.

The SAPR office held a series of events this past April to highlight Sexual Assault Awareness and Prevention Month (SAAPM). The new Sexual Assault Prevention and Response program manager, Nikki Sorrell, launched an “I Believe” campaign, an innovative approach to sexual assault awareness where members pledged to believe sexual assault survivors, knowing that less than 5% of all reports are found to be false. Members of the VTNG hiked Mt. Philo. A “Denim Day,” promoted solidarity among the members to support survivors and educate individuals about sexual assault. On April 29, 2021, the SAPR Office hosted a Facebook Live event for members to post questions for our team to answer as they concluded SAAPM. The SAPR Office also conducted several unit sexual harassment and sexual assault trainings, requested by junior leaders in the VTNG. These trainings represent a move away from conducting “canned” briefings developed by third parties.

While not specifically related to sexual assault or sexual harassment, the VTNG partnered with Dr. Mercedes Avila, a research PhD with UVM, to conduct several workshops on Structural Competence and Cultural Humility throughout August 2021. Having Dr. Avila speak to the members demonstrates an openness to tap into our community to promote awareness and positive change. We have asked Dr. Avila and Xusana Davis, Vermont’s Executive Director of Racial Equity, to serve as members of our Joint Diversity Executive Council (JDEC). JDEC has been very busy this year. After months of planning and numerous discussions, some of which involved Dr. Avila and Ms. Davis, JDEC issued a Diversity, Equity and Inclusion (DE&I) strategic plan that incorporates the recommendations received from the 2019 Women’s Workshop. The plan provides the lines of effort, vision, and intent for moving forward with our diversity and inclusion goals. Please see Figure 4.8 in the Addendum section to view the strategic plan. JDEC also issued newsletters in February and August discussing a variety of topics, including sexual assault and sexual harassment.

In response to years of feedback via climate surveys and sensing sessions, Family Readiness and Program Manager, Miriam Boyle, has taken the lead in our partnership with Let’s Grow Kids to develop affordable daycare for members on drill weekends. We anticipate a launch date in spring 2022. In March, Staff Sgt. Trisha Emmons organized a book reading to inspire young girls. The book, *Born to Fly*, is about a teenage girl who piloted a plane in WWII. The author spoke about the importance of inspiring girls to explore their potential. Staff Sgt. Emmons also organized a Women’s Hall of Fame that featured photos and biographical sketches of women who have made a difference. The Hall of Fame was featured in a VTNG social media discussion.

Sgt. Maj. Andrea Metcalf was selected to the Distinguished Members of the Adjutant General Corps for 2021. This award recognizes and honors Soldiers who have made outstanding and lasting contributions to the AG Corps. They are honored with a permanent display in the AG Corps Hall of Honor at the Adjutant General School, Fort Jackson, SC. Col. Diane Roberts, the VTNG Joint Chief of Diversity and Inclusion, served as a member of the Region I (New England, New York, and New Jersey) Joint Diversity Executive Council. She is active in strategic planning for the region. Col. Roberts is also our lead liaison with NGB.

Section 1: Sexual Assault

The Vermont National Guard SAPR office receives reports of sexual assault according to the Department of Defense definition which states sexual assault is: Intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the survivor does not or cannot consent. Includes: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy, or attempts to commit these acts. Currently the SAPR office is staffed by the Joint Force Headquarters (JFHQ) Sexual Assault Response Coordinator (SARC), Nikki Sorrell, and the Wing SARC, Serena Furnari. The team is currently hiring a Victim Advocate Coordinator which will allow the office to be fully staffed.

Ike Skelton National Defense Authorization Act for FY2011, section 1631 (Public Law 111-383) requires the Secretary of Defense to submit to the Committees on Armed Services of the Senate and House of Representatives an annual report on sexual assaults involving members of the Armed Forces during the preceding year, including reports from each of the Military Departments. The statistical data below reflects the reporting information submitted by the VTNG through the Defense Sexual Assault Incident Database (DSAID) and supplemental summary reports for FY21.

Reporting Options

The SAPR office offers three reporting options for service members which provide both confidential and non-confidential options to ensure survivors receive appropriate care and to hold offenders accountable. Service members who choose to report a sexual assault will elect either the Unrestricted (non-confidential/need to know basis) or the Restricted (confidential) option by completing the DD Form 2910: Victim Reporting Preference Statement. The third report type is Open with Limited and is used in circumstances where the survivor does not or chooses not to sign a DD Form 2910: Victim Reporting Preference Statement. This would occur if the survivor in the assault is a civilian, or if the case is reported via a third-party source such as a member of leadership learning of an incident prior to formal reporting. Please see definitions on page 21 for further report type definitions.

Please note that the Vermont National Guard (VTNG) does not have jurisdiction over either a civilian or military crime of sexual assault. Under Vermont Statutes Annotated, Title 20, §941, the VTNG has criminal jurisdiction over “purely military offenses;” civil courts will prosecute all other offenses. As a result, all Unrestricted reports of sexual assault are reported to local law enforcement for investigation.

Statistical Data

Figure 1.1, seen below, displays the sexual assault reports received in FY21. The data is broken down by report type (Restricted, Unrestricted, and Open with Limited) and by offense committed. As stated in the executive summary, the SAPR office received five reports of sexual assault in FY21. These report types, as shown, included two Unrestricted and three Open with Limited (please see definition on page 21 for report type definitions). The offenses committed included three rape incidents, one incident of abusive sexual contact, and one incident of unknown determination. Of these reports three incidents occurred in FY21, one incident occurred in FY19, and one occurred in FY05.

