

# MAINE NATIONAL GUARD

Annual Report to the Maine State Legislature



Presented to the Joint Standing Committee on Veterans and Legal Affairs

131st Maine Legislature

on behalf of

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Maine National Guard Adjutant General

Commissioner, Department of Defense, Veterans, and Emergency Management

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## TABLE OF CONTENTS

Executive Summary _____	3
Highlights and Changes in 2022 _____	4
Section 1: Sec. 37-B MRSA §3, sub-§1(25 a) _____	10
Section 2: Sec. 37-B MRSA §3, sub-§1(25 b) _____	16
Section 3: Sec. 37-B MRSA §3, sub-§1(25 c) _____	20
Section 4: Sec. 37-B MRSA §3, sub-§1(25 d) _____	27
Section 5: Definitions _____	29
Section 6: Commonly Used Acronyms _____	31
Section 7: Attachment(s)	
Attachment 1: Maine 130 – HP 1511	
Attachment 2: Independent Review Commission Full Report	
Attachment 3: Independent Review Commission Implementation Roadmap	
Attachment 4: CATCH Program Slick Sheet	
Attachment 5: CATCH Sample Form	
Attachment 6: Reporting Options Slick Sheet MENG	
Attachment 7: Primary Prevention Plan of Action Slick Sheet	
Attachment 8: MENG SAV Memo-signed Redacted	
Attachment 9: Executive Order (Governor’s Advisory Council)	
Attachment 9 a GAC SEP8 Slides	
Attachment 9 b GAC SEP 19 Slides	
Attachment 9 c GAC OCT 5 Slides	
Attachment 9 d GAC OCT 20 Slides	
Attachment 9 e GAC NOV 3 Slides	
Attachment 9 f GAC NOV 21 Slides	
Attachment 9 g Final Report	
Attachment 10: Administrative Investigations ASTP	

Attachment 11: Investigating Officer Training

Attachment 12: No Wrong Door NGBDTM 1300.03 20221129

Attachment 13: NGBDTM 1300.01 20221129 SH Limited Support

Attachment 14: Bayonet Justice November 2022

Attachment 15: Status of Discipline Apr – Sep 2022

Attachment 16: MEARNG frattraining

Attachment 17: Safe to Report NGBDTM 1300.00 20221206

Attachment 18: Safe to Report Policy for Service Member Victims of Sexual Assault

Attachment 19: SAPRO Victim Assistance Overview

Attachment 20: MEANG SAPR Annual Training Curriculum

Attachment 21: MEARNG SHARP Annual Training Curriculum

Attachment 22: HQDA EXORD 110-22 Commander Leader Briefing

Attachment 23: MEARNG MEO Sexual Harassment Training

Attachment 24: MEANG MEO Sexual Harassment Copy

# Executive Summary

In April 2022, Governor Janet Mills signed into law Public Law 2021, Chapter 634 “*An Act To Enhance the Prevention of and Response to Sexual Assault and Sexual Harassment in the Maine National Guard*” which amended 37-B Maine Revised Statutes Annotated (MRSA) §3, sub-§1 to direct The Adjutant General (TAG) of the Maine National Guard (MENG) to provide a report on February 15, 2023 and annually thereafter regarding sexual assault and sexual harassment within the MENG. (Attachment 1)

This report will begin with programmatic highlights and changes during fiscal year 2022 (FY22) as well as calendar year 2022 (CY22). Following the highlights, the report will address the four areas directed by the Maine Legislature. This report will show metrics that were presented such that the confidentiality for all who put their trust in the Sexual Assault Prevention and Response (SAPR) program is protected, and federal law or policy is not violated. This report complies with this statute with few exceptions.

Among the key highlights presented are National Guard Bureau’s (NGB) review of the MENG’s adherence to all applicable policy guidance, as well as Maine’s progress in standing up the newly funded Integrated Primary Prevention Program (IPPP) – two of the most significant events to occur since the last report to the Legislature. The IPPP is being stood up nation-wide now that funds are becoming available, and Maine is one of the first five states to hire their entire IPPP staff, giving Maine the opportunity to play an integral part in mitigating harmful behaviors that affect the military at large and society.

Additionally, this past year saw the creation of the Governor’s Advisory Council (GAC) on Military Sexual Trauma (MST). This provided a meaningful opportunity for our prevention, response, and legal teams to educate and inform key stakeholders on both current policies and the challenges the National Guard faces with regards to sexual assault and harassment. The GAC also generated a lot of insightful discussion on how state resources can be brought to bear in augmenting the existing and expanding federal programs.

These and additional highlights will be further discussed throughout the report.

# Highlights and Changes in 2022

2022 was full of change for the Maine National Guard, not only for the (SAPR) program but also for the MENG'S Equal Opportunity Program (MENG EO), and other programs within the organization. The MENG saw many changes that have given us tools to better support victims of sexual harassment and sexual assault when they choose to report and, just as importantly, a federal plan to further strengthen the prevention of sexual violence and other forms of interpersonal violence. In addition to the changes to program policies and processes, we also saw changes in manpower which will soon be a great help to the fortification of these support programs. The MENG will continue to implement changes to federal policy in the coming months and years and welcome them as part of a positive way forward.

Many of the changes in 2022 were the result of recommendations made by the 90-Day Independent Review Commission on Sexual Assault in the Military. (IRC). In January 2021, President Biden directed Secretary of Defense (SECDEF) Lloyd Austin to launch a commission to pursue solutions to sexual assault in the military. On February 26 of that same year, Secretary Austin launched the IRC. One hundred and twenty-six days later the IRC published their report. (Attachment 2) At that time, Secretary Austin directed the Deputy Secretary of Defense, Kathleen Hicks, to develop a plan for implementation. This was required to be completed within 60 days. It was Secretary Austin's direction to accept all the recommendations where possible. This implementation roadmap was approved by the SECDEF on September 22, 2021. (Attachment 3) The roadmap defines a holistic approach to accomplish the IRC's recommendations. It charts the course for progression in a 4-tier approach. The roadmap guides the Department of Defense (DOD) to complete implementation by FY30.

Below are some of the highlights and changes for the MENG during FY22, and CY22.

In November 2021, participation in the CATCH a Serial Offender Program (CATCH) was expanded to include those who file an Unrestricted Report of sexual assault when the reported offender has not been made known to law enforcement. You can see an overview of the CATCH program in Attachment 4. (Attachment 4) Attachment 5 is a sample form for the CATCH program. This form gives examples of the types of information a victim may put into the system. (Attachment 5)

The CATCH program allows an eligible adult sexual assault victim to submit an anonymous entry into the CATCH system to discover if the suspect in the victim's report may have assaulted another person (i.e., a "match" in the CATCH website) and having that knowledge, decide whether to participate in an investigation of the serial offender suspect. Participation in the CATCH program is voluntary at every step.

Eligible adult sexual assault victims include those:

a. Who file, or have already filed, a Restricted Report with a Department of Defense Form 2910 *Victim Reporting Preference Statement* (DD 2910). If notified of a potential match, the Restricted Reporting victim can decide whether to convert to Unrestricted and participate in the investigation. The Restricted Report will not be converted based on the information provided to the CATCH program without the victim's written permission on a revised DD 2910.

b. Who file, or have already filed, an Unrestricted Report with a DD 2910 and the identity of their suspect was not disclosed by the victim or uncovered by law enforcement to include Military Criminal Investigative Offices (MCIO)s (e.g., third-party report with no suspect identification). If notified of a potential match, the Unrestricted Reporting victim can decide whether he or she now wants to participate in the investigation.