Figure 1.1

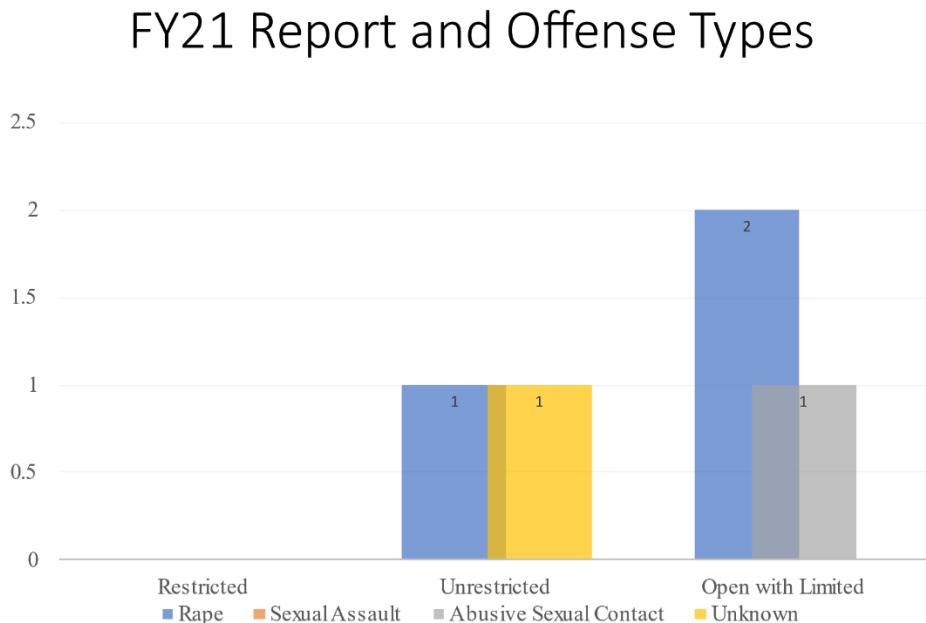
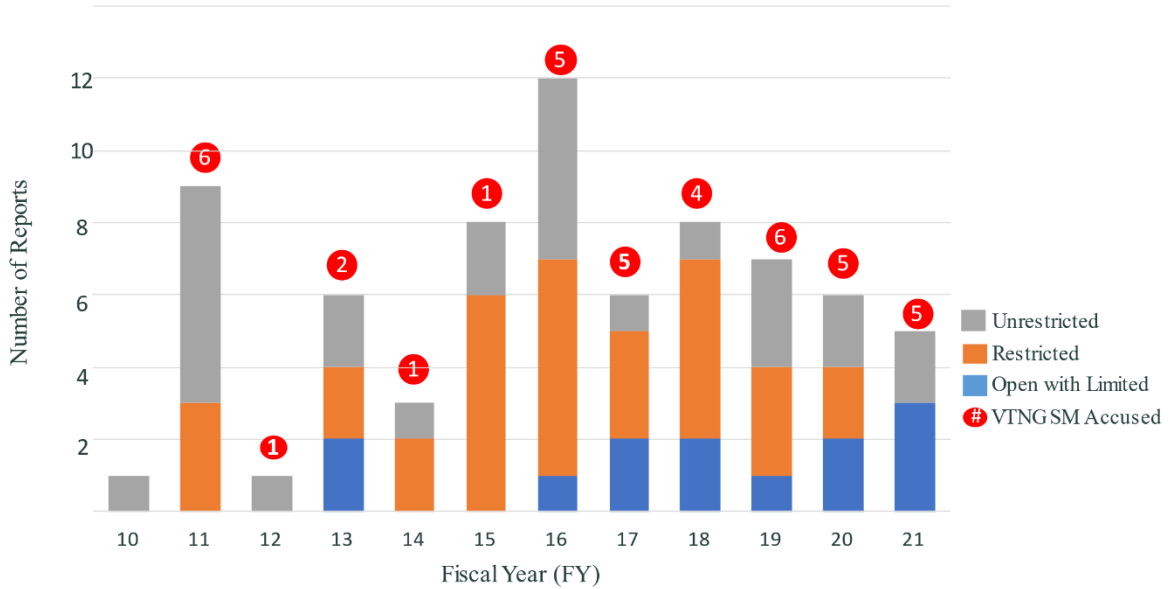


Figure 1.2, below, depicts the total reports of sexual assaults the SAPR office has received since its inception in FY10. The bars indicate total number or reports, the color on those bars indicates report type (please see definition on page 21 for report type definitions), and the red circle informs the reader of the number of perpetrators in those reports identified as Vermont National Guard members. Using FY20 as an example; the data reads that the office received six reports of sexual assault in FY20. Two Open with Limited, two Restricted, and two Unrestricted reports. Five of those total reports listed a Vermont National Guard (VTNG) member as the perpetrator, this further indicates that one of the perpetrators out of the six involved either a civilian or non-VTNG member.

Figure 1.2

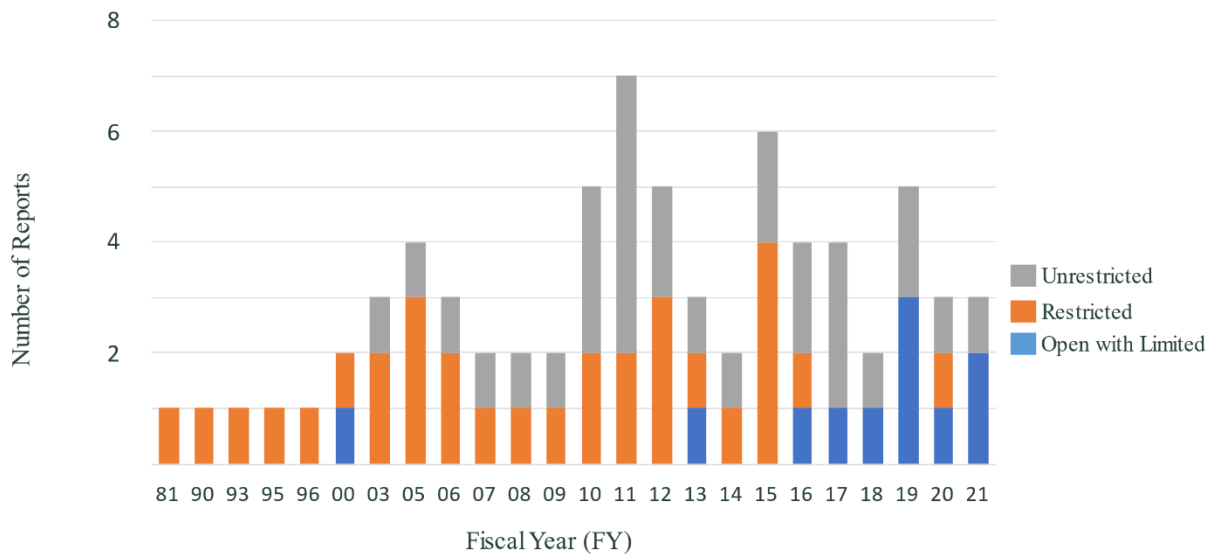
Total Reports by FY



The final figure, 1.3 shown below, depicts the total number of reports received by the SAPR office, the same reports illustrated in the chart above, broken out by the fiscal year the assaults occurred. This chart demonstrates that sexual violence affects all victims differently. The military has no time limits on reporting sexual assaults. This offers members time to heal, find safety, and/or report when it feels right for them. The SAPR office began taking reports in 2010 and, to date, survivors have come to report incidents that took place dating back to 1981.

Figure 1.3

Incidents by FY



Fiscal Year 2021 Sexual Assault Case Details

Case #	Incident Year	Survivor status time of incident	Accused status at time of incident	Type of Assault	LOD	Referrals
00050	2021	VTNG Member Male E-6	VTNG Member Male E-7	Abusive Sexual Contact	No	Yes
00063	2021	VTNG Member Female E-4	VTNG Member Male E-6	Rape	No	Yes
00469	2005	VTNG Member Male E-3	VTNG Member Male E-3	Unknown	No	Yes
00623	2021	VTNG Member Female E-3	VTNG Member Male E-3	Rape	Yes	Yes
00672	2019	Civilian Female	VTNG Member Male E-3	Rape	No	No

Disposition Data on FY 21 Reports Involving Accused Vermont National Guard Service Members

Case Number	Incident FY	Type of Report	Allegation	Disposition
00050	2021	Open with Limited	Abusive Sexual Contact	Resigned from full-time VTNG position. Administratively separated from drilling VTNG position.
00063	2021	Open with Limited	Rape	Rank Reduced to E-1, discharged with Other Than Honorable (OTH) service characterization. Going through the civilian court process.
00469	2005	Unrestricted	Unknown	Request for the Office of Complex Investigations (OCI) to investigate has been submitted. The subject is no longer in the VTNG, he is now in the Air Force Reserves.
00623	2021	Unrestricted	Rape	Chittenden Unit for Special Investigation (CUSI) is investigating this incident currently. Awaiting investigation outcome.

00677	2019	Open with Limited	Rape	Subject has been charged with Sexual Assault No Consent and is awaiting a criminal civilian trial. He was pulled from deployment, flagged and VTNG will wait for civilian case disposition.
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Federalized Reports

There has been one federalized case of sexual assault filed. The case was filed by a Vermont National Guard (VTNG) member while deployed outside of the continental U.S. (OCONUS). Both survivor and subject in this case are VTNG members. The survivor has advocate services and other resources. The SAPR office is tracking this case and has been in contact with the SARC and survivor involved. Because the incident occurred while on Title 10, Active Duty the case will follow the court-martial process and the SAPR office will assist the survivor through this process.

Section 2: Sexual Harassment and Discrimination Based on Sexual Orientation

In the National Guard reports of sexual harassment and discrimination based on sexual orientation are filed with the EO program. The manager of the EO program, the SEEM, reports statistical data for sexual harassment annually in accordance with Public Law 112-239, 126 STAT. 1764, section 579(b) to the National Guard Bureau who consolidates data from each State. The definition of sexual harassment applicable to this report is described in Department of Defense Directive 1350.2 which states: Sexual Harassment is a form of sex discrimination that involves unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature (see page 23 for further detail; 21 V.S.A. § 495d uses same verbiage). In July 2015 the Secretary of Defense announced no service member shall be involuntarily separated or denied reenlistment or continuation of active or reserve service on the basis of their gender identity. The policy adds sexual orientation to protected class status and therefore members can file complaints based on their protected class with the EO program.

Reporting Options

The EO program has three reporting options: Informal Resolution Request, Formal Resolution Request and Anonymous. Informal and Formal reports require the complainant to file Form NGVT-333. Those filing anonymously can file the NGVT-333 or they may use the “Reach Up” function on the VTNG app discussed in the Highlights section of this report. All reports of sexual harassment and discrimination based on sexual orientation will begin as an Informal Resolution Request. After the Informal process is complete the complainant may elect a Formal

Resolution. The Formal Resolution Request is then referred to National Guard Bureau (NGB) who determines whether to investigate the report or not. The EO program has begun using the terms “Internal and External” in place of “Informal and Formal” to offer service member clarity through the reporting process. This new language depicts the process by which reports are investigated; Informal reports get investigated internally and Formal reports get investigated externally. For further information on report types please see Definitions on page 21.