Also, in November 2021 came the expanded eligibility to file a Restricted Report of sexual assault. Victims are eligible to file a Restricted Report, provided they did not personally report the sexual assault incident to law enforcement, to include MCIO, and they did not previously elect to make an Unrestricted Report by signing a DD 2910, with a Sexual Assault Response Coordinator (SARC) or SAPR Victim Advocate (SAPR VA) on the same sexual assault incident. (Attachment 6)

Victims covered by Department of Defense Instruction (DODI) 6495.02, volume 1 are eligible to file Restricted Reports **even if**:

- (a) they disclosed the sexual assault incident to their commander or to personnel in the chain of command, or
- (b) there is an ongoing MCIO investigation into the sexual assault incident initiated by a third party and not due to the victim's disclosure to law enforcement, or
- (c) the MCIO investigation into the sexual assault incident has been closed.

In January of 2022 the Maine Air National Guard (MEANG) underwent an annual SAPR By-Law Inspection. Please refer to page 27 for a break-out of the Executive Summary.

That same month, the MEANG Wing SARC hosted and taught a 40-Hour Initial Victim Advocate Training. This training was held on a virtual platform and included attendees from other Air National Guard units across the country.

In February, NGB began conducting desk audits for all states to include Maine. These desk audits focused on work accomplished in CY21 by the SAPR professionals working in the SAPR program. These audits were accomplished to evaluate the re-writing of position descriptions and the development of new position descriptions. These desk audits assisted NGB with manpower initiatives resulting from the IRC.

In March 2022, the MENG hired a full-time Victim Advocate Coordinator (VAC). The VAC is responsible for managing the volunteer victim advocate (VVA) program for the

Army National Guard (ARNG). Additionally, the VAC is responsible for providing direct response and support to eligible victims who wish to seek SAPR services. Among other responsibilities, the VAC assists with conducting SAPR annual refresher training when requested.

Also in March, the Wing SARC and the VAC attended a two-day regional training with other NGB SARCs and VACs from the Northeast Region.

Over two separate weekends in April, the Maine Army National Guard (MEARNG) Chaplains hosted Strong Bonds Marriage Enrichment Retreats. These retreats utilized the Prevention and Relationship Enhancement Program (PREP) material. PREP is a well-established relationship enhancement curriculum that helps to build communication skills and deepen commitment between partners for healthy, lasting marriages.

Also in April, Chaplains conducted Strong Bonds relationship skills training for Single Recruit Sustainment Program Soldiers, utilizing Premarital Interpersonal Choices and Knowledge (PICK) material. PICK is a long-standing relationship skills product produced by LoveThinks, LLC and is renowned for its unique approach to romantic relationships using critical thinking skills to help individuals “follow their hearts without losing their minds”. Strong Bonds has become a legacy program with the Chaplain Corps, recently reconstituted and branded as Building Strong and Ready Teams (BSRT) within the Chaplain Corps. BSRT is seeking to utilize a broader curriculum base and operate using more frequent, shorter-term training sets to reach even more soldiers and Families within a given training year

In June 2022, to address IRC Recommendation 2.7 a (Attachment 2) the MENG began the hiring process for the newly created Integrated Primary Prevention Program (IPPP). First hired and onboarded was the IPPP Officer who officially started on July 17, 2022. This position serves as the Director of the IPPP and is responsible for the overall management, guidance, development, implementation, and maintenance for the primary prevention of harm and other prohibited abuse and harmful acts. The IPPP Director creates the homogenous link between stand-alone programs and develops command guidance to implement an IPPP program to improve personal resilience, connectedness, and well-being as well as enhance work/life balance for service members and families. (Attachment 7)

In July 2022, upon request from TAG, the National Guard Bureau’s Office of Complex Investigations (OCI) spent 4 days in Maine inspecting and assessing both the MEARNG and the MEANG. During this Staff Assistance Visit (SAV), the inspectors inspected by-law requirements for both the SAPR program and the Equal Opportunity (EO) program. All aspects of the MENG programs were found to be compliant. In August, the NGB OCI released their report from the SAV that had been conducted in July. (Attachment 8)

The Joint Force Headquarters (JFHQ) SARC and the Wing SARC both attended the NGB Annual Refresher Training in July. NGB provides training to its full-time SAPR professionals. This training provides updates and training to policy and procedures as

well as provides advocacy and program management training required for re-credentialing.

Also in July, the VAC attended the 60-hour DOD Sparx Violence Prevention Training. This training was initially developed under the leadership of the Department of Defense Sexual Assault Prevention and Response Office (DOD SAPRO) for sexual assault prevention and was later expanded to include self-directed harm and prohibited abusive and harmful acts under the leadership of the Office of Force Resiliency, Violence Prevention Cell.

Two new members of the IPPP were hired and onboarded in September 2022. These two Integrated Primary Prevention Specialists previously held or currently hold roles in the MENG that will be helpful in their new roles and bring enlightened perspective to the IPPP.

Additionally in September, the Wing SARC and another of those newly hired Integrated Primary Prevention Specialists attended the 60-hour Sparx Violence Prevention Training.

Acting on the Executive Order signed by Governor Janet Mills in March 2022, members of the MENG joined appointed community members and began the work of the Governor's Advisory Council on Military Sexual Trauma. The council held their first meeting on September 8 and met on a regular basis before providing the final report in December. (Attachment 9-9g)

In October, the Integrated Primary Prevention Officer and the second Integrated Primary Prevention Specialist attended the 60-hour DOD Sparx Violence Prevention Training.

In October 2022, the OSJA and State Inspector General (IG) conducted its second training program for investigating officers (IO). This training is being offered biannually to train and develop a bench of qualified officers to conduct investigations into alleged misconduct or violations of policy, including Military Equal Opportunity (MEO) and EO violations. This program was cited as a best practice in the NGB SAV's final report. (Attachment 10 and Attachment 11)

In November 2022, to act on IRC Recommendation 4.1 a (Attachment 2) the MENG re-structured its SAPR team, who now reports to the SAPR Officer instead of Command.

A finding from the OCI SAV was that the alignment of the JFHQ SARC under the Deputy Chief of Staff, Personnel (DCSPER) created unnecessary supervisory layers between the SARC and senior leadership. The creation of the SAPR Officer position gave leadership an opportunity to, not only move the SARCs and SAPR VAs under their command but, to initiate the recommended change for the alignment of the MENG SAPR Team. The SAPR Officer reports administratively to the Chief of Staff (COS), however, has direct access to TAG for specific sexual assault case matters and any other direct line issues that require TAG awareness or involvement.

Also, in November, the MEANG was approved by NGB to begin the hiring process for their first ever full time SAPR VA. While many SAPR positions have been created because of the IRC, the state of Maine was not slotted to get any of those positions for the MEANG. NGB J-1 SAPR included in its Program Objective Memorandum (POM) a small number of SAPR positions. Ultimately, Maine was one of the states chosen to receive one of these resources. It is projected that this new SAPR VA will be interviewed, hired, and on-boarded after April 2023. This critical position will aid in accomplishing a more robust SAPR program. The MEANG is looking forward this additional support for its service members and their eligible family members.