Current Statistical Data

During FY21 the EO program received zero complaints of sexual harassment, referred to an Informal or Formal Resolution Requests. Further, the EO program received no reported cases of discrimination, hazing or bullying based on sexual orientation.

Section 3: SAPR Office Strategic Plan

The Vermont National Guard SAPR Program has developed a strategic plan organized around three lines of effort constructed to guide the overall program and align program philosophy with action steps. These lines of effort and action steps were designed to incorporate prior work done by the SAPR office built to target risk and protective factors associated with sexual violence (Violence Prevention: Risk and Protective Factors, n.d.). Because the EO program handles sexual harassment complaints and the SAPR office handles sexual assault reports the two offices must work in tandem to mitigate such incidents in the Vermont Guard. Sexual harassment is often a precursor to sexual assault. The VTNG cannot target one without working to target the other.

SAPR Office Strategic Plan

Line of Effort 1: Work to create a culture that allows all members to feel connected, respected, and valued.

Action Steps:

- Offer education and events that give all members resources, information and tools that promote well-being, self-awareness, emotional intelligence, and a general feeling of connectedness.
- Conduct specialized educational briefs and/or group discussions based on topics related to this line of effort (LOE).
- Offer specialized training for leadership and service members who have an authoritative role such as victim advocate or equal opportunity leader.

Figure 3.1 below lists events, trainings and actions that correspond with LOE 1.

Action	Overview
Annual Unit Trainings	<p>All service members attend annual trainings for SAPR and EO program related topics: sexual assault, sexual harassment, and discrimination.</p> <p>SAPR training led by the SARC or Victim Advocate.</p> <p>The SEEM or an Equal Opportunity Leader (EOL) facilitates annual training for their portion.</p>
Joint Army/Air Leadership Professional Development	<p>Leaders for both Air and Army attended an educational brief led by the SARC in December of 2021. The brief informed leaders on program procedures and discussed topics related to sexual violence prevention and survivor support.</p>
Air Leadership Professional Development Training	<p>Air Leaders attended an education brief led by the members of the Air Guard Wellness Team. They discussed “what-to-do” scenarios related to mental health support, suicide prevention and sexual violence survivor support.</p>
SARC Specialized Training	<p>Specialized SARC led trainings for units that report concerning incidents or findings on Unit Risk Inventories (URI) (See page definitions on page 21)</p>
SEEM Discussions	<p>The SEEM has facilitated discussions for members and leaders to work through incidents that occur or could occur relating to diversity and inclusion matters as they arise.</p>
Victim Advocate Refresher Training	<p>The SAPR office has hosted two Victim Advocate Refresher Trainings in the last calendar year. These trainings offer Victim Advocates (VA’s) continuing education units towards their advocacy credentialing (32 hrs. required bi-annually). These trainings educate on topics such as domestic violence, trauma informed care, crisis planning, primary prevention, ethics, suicide awareness and other advocacy related topics.</p>
Equal Opportunity Leaders Course	<p>This year the SEEM and the team of EOA’s held the annual course where they focus on teaching future EOL’s how to support members making a complaint about sexual harassment or discrimination. Topics such as unconscious bias and member support are taught. The course graduated 12 new Equal Opportunity Leaders</p>
Reach Up Tour: Selling the Reach Up App	<p>The Vermont National Guard has created an App that allows service members to access many resources. The Reach Up feature allows members to report incidents immediately, and confidentially if they choose, to the SARC, SEEM, Inspector General, or Provost Marshal. Representatives from these offices have visited units to discuss the App, answer questions, and engage with soldiers and airmen face-to-face.</p>
Speaker: Obbie West	<p>In June of 2021 the SAPR office hosted Obbie West, a spoken word poet, activist, and advocate. Obbie discussed sexual violence, male victimization and educated members on the importance of supporting victims of these crimes.</p>
Speaker: Anna Nasset	<p>Anna Nasset from Stand Up Resources spoke on two occasions this year. She spoke about her experience as a stalking survivor and she educated our VA’s on suicide awareness and prevention.</p>

SAPR & Suicide Prevention 5K	The Vermont Air Guard hosted this annual run facilitated by the Wing SARC, Serena Furnari, and Trish Soter, Director of Behavioral Health for the Wing. This run is always well attended and though held virtually due to weather still had a great turnout this year.
April SAAPM Events	The SAPR office had its most successful SAAPM campaign to date based on organizational involvement. The support for events and specifically our “I Believe” campaign was very successful.
Wellness Wednesday	Hosted in April 2021 as a SAAPM event and in November 2021. These events included guided meditation, yoga led by a certified yoga instructor, arts, crafts, and snacks. These events offer our members space to decompress, socialize, and unwind.
The Quarterly Case Management Group	This Quarterly meeting is held for stakeholders in the SAPR program to share program updates, highlights, give guidance and offer education. This provides the SAPR office with the ability to share resource requirements with senior leaders and offer them anecdotal unit level feedback. These meetings do not include case specific details, they offer overviews only for continuity purposes.

Risk and Protective Factors Associated: The action steps taken by VTNG help to increase protective factors such as: emotional connectedness, empathy & concern, and reasoning to solve conflicts. The actions taken and still to be executed by VTNG work to decrease several risk factors associated with sexual violence; factors such as: acceptance of violence, traditional gender norms, lack of institutional support, hypermasculinity, suicidal behaviors, hostility towards women, and lack of accountability.

Line of Effort 2: Work to shift the response based nature of the SAPR program to incorporate a primary prevention model.