On November 29, 2022, the Chief of the National Guard Bureau (CNGB) signed National Guard Bureau Directive Type Memorandum (NGBDTM)1300.03, No Wrong Door and Warm Handoff Policy for National Guard Service Member Victims of Sexual Assault (Attachment 12) addressing IRC Recommendation 4.3 a (Attachment 2). While the MENG already practices the No Wrong Door approach, the guidance serves as a solid approach for all NG units to standardize. There are aspects of this policy that will be improvements to the MENG. The members of the agencies tasked with no wrong door and warm hand-off practices look forward to the coming year and what that will mean for the members of the MENG.

On November 29, 2022, the CNGB also signed National Guard Bureau Directive Type Memorandum 1300.01, Limited Sexual Assault Prevention and Response Services for Sexual Harassment Complainants Policy for National Guard Service Member Victims of Sexual Assault (Attachment 13) addressing IRC Cross Cutting Recommendation 1 (Attachment 2). The National Guard Bureau is responsible for providing training curricula for this new requirement. That training will begin within the first quarter of 2023.

In November the MEARNG published its most recent report on adverse disciplinary actions "Bayonet Justice". (Attachment 14), Subsequently, on December 2, the MEANG published their own "Status of Discipline" report. (Attachment 15). Both documents address IRC Recommendation 3.8 (Attachment 2).

Beginning in November, the OSJA and DCSPER began individual unit level training for MEARNG units regarding prohibited inappropriate relationships as defined in AR 600-20. (Attachment 16)

On December 6, 2022, the CNGB signed National Guard Bureau Directive Type Memorandum 1300.00, Safe-to-Report Policy for National Guard Service Member Victims of Sexual Assault (Attachment 17). This NGBDTM addresses section 539A of the William M. (Mac) Thornberry National Defense Authorization Act (NDAA) for FY21. (Attachment 18) This Safe to Report NGBDTM protects sexual assault victims from punitive actions when there is minor collateral misconduct. If a victim has collateral misconduct associated with an Unrestricted Report of sexual assault, the commander will consult with their Staff Judge Advocate to determine if the misconduct is minor or

non-minor. If the misconduct is deemed minor, then no actions shall be taken against a victim.

# Section 1

## Sec. 37-B MRSA §3, sub-§1(25)(a)

“Data regarding all reported incidents of sexual assault within the National Guard in each of the preceding 10 years, including information on the current duty status of victims and the outcome of any state or federal criminal or Maine Code of Military Justice proceedings arising out of such incidents, to the extent that the sharing of data and information is not prohibited by federal law or federal regulation and can be presented in a way that does not identify, and that cannot be used with other information to identify the victims of sexual assault. If necessary to protect the identity of victims of sexual assault, the Adjutant General may submit a summary of specific items of data or information required to be included in the report;”

The SAPR program is the single point of contact for providing advocacy and resources to eligible members, both military and DOD civilian employees of the MENG and their eligible family members. These services are provided regardless the status of the reported offender or when the assault occurred, whether that was before military service or during. The SAPR program is unable to provide ongoing advocacy and support to members who separate from the MENG before filing an official report. However, the MENG SAPR Team will always do a warm hand-off to community support services if the victim survivor wishes. The SAPR program is also responsible for promoting sexual assault prevention and awareness training, as well as to provide policy and program assistance to leaders at all levels of the command structure. (Attachment 19)

The SAPR Program is federally mandated and funded by the DOD, Department of the Army (DA), Department of the Air Force (DAF), and the NGB. Primarily, the SAPR program is defined and run by federal guidance, policies, procedures, and requirements.

The metrics you will see are inclusive of MENG members and their eligible dependents, as well as eligible DOD civilian employees working for the MENG who have experienced a sexual assault. These numbers include Restricted Reports, Unrestricted Reports, Open with Limited Information cases and reports converted from a Restricted Report to an Unrestricted Report. These numbers also include assaults committed by civilian offenders who have no connection to the MENG and assaults transferred in from other branches of service, if/when a victim transfers to the MENG and chooses to have their case transferred, as well.

This report will contain only nine FYs worth of data. It will be an additional FY passing before a ten-year picture can be presented. The number of reports prior to FY13 are too low to report while maintaining strict confidentiality for victim/survivors. Therefore, the metrics presented will begin on 1 October 2013. The National Guard Bureau authorized public release of Maine NG metrics through FY21. The FY22 numbers have not been vetted and published in the FY22 DOD Annual Report on Sexual Assault in the Military.

Therefore, the Maine National Guard is not authorized to release those numbers at this time.

The numbers presented have been pulled from the Defense Sexual Assault Incident Database (DSAID). Although the SAPR program has been in place since 2005, the DSAID has only been operational since 2013.

The metric referred to as "Report" is the year that the victim/survivor reported to DOD by electing to sign the DD 2910 or the date that an assault was reported to the SAPR office by a mandated reporter such as law enforcement or a member of command.

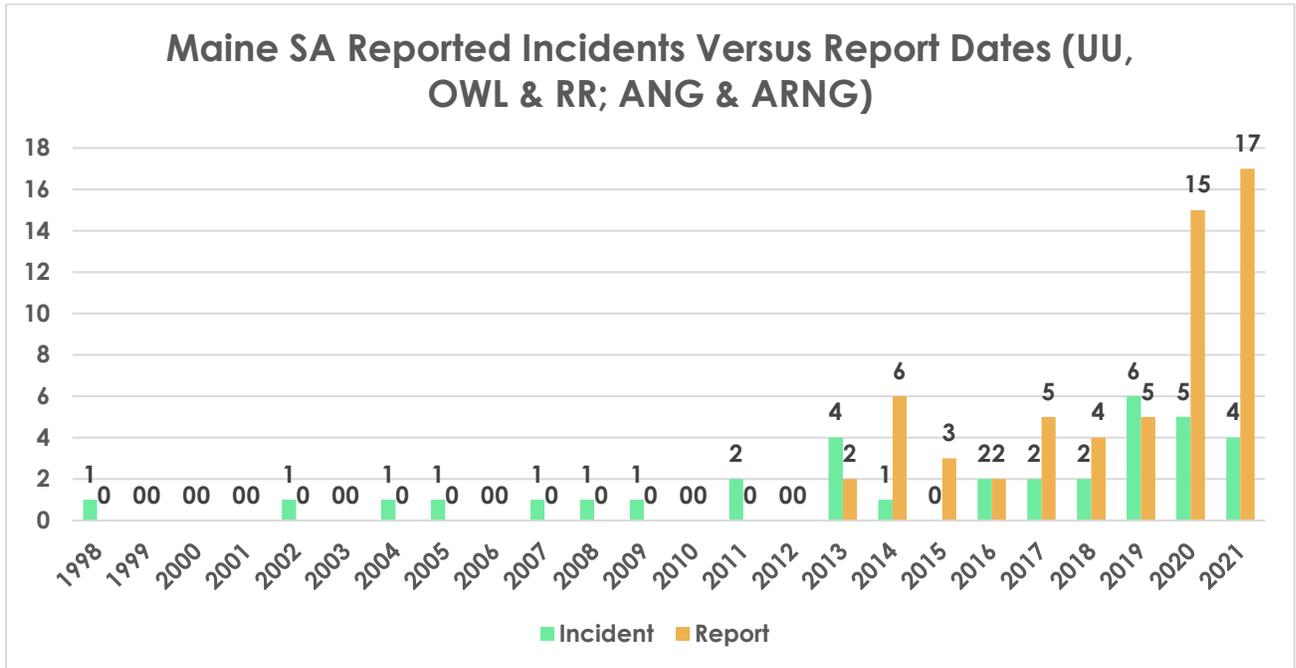
Disclosures to SAPR professionals from eligible members that do not result in a signed DD 2910 are not tracked as official reports and are not reflected in these numbers.