Action Step:

- Team with the Department of Defense Sexual Assault Prevention and Response Office (DoD SAPRO) by joining a national level working group committed to the roll out of the Prevention Based Work Force for all branches of military.
- Facilitate discussions and conduct specialized trainings with topics focused on healthy relationships, bystander intervention, and emotional intelligence. Strategies proven to help aid in the prevention of sexual violence (Violence Prevention: Risk and Protective Factors, n.d.)

Figure 3.2 below lists events, trainings and actions that correspond with LOE 2.

Action	Overview
SAPR Task Force Implementation Working Group	As of early January 2022 the JFHQ SARC works with a small group of national SAPR leaders and other SARC’s in the U.S. to create an action plan for the rollout of the Independent Review Committee’s (IRC) 82 recommendations for the SAPR program. This will create immense, national change for SAPR. Full implementation of changes expected by FY27.
Addition to Advocate Trainings	Prevention curriculum added into all victim advocate trainings hosted by the SAPR Office.

DoD SPARX Prevention Training	The JFHQ SARC will attend the DoD SPARX Prevention Training. A training built by members of the DoD and the CDC to educate members based on primary prevention strategies.
Addition to Annual Training	JFHQ SARC conducts many Army Guard trainings and has modified all trainings to include components on healthy relationships, emotional intelligence, and self-awareness.

Risk and Protective Factors Associated: These action steps help to increase protective factors such as: emotional connectedness and empathy & concern. The actions taken and still to be executed by VTNG work to decrease risk factors associated with sexual violence; factors such as: acceptance of sexual violence, traditional gender norms, violent intimate relationships, hypermasculinity, suicidal behaviors, and hostility towards women.

Line of Effort 3: Provide survivors of sexual assault support and resources that are holistic, individualized, and incorporate both military and community based connections.

Action Steps:

- Through conversations with survivors the office will work to understand what the service member wants from the program while specifically attempting to support members emotionally, physically, mentally, and spiritually.
- The office will meet these holistic needs by connecting the member with mental health professionals, advocates, legal guidance and medical attention through military, community or state resources.

Figure 3.3 below lists actions that correspond with LOE 3.

Action	Overview
SARCs	Both JFHQ SARC and Wing SARC are civilian employees of the guard and hold Master of Psychology and Master of Social Work degrees. They both come with a wealth of knowledge and experience from their prior work in the mental health field.
VT Network Connection	The SAPR office has updated a standing agreement put in place several years ago with the Vermont Network Against Domestic and Sexual Violence. They are working to set a meeting with the director in hopes to rebuild a strong relationship to allow for holistic survivor care.
Forming the Joint (J) 9	The VTNG J9 concept will allow for all offices that support member and family wellness to consolidate within one directorate. This will enhance care continuity, referrals, and allow the VTNG to offer holistic care to all members and their families.
Survivor Debrief with TAG	The Adjutant General (TAG) has an open-door policy. If a survivor expresses interest in meeting with TAG to discuss their case this meeting is granted. This allows for the survivor to talk directly to the agency head and feel heard, seen, and valued. This meeting may also aid their healing.
Vermont Domestic Violence Council	The JFHQ SARC has begun attending the quarterly state Domestic Violence Council meetings. This allows the office better visibility of the programs

	offered throughout the state to provide better care to survivors who experience domestic violence.
Case Management Group	A monthly meeting attended by JFHQ SARC, Wing SARC, Director of Joint Staff, Judge Advocate General, command representatives and victim advocates with active cases discuss open Unrestricted reports of sexual assault. This allows for continuity of care and to ensure the process moves accordingly.

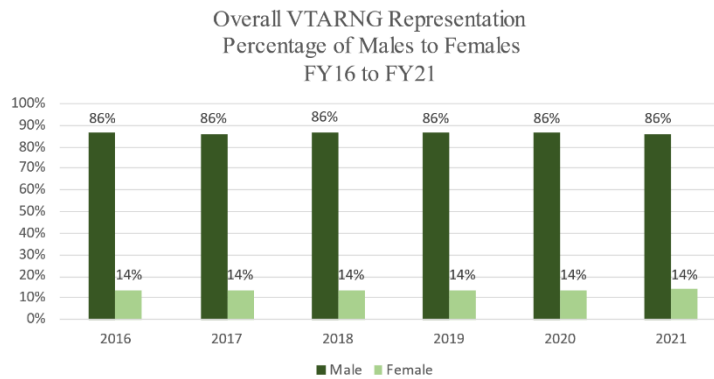
Risk and Protective Factors Associated: The action steps taken by VTNG help to increase protective factors such as: emotional connectedness and empathy & concern. The actions taken and still to be executed by VTNG work to decrease risk factors associated with sexual violence; factors such as: suicidal behaviors, substance use, unsupportive family, violent intimate relationships, and lack of institutional support.