The metric referred to as "Incident" refers to the date the sexual assault reportedly occurred. For a variety of reasons, information may not be available in DSAID (victim/survivor does not recall information, etc.). These reasons explain the disparity in number of reports versus number of dates of reported incidents.

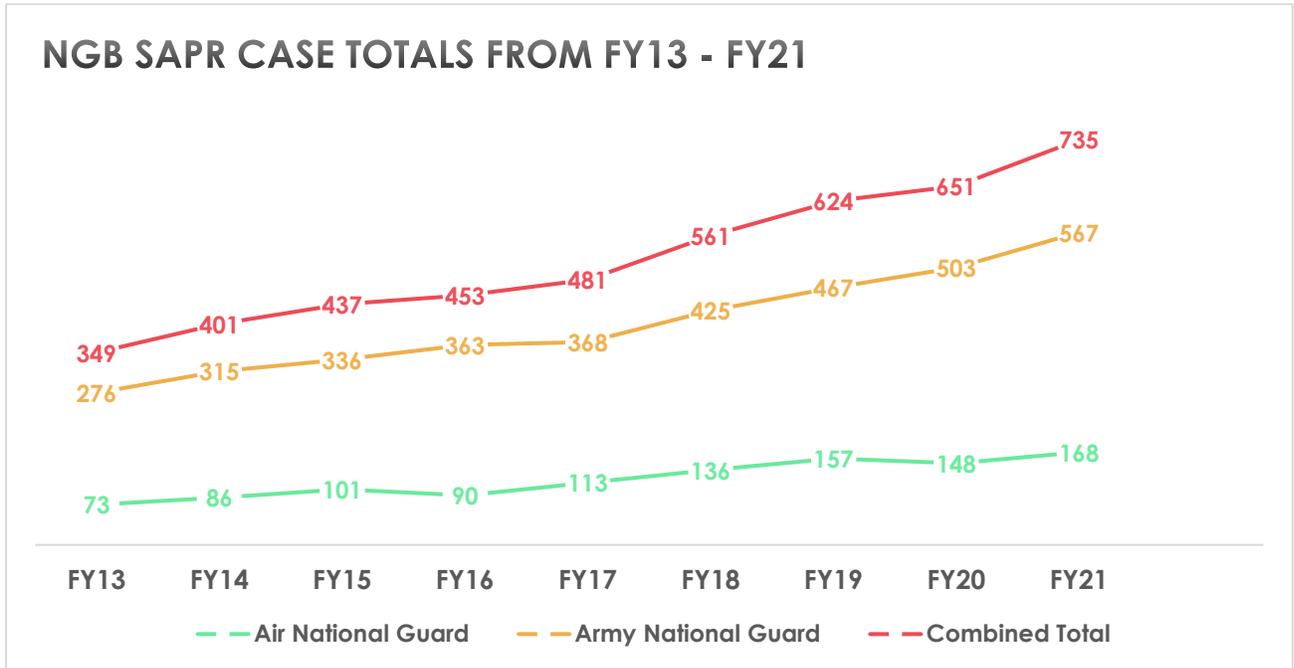
To maintain confidentiality and trust of current and future victims/survivors, the MENG SAPR program leads maintain very strict confidentiality with the release of these metrics.

Over the years, Maine has seen an increase in reporting. This is due to an increase in trust of the SAPR program, an increase in trust of Command, improvements in the reporting process, expansion of eligibility to file a Restricted Report, the creation and subsequent expansion to participate in the CATCH program and an increase in services available to victim/survivors. The goal in the presentation of these metrics is to not single out reports or incidents for any given metric. Maine's increased reporting numbers align with national numbers.

To keep consistency throughout the report, the metrics provided will be reported by FY unless otherwise noted. Of the 59 cases reported from FY13 - FY21, 35 reports contain information about when the incident occurred versus when it was reported to the DOD. From FY13 - FY21, the number of reports per year fluctuated with a range between 2 and 17 reports. For all Maine's reports, the average time between incident date and report date is 3.1 years with the range being 1 day to 18.7 years.



**National Guard Metrics:** The graph below presents totals for the NGB for FY13 – FY21.



Below are metrics that reflect the 59 cases reported from FY13 – FY21. The general perception is that sexual assault reports in the military are female military victims and male military perpetrators. This is not always the case. Not all victims are female, not all perpetrators are military, and not all assaults reported happened when the victim was in the military. As a reminder, some data may not be available because it has not been provided by the victim. The primary objective of the Maine National Guard is to encourage reporting so that victims can get the support they need and deserve. It is important to remember that the victim numbers are inclusive of all report types while the legal offices track only Unrestricted Reports for purposes of separation and for following civilian prosecution.

<b>Number of Reports by Report Type</b>	
Restricted	21
Unrestricted	32
Converted	6

<b>Number of Reports by Victim/Survivor Gender</b>	
Female	38
Male	11
Not Reported	10

<b>Number of Reports by Victim/Survivor Pay Grade at Time of Report</b>	
Enlisted Members (E1-E4)	22
NCO and Officer (E5 and Above)	24
Not Reported	13

<b>Number of Reports by Victim/Survivor Military Status</b>	
In Military at Time of Assault	43
Not in Military at Time of Assault	6
Not Reported	10

<b>Number of Reports by Alcohol Involved Incidents</b>	
Alcohol Involved	19
Alcohol Not Involved	18
Unknown	7
Not Reported	15

<b>Reported Offender Type</b>	
Military	23
U.S. Civilian/Foreign National	4
Unknown	5
Not Reported	27
<b>Current Status of Victims<sup>1</sup></b>	
Currently in MENG	23
Not in MENG	29
Information not provided	7

<b>Current Status of Respondent</b>	
Separated	11
Pending Separation	2
Retained	0

<b>Prosecutions as a Result</b>	
Federal	0
State	4

<b>Non-Judicial Punishment (NJP)</b>	
NJP	3
GOMOR <sup>2</sup>	3

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<sup>1</sup> Not in MENG denotes victims who may have separated for retirement, medical reasons, transfer to another state or branch, or end of service, or they may have been a victim with whom the MENG had no direct contact, such as a civilian or a military member from another branch.

<sup>2</sup> General Officer Memorandum of Reprimand (GOMOR)

## Section 2

### Sec. 37-B MRSA §3, sub-§1 ¶D(25)(b)

“A description of all sexual assault and sexual harassment prevention training provided to members of the National Guard in the Preceding year:”

#### SAPR Training Programs

Throughout the career of a DOD employee (military and civilian) there are multiple touch points where members receive a training or briefing about the SAPR program. Most of these events are mandated by Congress or by the services; Army, Air Force or National Guard Bureau.

Following is a list of many of the opportunities for SAPR education and training and, where applicable, what the regulation prescribes for the training. Some training is specific to duty status, while other training is specific to rank or position. For a more detailed review of the requirements, refer to Department of Defense Instruction 6495.02 Volume 1, Sexual Assault Prevention and Response: Program Procedures, DODI 6495.02 Volume 2, Sexual Assault Prevention and Response: Education and Training, Army Regulation 600-20, Army Command Policy and Department of the Air Force Instruction 90-6001, Sexual Assault Prevention and Response (SAPR) Program.

**Initial Entry Education and Training** (by duty status) – For members of the Maine National Guard, this translates to entry into a duty status.

**Accession Education and Training** (by duty status)– For members of the Maine National Guard, this is accomplished when the member enters basic military training.

**Pre-deployment Education and Training** (by duty status) – This training is accomplished at the deployed location. While this is the responsibility of the SAPR Team and commanders at the deployed location, it is common practice for the MENG SAPR team to engage with deployers prior to deployment to ensure they have the necessary information in case they want or need to connect with a SAPR professional before they make it to their deployed location. This is accomplished in several ways to include small group engagements and Yellow Ribbon pre-deployment events.

**Post-deployment Education and Training** (by duty status) – This training is accomplished within thirty days of returning from a deployment. Like the Pre-deployment Education and Training, the Post-deployment Education and Training is accomplished through the Yellow Ribbon events and small group engagements organized by deployment managers. If a member is unable to

attend these group events, regardless the reason, the member is responsible to connect with the SAPR Team for their training.

**Annual Refresher Education and Training** (by duty status) - Annual training is required for all service members and DOD civilian personnel.

**Responder Training** (by duty status and position) – Responder training is required as an initial training and then annual training after that. This training is in addition to the required SAPR Annual Training and is developed by each respective functional area. This training is specific to the job or role that a member fills. SARC's, Victim Advocates, Military Criminal Investigative Offices (MCIO), healthcare personnel, DOD Law Enforcement, judge advocates, chaplains, firefighters, and emergency medical technicians. The DOD also recognizes Victim Witness Advocates and Commanders as first responders. Commanders receive their training separately. To note, there is additional training for healthcare providers, above and beyond the SAPR Annual Refresher Training and the Responder Training, specific to those healthcare personnel working in a military treatment facility (MTF) and those who will be performing forensic exams.

**Pre-command Education and Training** (by rank or position)

**Professional Military Education** (by rank or position)

**General Officer / Flag Officer (GO/FO) and Senior Executive Service (SES) Personnel Education and Training** (by rank or position)

**Military Recruiters, Personnel Temporarily Assigned to Assist Recruiters, Drill Instructors or Sergeants and Instructors at Formal Service Schools Education and Training** (by rank or position)

**New Commander's 30-Day In-brief** (by position) – required for all new commanders within 30 days of assuming command.

**Sexual Assault Response Coordinator and Victim Advocate Initial Training and Refresher Training** (by position) – For initial credentialing, SAPR professionals are required an initial training. The Department of the Army course, called the 80-Hour Foundation Course, is required for all Army Sexual Harassment Assault Response and Prevention (SHARP) Victim Advocates. The Department of the Air Force course, called 40-Hour Initial Victim Advocate Course is required for all Air Force SAPR professionals. For full time SAPR professionals and deploying ARNG SARC's, there is additional training. ANG SARC's have been required to attend an 80-hour career course at the Air University, which is located at Maxwell AFB, AL. ARNG SARC's who are deploying are required to attend a 6-week career course at the SHARP Academy at Fort Leavenworth, KS.

## SAPR Annual Refresher Training

It is important to note that the Army tracks SAPR Annual Refresher Training based on the FY which runs 1 October through 30 September of any given year. Different from the Army, the Air Force tracks SAPR Annual Refresher Training based on the CY. While the MENG is a joint organization, training is prescribed by the services. This means that each year members of the MENG should all receive SAPR Annual Refresher Training but how it is presented could look drastically different.

## Air Force SAPR Annual Refresher Training Program

For the CY22 training year, the MEANG provided the required annual training to its members based on what we refer to as Tier Groups in the form of a Prevention Forum. Tier 1 included E1 through E6, O1 through O3 and GS11 and below. Tier 2 included E7 through E9, O4 and above and GS12 and above. The curriculum for each tier was the same but, the division into tiers fostered more open conversation when members were discussing among their peers. This concept is not just about junior members not being willing to have open conversation in a room with their superiors but also about senior members not having open conversation in a room with their subordinates. The first portion of training included the by-law points and was inclusive of the entire group. The group was then split into respective tier groups and worked on various scenarios to recognize where opportunities for intervention presented. (Attachment 20)

## Army SAPR Annual Refresher Training Program

For the FY22 training year, the MEARNG conducted mandatory annual training as prescribed. (Attachment 21) Victim advocates within the units have leeway to present the material in a way that works for their unit but must be sure to present the information that is in the training curriculum. The MEARNG was also required to provide additional training to leaders, supervisors, and all Soldiers ranked E6 and above. This additional training covered changes that are happening because of the IRC. It also covered retaliation and how leaders should respond to incidents of retaliation. (Attachment 22)

## Other Trainings

In addition to the mandatory training requirements, the MENG executed the following trainings:

- Best Warrior Competition (Bystander Intervention)
- Integrated Primary Prevention brief at the Land Component Commander's Leadership Summit
- Provided Maine Military Victim Services training to community members to include the Maine Attorney General's Office, members of Maine Coalition Against Sexual Assault and the Governor's Advisory Council.
- Integrated Primary Prevention brief for the Governor's Advisory Council
- Integrated Primary Prevention brief at the 101<sup>st</sup> Air Refueling Wing

- The MENG Human Resources Office provided its annual supervisor training. The Behavioral Health, SAPR and EEO programs are all invited to present. Another important portion of the supervisor training is on conduct and how leaders address misconduct.
- ARNG Wellness Stand-down for all full-time ARNG employees

## Equal Opportunity Training Programs

Sexual Harassment (SH) prevention training provided to members of the National Guard includes, but is not limited to, Defining SH, examples of SH, SH complaint process and discussing methods of intervention. Equal Opportunity Advisors (EOA) and Equal Opportunity Leaders (EOL) are provided the information to teach applicable EO training as directed by the Commander. (See Attachments 23 and 24)

**Definition:** SH is defined as severe or pervasive conduct of a sexual nature that creates an intimidating, hostile, or offensive work environment. SH involves unwelcome sexual advances, requests for sexual favors, or other verbal (or physical) conduct of a sexual nature.