Please see figure 4.9 in the Addendum section for a full list of risk and protective factors

Section 4: Addendum

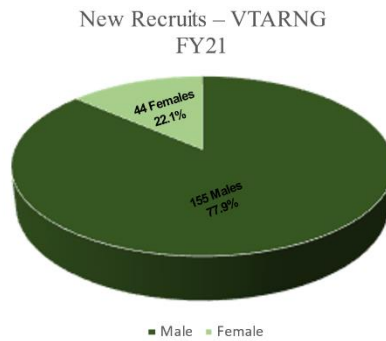
Fiscal Year 2021 Gender Report

Figure 4.1: Overall Vermont Army National Guard (VTARNG) Representation



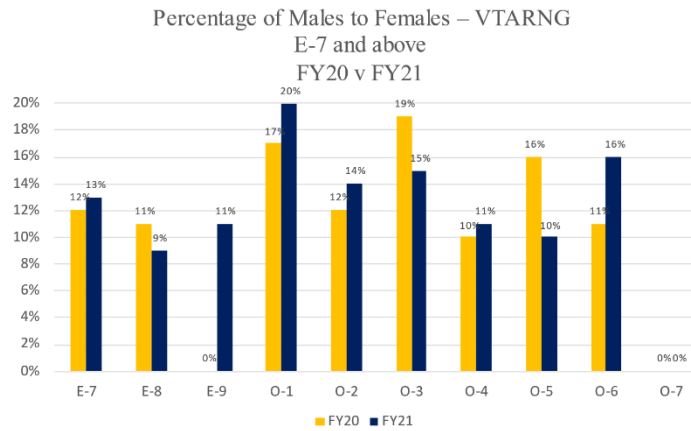
The percentage of females at the VTARNG has remained consistent for the last five years and beyond.

Figure 4.2



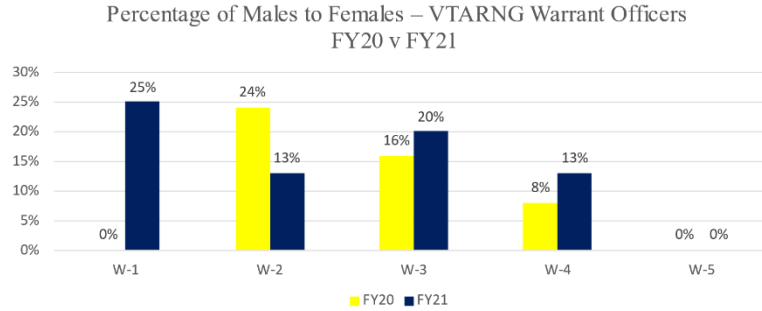
The VTARNG saw an increase in the number of women recruited. In FY20, 14% of the total number of recruits were women. In FY21, 22.1% of all new VTARNG recruits were women.

Figure 4.3



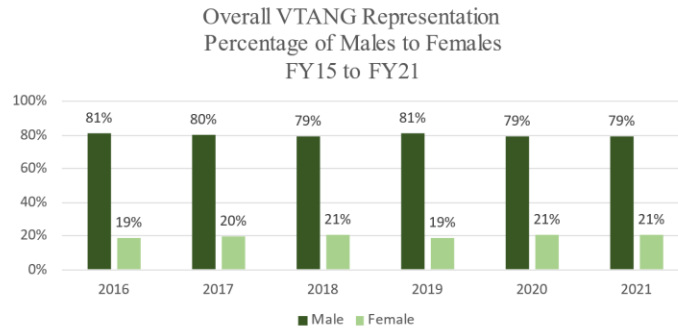
Compared to FY20, in FY21, the VTARNG saw increases in six out of ten of its leadership positions. The average number of women leaders in the VTARNG is 12.1%. That number is relatively consistent with the national average. The National Guard Bureau reported that in FY21, 12.8% of all leaders were women.

Figure 4.4



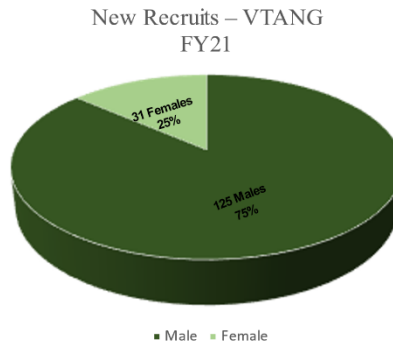
Compared to FY20, more women served as Warrant Officers in three of the five ranks. NGB reported that 10.8% of all Warrant Officers were women. In the VTARNG, 15.5% were women.

Figure 4.5: Overall Vermont Air National Guard (VTANG) Representation



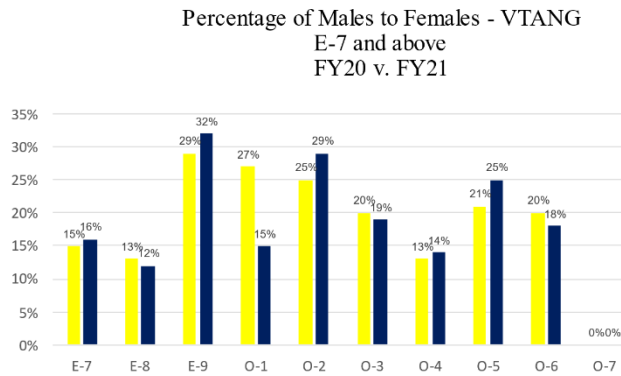
The percentage of females at the VTANG has remained consistent for the last five years and beyond.

Figure 4.6



The percentage of the number of women recruited in the VTANG for FY20 was the same for FY21 – 25%.

Figure 4.7



Compared to FY20, in FY21, the VTANG saw increases in five out of ten leadership positions. The increases were for E7, E9, O1, O2, O4, and O6. NGB reported that in FY21, 19.1% of all ANG leaders were women. At the VTANG, 18.3% of all leaders were women.