### ***Examples/Types of SH:***

Verbal: Telling sexual jokes, using sexually explicit profanity, or making sexual comments

Nonverbal: Staring, blowing kisses, winking, licking lips or sending sexual notes/letters/e-mails/text messages

Physical: Touching, patting, pinching, or blocking passage

## Section 3

### Sec. 37-B MRSA §3, sub-§1 ¶D(25)(c)

“A description of the current practices and procedures for the prevention of sexual assault and sexual harassment and investigation of and disciplinary actions taken in response to reports of sexual assault and sexual harassment in the National Guard; and”

The Maine National Guard is bound to adhere to the policies and procedures mandated by Congress, the DOD, the Department of the Army, the Department of the Air Force, the NGB, and its own internal policies. These policies include:

1. DOD Instructions and Directives (DODI) (DODD)
  - a. DoDD 6495.01, Sexual Assault Prevention and Response (SAPR) Program, Incorporating Change 5, 10 November 2021
  - b. DoDI 6495.02, Sexual Assault Prevention and Response (SAPR) Program Procedures,” Incorporating Change 3, 24 May 2017
  - c. DoDI 6495.03, Defense Sexual Assault Advocate Certification Program (D-SAACP)
  - d. DoDI 6400.07 Standards for Victim Assistance Services in the Military Community, Incorporating Change 2, 6 July 2018
2. Chief of the National Guard Bureau Instructions (CNGBI)
  - a. CNGBI 0400.01B, National Guard Complex Administrative Investigations, 12 April 2018
  - b. CNGBI 1300.01, Sexual Assault Prevention and Response Program, 26 June 2020
  - c. CNGBI 1303.01A, Expedited Transfer, Reassignment, or Removal of National Guard Members Due to an Unrestricted Report of Sexual Assault, 06 August 2014.
3. CNGB Manuals
  - a. CNGBM 1300.02A, National Guard Sexual Assault Incident Notification and Reporting Requirements, 19 January 2023.
  - b. CNGBM 1300.04A, National Guard Expedited Transfer Program for Unrestricted Reports of Sexual Assault, 18 November 2022
  - c. CNGBM 9601.01, National Guard Discrimination Complaint Process, 25 April 2017
4. NGB Regulations / Directives
  - a. NGR 600-21, Equal Opportunity Program in the Army National Guard, 22 May 2017
  - b. NGR 635-100, Termination of Appointment and Withdrawal of Federal Recognition, 8 September 1978

5. Army Regulation / Directives
  - a. AR 600-20 c.7 Sexual Harassment/Assault Response and Prevention Program, 24 July 2020
  - b. AR 600-8-2, Suspension of Favorable Personnel Actions, 05 April 2021
  - c. AR 15-6 Procedures for Administrative Investigations and Board of Officers, 1 April 2016
  - d. AR 135-178, Enlisted Serrations, 07 November 2022
  - e. ARMY DIR 2021-30 Sexual Harassment / Assault Response and Prevention Services for DA Civilians
  - f. ARMY DIR 2022-04 Sexual Assault Line of Duty Determinations and Reporting, 07 February 2022
  - g. ARMY DIR 2022-10 Safe to Report for Victims of Sexual Assault, 06 July 2022
  - h. ARMY DIR 2022-13 Reforms to Counter Sexual Harassment/ Sexual Assault in the Army, 20 September 2022
  - i. ALARACT 027/2022 Additional Sexual Harassment / Assault Response and Prevention Program Guidance: Expedited Transfers, 24-Month SARC and VA Stabilization, and SHARP Personnel Incentives, 25 May 2022
  
6. Air Force Instructions / Policy Directives
  - a. DAFI 90-6001, "Sexual Assault Prevention and Response (SAPR) Program," Incorporating Change AFGM2019-01, 07 October 2019
  - b. AFPD 90-60 "Sexual Assault Prevention and Response (SAPR) Program" 05 October 2022
  - c. DAFI 36-3211, Military Separations, 24 June 2022.
  
7. State Law / Policy
  - a. Maine Code of Military Justice (MCMJ), Title 37-B M.R.S., Chapter 5.
  - b. TAG 23-02, MENG Sexual Assault and Harassment No-Contact and Separation Policy, 17 January 2023.
  - c. TAG Memorandum Sexual Assault Prevention and Response (SAPR) High-Risk Response Team (HRRT) Procedures, 17 January 2023

Commanders follow the following protocols when responding to reports of sexual assault and harassment with the advice and support from the office of the State Judge Advocate. The office of the State Judge Advocate (OSJA) is a special staff headed by the State Judge Advocate (SJA). The OSJA reports to TAG and serves as the principal advisor to senior leaders of the organization on all matters of state and federal law, department regulation, and policies. The OSJA is a joint office led by the SJA (Army Colonel), Deputy SJA (Army Lieutenant Colonel), as well as the State Air Judge Advocate (Air Force Colonel), all of whom are traditional guardsmen. The OSJA has two full time Judge Advocates and an enlisted Chief Paralegal who handle day to day legal support to the entire organization. Additionally, the ARNG has three traditional guardsmen serving as Brigade Judge Advocates (BJA) providing legal services to brigade level commanders, and a Trial Defense Services (TDS) officer who serves as

defense counsel for MEARNG soldiers who are accused of misconduct. The ANG has three Judge Advocates and a paralegal who assist Wing level command and staff. All ANG members of the SJA team are traditional guardsmen. Judge Advocates manage the military justice system in the Maine National Guard, working with commanders through the investigatory process, interpreting investigation results and implementing command decisions with follow on administrative actions.

## I. Sexual Assault

Reports of instances of sexual assault can come to the attention of commanders in several different ways. A survivor can make a disclosure to a SARC, VA, or health care provider. That disclosure remains confidential unless and until the survivor wishes to make one of two kinds of formal reports: Restricted Report or Unrestricted Report. Once a survivor makes either one of these reports, they will be provided SAPR services based on their need. When a survivor makes a Restricted Report, the SARC will start internal case tracking. A limited distribution serious incident report (SIR) is made to senior leadership within 24 hours. This SIR only includes basic information about the assault, and no personally identifiable information (PII) about the survivor or the assailant. The nature and details of the assault itself remain confidential and there is no formal investigation done. A survivor may later choose to make convert their Restricted Report to an Unrestricted Report. However, once a formal Unrestricted Report has been made, the report cannot be converted back to a Restricted Report. The survivor can decline to participate further but the report type cannot be changed.

A survivor may also elect to make an Unrestricted Report. Unrestricted Reports may be made to a SARC, VA, health care provider, or directly to any leader inside or outside of the survivor's chain of command. Once an Unrestricted Report is filed, the state SARC will open a case in DSAID and begin making the mandatory 24-hour notification requirements. Through the Provost Marshal's Office (PMO), local law enforcement is notified that an Unrestricted Report of sexual assault has been made and the matter should be investigated by local police with jurisdiction over the case. For MEARNG Soldiers, there is a process to flag the offender in the personnel system to prevent any positive personnel action during the investigation IAW AR 600-8-2. With the consent of the survivor, the command will order the offender not to contact the survivor directly or indirectly during the pendency of the investigation and subsequent disciplinary actions, and that failure to comply with the order could subject the offender to disciplinary action under the MCMJ. Since the passage of LD 2029, commanders have been empowered to issue a cease harassment order IAW 17-A M.R.S. §506-A, which, if violated, would be a class E misdemeanor.<sup>3</sup>

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<sup>3</sup> SAPR personnel and Special Victims' Counsel (SVC) can also assist survivors with the process of obtaining civilian protection orders, including referrals to Pine Tree Legal or other legal services organizations.