Key demographic updates related to women in the Vermont National Guard

The Vermont Army National Guard (VTARNG) is the first, and as of this writing the only, Guard organization to open their entire Army National Guard to the recruitment of women. Women may now serve in any position, including Commander or Command Sergeant Major of the 86th Infantry Brigade Combat Team (Mountain), positions previously blocked to women due to occupational gender barriers. Other notable highlights, women comprise:

- Approximately 20.8% of assigned personnel at the Vermont Air National Guard (VTANG)
- 50% of First Sergeants (Senior Non-Commission Officers, NCO, leader) within the VTANG
- 50% of the Group Chief Master Sergeants (Highest ranking NCO leader).
- 29% of lieutenants in the Air Guard.
- Two women currently identified as F35 pilot candidates. Both are currently in Officer Training School.
- Force Support Flight Commander and Director of Operations are women.
- Recently position two female major Judge Advocate General.
- 25% of new enlistments into the VTANG.
- Approximately 15% of assigned personnel are women at the Vermont Army National Guard (VTARNG). (64 Officers, 8 Warrant Officers and 242 Enlisted).
- 22.1% of new enlistments into the VTARNG.
- The Chief of Staff for the VTARNG.
- The Personnel Directorate Sergeant Major.
- The Logistics Directorate Sergeant Major.
- Multiple junior and mid-grade officers and NCOs are in key leadership positions throughout the VTARNG.

Figures

Figure 4.8 DE&I Strategic Plan

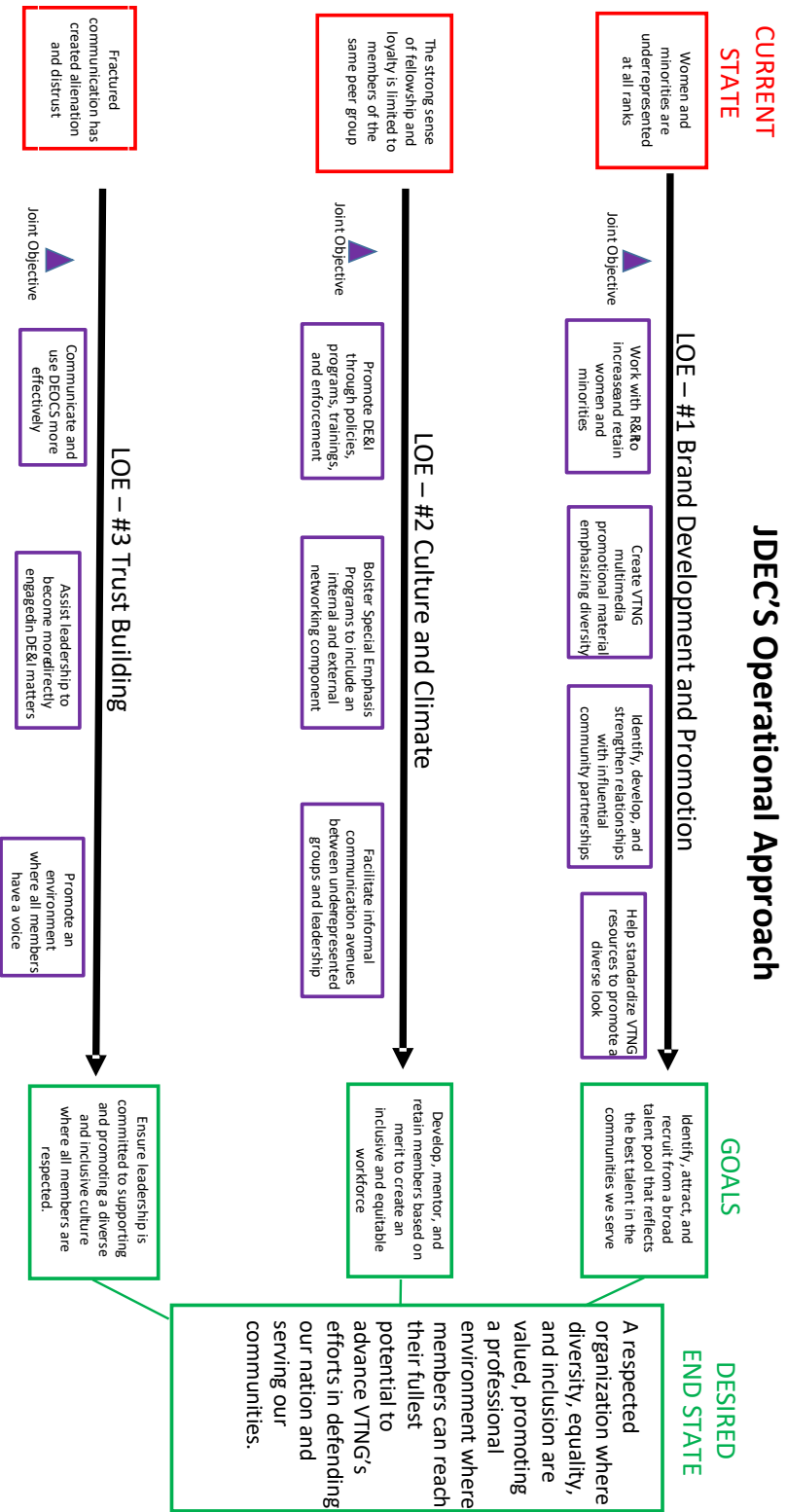


Figure 4.9: Table of Risk and Protective Factors as Identified by Center for Disease Control (Violence Prevention: Risk and Protective Factors, n.d.)