When an allegation of sexual assault is reported to the command from a source independent of the survivor, the command is mandated to make a report to local law enforcement with jurisdiction over the matter in consultation with the PMO. This is referred to as an independent investigation. In these circumstances, the SARC will open a formal report in DSAID and the case will be tracked as an “open with limited” case. If eligible, the survivor may elect to make an Unrestricted Report or a Restricted Report or may decline to participate at all. In the event the victim is a civilian who is ineligible for SAPR services, the SAPR professional will not directly reach out to the survivor. The command tracks all unrestricted and open with limited reports of sexual assault at a monthly Case Management Group meeting (CMG) to ensure the survivor is receiving proper support pre, during and post investigation.

Should local authorities file criminal charges, the command tracks the matter in civilian court through the (PMO) and will take disciplinary actions if appropriate while charges are pending. Some actions, like administrative separation boards are often held until after civilian court action to preserve the integrity of the criminal process. Should the offender be convicted of a criminal offense, the command will initiate administrative separation IAW TAG policy 23-02.<sup>4</sup> Should the offender not be convicted or is convicted of a different offense, the command may still take administrative and non-judicial disciplinary action after consultation with the OSJA if appropriate under the circumstances.

Should local law enforcement decline to file civilian charges, the matter is referred to the NGB’s OCI to determine whether an administrative investigation should be initiated.<sup>5</sup> Upon review of the matter, OCI may conduct a further investigation. Upon completion of an OCI investigation, the command will initiate administrative and non-judicial disciplinary action consistent with any substantiated allegation of sexual assault IAW TAG policy 23-02. If OCI should decline to investigate, or make a finding that the allegations are unsubstantiated, the command will consult with the OSJA to determine if any administrative or non-judicial disciplinary action for related misconduct, if any, is proper under the circumstances and take action as appropriate. The survivor will continue to receive SAPR support until they determine they no longer need support. At the conclusion of any investigation or disciplinary action, the survivor will be informed of the outcome and the command will institute a reprisal and retaliation plan with the offender if the offender remains in the National Guard.

## II. Sexual Harassment

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<sup>4</sup> This policy took effect on 17 January 2023. However, during its staff assisted review of Maine’s responses to allegations of sexual assault conducted in 2022, NGB found that the de-facto policy of the MENG was to initiate separation and disciplinary action in every instance of a substantiated allegation of sexual harassment or sexual assault during the time frame reviewed. See Attachment 8.

<sup>5</sup> Commanders are prohibited by AR 600-20, paragraph 7-9(3) from appointing an IO to conduct its own formal investigation for a report of sexual assault.

The process for the investigation and handling complaints of sexual harassment and discrimination is done IAW CNGBM 9601.01. When a service member (SM) experiences sexual harassment, the SM can contact the EOA or State Equal Employment Manager (SEEM) within 180 days of the incident. If the allegations rise to the level of potential sexual assault, the SEEM or EOA will immediately refer the SM to the SARC. If the allegations fall within the definition of harassment or discrimination, the EAO or SEEM will assist the SM with filling out a NGB Form 333 to initiate an informal resolution request (IRR). On the form, the SM gives a brief description of the alleged harassment or discrimination, and what their desired resolution would be. In consultation with the OSJA and offender's command, a formal inquiry, IAW AR 15-6 for the ARNG and Department of the Air Force Manual 1-101 (DAFMAN) for the ANG, is initiated and an IO is appointed to make findings of fact and recommendations for resolutions to for the command within 60 days of their appointment. During the investigation, the offender is flagged for favorable action IAW AR 600-8-2, and the command institutes a reprisal plan by ordering the alleged offender not to contact the complainant directly or indirectly during the pendency of the investigation.

After reviewing the findings and recommendations, the command meets with the SM to go over the proposed resolution within 30 days of receiving the report. IAW TAG policy 23-02, all future resolutions which include substantiated allegations of sexual harassment will include initiation of separation. (See footnote 2) After meeting with the commander, the SM can either accept the proposed resolution, withdraw their complaint, or indicate a desire to file a formal resolution request (FRR). A FRR must be made within 30 days of the commander's brief. Within 5 days of filing the request for the FRR, NGB-EO receives and has 30 days to review the FRR request and the State's Leadership Inquiry Report. NGB-EO determines whether to further investigate the matter or issue a dismissal. If NGB-EO decides to conduct its investigation, they will appoint an investigator who will issue a report with findings and recommendations within 45 days and reviewed by NGB-EO within 30 days. If a finding of harassment or discrimination is substantiated, NGB returns the report to the state with recommended corrective action. The SM is notified within 60 days of the NGB-EO decision. If the matter is not substantiated, or if the state is not complying with the NGB-EO's recommendations, the SM can request a hearing before the NGB-JA within 30 days of receiving notice of the findings to seek other relief.

### III. Command Disciplinary Options

MENG commanders are limited to NJP under §415 of the MCMJ and administrative actions to respond to substantiated complaints of sexual assault and sexual harassment. While the MCMJ authorizes the Governor or TAG to convene a court martial, the MENG does not have a qualified military judge or sufficient uniformed JAG officers and support staff.<sup>6</sup> In fact, only a handful of states across the country conduct

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<sup>6</sup> Maximum punishment after conviction at court martial for an offense under the MCMJ includes 6 months confinement at hard labor, hard labor without confinement for 3 months, forfeiture of pay not exceeding

court martials under their respective state codes of military justice. While a violation of the UCMJ can serve as the basis for administrative action against an offender, the state does not have the authority to enforce the UCMJ. Federal authorities can only enforce the UCMJ against service members on orders in federal service, and conversely cannot enforce the UCMJ against MENG soldiers not on federal orders.

NJP is a commander-initiated process where a commander in the offender's chain of command notifies the offender of the alleged charges and the offender's right to a hearing. At a NJP hearing, the commander reviews the evidence regarding the offense. The respondent can present matters in their defense and make statements but does not have a right to counsel during the proceedings. At the conclusion of the hearing, if the commander finds beyond a reasonable doubt an offense has been committed, s/he can impose punishment of up to 5 days' pay, 16 hours extra duty, prohibition of promotion up to one year, or reduction in grade by one rank for enlisted members.<sup>7</sup>

Administrative actions include written or verbal counseling, corrective training, administrative reprimands (aka GOMORs), bars to reenlistment, referral adverse information to Defense Counterintelligence and Security Agency Consolidated Adjudication Services (DCSA CAS) for determination of security clearance, including adverse information on an Officer Evaluation Report (OER) or Non-commissioned Officer Evaluation Report (NCOER), relief from duty or transfer, withdrawn of special status such as a position of significant trust and authority (POSTA) determination, denial of retirement for service members with 20 years of qualifying service prior to the end of the term of enlistment, administrative separation for enlisted members, and withdrawal of federal recognition (WOFR) for officers. When an offender is administratively separated, their service can be characterized one of three ways on their DD Form 214/NGB22 discharge paperwork: honorable (HON), general (under honorable conditions) (GEN), or other than honorable (OTH). These characterizations can have a significant impact as they can determine which benefits the military member can qualify for from the Veterans Administration. Prior to action by the board, TAG has the discretion to accept a conditional waiver of the board, where the respondent offers to accept an outcome in exchange for not requiring a board.

Enlisted offenders recommended for administrative separation who have 6 or more years in service, or where the command seeks a characterization of service of OTH are entitled to elect a board of officers determination.<sup>8</sup> At the hearing, the board determines whether there is sufficient evidence by a preponderance of the evidence that misconduct has been committed; if they find an offense has been committed they

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2/3 of base pay for 6 months, dismissal from the service, a bad conduct or dishonorable discharge, reprimand, and or reduction to the lowest rank for enlisted personnel. 37-B M.R.S. §417. The statute of limitations for offenses under the MCMJ is two years. 37-B M.R.S. §426.