Individual	Relationship	Community	Society
(+) Emotional connectedness	(+) Reasoning to solve conflict	(-) Poverty	(-) Sexually violent norms
(+) Academic achievement	(-) Familial violence	(-) Lack of employment	(-) Male superiority values
(+) Empathy & concern	(-) Adverse Childhood Exp.	(-) Lack of institutional support	(-) Female submissive values
(-) Early sexual initiation	(-) Unsupportive family	(-) Sexually violent norms	(-) Laws: Lack of gender equity
(-) Acceptance of violence	(-) Poor relationship w/ father	(-) Lack of accountability	(-) High crime & violence rates
(-) Substance abuse	(-) Sexually aggressive peers		
(-) Delinquency	(-) Violent intimate relationship		
(-) Coercive sexual fantasy			
(-) Impersonal sex/risk taking			
(-) Exposure to explicit media			
(-) Traditional gender norms			
(-) Hostility towards women			
(-) Hypermasculinity			
(-) Suicidal behavior			

Policies: Related to the SAPR and EO program

- Sexual Assault Prevention and Response Program Policy; Reissue *Pending*. This policy offers a complete overview of the SAPR program per guidance from the Department of Defense Instructions (DoDI0 6495.01 and DoDi 6495.02).
- Expedited Transfer of VTNG Members who report an Unrestricted Report of Sexual Assault; Reissue *Pending*. This policy states that commanders will notify members who file an Unrestricted report of the option to request a temporary or permanent transfer from their assigned command to a different location or training schedule. The commander will approve or disapprove the request within five calendar days.
- Prevention of and Response to Retaliation for Reports of Sexual Assault or Harassment; Reissue *Pending*. This is a zero-tolerance policy for retaliation of any kind against those who reported or have assisted someone who reported sexual misconduct.
- Prohibition of Pornographic and Sexually Explicit Material; reissued on January 2018. This policy state’s introduction, purchase, possession, transfer, sale, creation or display of any pornographic material or similar representation on or about property owned, leased, used, or licensed by the VTNG is prohibited.

- Withholding Authority to Dispose of Misconduct Involving All Members of the Vermont National Guard; October 2018. This policy allows for The Adjutant General (TAG) to have visibility on all sexually based offenses.
- Joint Policy Memorandum, Breastmilk Expression Support Policy; 26 February 2021. This policy provides for accommodations for nursing mothers in duty requirements, time needed for expressing breastmilk, and nursing stations that comply with state and federal law.
- Joint Policy Memorandum, Harassment Reporting and Response Plan; 01 February 2021. This policy defines harassment, assigns responsibilities to both leaders and members, and creates a procedure for reporting and preventing harassment in the workplace.
- Joint Policy Memorandum, Equal Employment Opportunity Policy & Standard Operating Procedure; September 2021. This policy protects all employees and applicants from discrimination based on race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 and older), disability, or genetic information. It also defines and establishes the procedure for processing and resolving employment discrimination complaints.
- Equal Opportunity Policy; reissue *pending*. This policy defines and establishes the procedure for processing and resolving discrimination complaints involving members serving in a Title 32 status while in a military pay status. It provides clarity to the National Guard Bureau complaint process. It mandates that all allegations of discrimination be reported to the State Equal Employment Manager and creates a detailed retaliation protection plan.

References and Definitions

References

Violence Prevention: Risk and Protective Factors. (n.d.). Retrieved from CDC: Center for Disease Control and Prevention:
<https://www.cdc.gov/violenceprevention/sexualviolence/riskprotectivefactors.html>

Sexual Assault, per the DoD definition: Intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the survivor does not or cannot consent. Includes: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy, or attempts to commit these acts. Includes: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy, or attempts to commit these acts. The DoD has

a broader definition of sexual assault than most states by stating “attempts to commit these acts” are punishable acts.

Sexual Harassment: The definition of sexual harassment applicable to this report is described in DoD Directive 1350.2, “Department of Defense Military Equal Opportunity (MEO) Program. It states: Sexual Harassment is a form of sex discrimination that involves unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of a person’s job, pay or career or
- Submission to or rejection of such conduct by a person is used as a basis for career or employment decision affecting that person, or
- Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creates an intimidating, hostile, or offensive working environment.

Restricted Report: Confidential reporting option that does not trigger an investigation. Provides access to counseling, medical, legal and advocacy services. Per recent policy change this reporting option allows the survivor of the incident to disclose to their chain of command if they choose (previously this necessitated an Unrestricted Report, and consequently an investigation).

Unrestricted Report: This reporting option triggers an investigation conducted by an external agency selected based on jurisdiction and survivor preference; provides access to counseling, medical, legal and advocacy services.

Open with Limited Report: is a sub-category of unrestricted reports used when the SARC does not receive a formal report for an open investigation; most often when there is a military subject and a civilian victim.

Informal Resolution Request or Internal Report: Allegations of unlawful discrimination or sexual harassment, made either orally or in writing to the EO program. The request will be investigated by an official appointed by the commander. Findings of the investigation will be brought to the commander with recommendations included. The commander will determine appropriate actions to take, if any. The person reporting the allegations, the complainant, then can except this outcome, withdrawal the allegation, or request a Formal Resolution Request.

Formal Resolution Request or External Report: After an Informal Resolution Request has been completed a complainant can request this type of report. NGB will review the case, assign investigators, and substantiate or unsubstantiate the allegations. If the claim is substantiated, they will offer disposition recommendations for the command to action as they see fit.

Unit Risk Inventories: A survey that is completed by soldiers annually. Questions included relate to substance use, suicidal ideation and behaviors, sexual activity, sexual violence, sexual harassment, domestic violence, relationship health and mental health.

Commonly Used Acronyms

EOA: Equal Opportunity Advisor

EOL: Equal Opportunity Leader

DoD: Department of Defense

JFHQ: Joint Force Headquarters

SAPR: Sexual Assault Prevention and Response

SARC: Sexual Assault Response Coordinator

JFHQ SARC – Nikki Sorrell

Wing SARC – Serena Furnari

SEEM: State Equal Employment Manager – Duffy Jamieson

VTANG: Vermont Air National Guard

VTARNG: Vermont Army National Guard

VTNG: Vermont National Guard