<sup>7</sup> The maximum punishments can only be imposed by a commander in the rank of Colonel or higher in the offender's chain of command. Lower-level commanders can impose lesser punishments. See 37-B M.R.S. §415.

<sup>8</sup> See AR 15-6; AR 135-178; NGBR 635-100; DAFI 36-3211.

consider whether the offender should be separated from service; if the board recommends separation, they next decide what the characterization of service should be. At the hearing, the offender or respondent has the right to be represented by military counsel, have the right to remain silent, can cross examine the government's witnesses, and present evidence in their defense. The OSJA details a JAG officer as a recorder to act as counsel for the command, a legal advisor to advise the board as to the laws and regulations at issue in the hearing, a trial defense counsel for the respondent, and an enlisted paralegal to act as reporter for the proceedings. TAG is the ultimate separation authority and can accept the findings of the board, impose a resolution different than but no harsher than that recommended by the board, or set aside the board's findings and recommendations.<sup>9</sup> A recommendation for a separation with an OTH characterization results in an automatic reduction in grade to E1.

Officers require federal recognition of their commission to remain a reserve officer and therefore an officer in the MENG. See Title 32 U.S.C. §323. When an officer is recommended for separation, they go through the WOFR process dictated by NGR 635-100. The WOFR process is like enlisted boards, but unique in a few respects. The composition of the board is made up of at least one officer from the state and two officers from active-duty service. The ultimate separation authority is not TAG, but the Secretary of the Army and Secretary of the Air Force or their designee, which in the case of the ARNG is the Commanding General of First Army. At the proceeding, upon a showing of substantial evidence that the officer has engaged in misconduct, the burden then shifts to the officer to show cause as to why they should retain their federal recognition. If the officer fails to show cause, then the board determines what their characterization of service should be. Prior to the determination of the board, TAG has the discretion to accept an offer to resign in lieu of a board. The findings and recommendations are then forwarded to the separation authority who can accept the findings, make different findings or recommendations, but can take no action harsher than that proposed by the board, or set aside the boards findings and recommendations.

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<sup>9</sup> The ultimate separation authority for enlisted members with over 18 years of service is the Secretary of the Army (SECARMY) or Secretary of the Air Force (SECAF).

## Section 4

### Sec. 37-B MRSA §3, sub-§1 ¶D(25)(d)

*“A summary of the activities during the preceding year of any advisory council or special study group convened by the Governor or the department or in which officials of the department have been asked to participate whose duties involve, at least in part, examining or making recommendations regarding the prevention of or the response to sexual assault and sexual harassment in the National Guard or, if no advisory council or special study group with such duties engaged in activities during the preceding year, a statement to that effect.”*

### Office of Complex Investigations Staff Assisted Visit

See Attachment 8

### Maine Air National Guard Sexual Assault Prevention and Response Program Annual By-Law Inspection

From the Executive Summary:

The 101<sup>st</sup> Air Refueling Wing Inspector General (ARW/IG) conducted a By-Law inspection on the Sexual Assault Prevention and Response Program between January 24 and February 6, 2022. This By-Law inspection was conducted by 101 ARW/IG and a credentialed Sexual Assault Response Coordinator from another Wing. The inspection team used the FY22 SAPR Program Inspection Guide which included interviews with a VVA, the Sexual Assault Medical Manager, and nine Commanders. Since the Case Management Group is held at the JFHQ level, the Wing Commander and SARC were interviewed for awareness of CMG requirements.

There were no deficiencies and one strength identified during this inspection. The strength was identified in the area of annual SAPR training where the SARC developed a unique method of administering training and improving compliance despite the COVID-19 restrictions.

Overall assessment is the SAPR Program is in compliance. The SARC is highly knowledgeable and meticulous with program management. She actively leads a team of credentialed VVAs and provides education to Commanders and airmen of the 101 ARW and Geographically Separated Units (GSU). Interviewed Commanders were well aware of their requirements in the SAPR program and had SAPR contact information readily available. The Wing Commander and SARC had knowledge of all requirements of the CMG should they need to hold one at the Wing.

## Governor's Advisory Council on Military Sexual Trauma

See Attachments 9 – 9g

## Section 5: Definitions

**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.

**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.

**Open With Limited Information:** Entry into DSAID to be used in the following situations: victim refused or declined services, victim opted-out of participating in investigative process, third-party reports, local jurisdiction refused to provide victim information, or civilian victim with military subject.

**Restricted Report:** Reporting option that allows sexual assault victims to confidentially disclose the assault to specified individuals (i.e., SARC, SAPR VA, or healthcare personnel), and receive medical treatment, including emergency care, counseling, and assignment of a SARC and SAPR VA, without triggering an investigation. The victim's report provided to healthcare personnel (including the information acquired from a SAFE Kit), SARCs, or SAPR VAs will NOT be reported to law enforcement or to the command to initiate the official investigative process unless the victim consents or an established EXCEPTION applies. The Restricted Reporting program applies to Service members and their military dependents 18 years of age and older. Additional persons who may be entitled to Restricted Reporting are NG and Reserve members. Only a SARC, SAPR VA, or healthcare personnel may receive a Restricted Report, previously referred to as Confidential Reporting.

**Sexual Assault:** The Department of Defense defines sexual assault as Intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent. The term includes a broad category of sexual offenses consisting of the following specific UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these acts. The Maine Code of Military Justice (MCMJ) utilizes the same crimes and definitions as the Maine Criminal Code, Title 17-A M.R.S. chapter 11.

**Sexual Harassment:** The definition of sexual harassment applicable to this report is described in DoD Directive 1350.2, "Department of Defense Military Equal Opportunity 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.

***Unit Risk Inventories:*** Surveys that are completed annually by Soldiers in the Maine Army National Guard. Questions included relate to substance use, suicidal ideation and behaviors, sexual activity, sexual violence, sexual harassment, domestic violence, relationship health and mental health.

***Unrestricted Report:*** A process that an individual covered by DODD 6595.01 uses to disclose, without requesting confidentiality or Restricted Reporting, that he or she is the victim of a sexual assault. Under these circumstances, the victim's report provided to healthcare personnel, the SARC, a SAPR VA, command authorities, or other persons is reported to law enforcement and may be used to initiate the official investigative process.

## Section 6: Commonly Used Acronyms

ANG – Air National Guard

ARNG – Army National Guard

BJA – Brigade Judge Advocate

CMG – Case Management Group Meeting

COS – Chief of Staff

CY – Calendar Year

CNGB – Chief of the National Guard Bureau

CNGBI – Chief of the National Guard Bureau Instruction

DCSA CAS – Department of Defense Consolidated Adjudication Services

DCSPER - Deputy Chief of Staff, Personnel

DD 2910 – Department of Defense Form 2910 *Victim Reporting Preference Statement*

DEOCS – Defense Organizational Climate Surveys

DAFI – Department of the Air Force Instruction

DAFMAN - Department of the Air Force Manual

DOD – Department of Defense

DOD SAPRO – Department of Defense Sexual Assault Prevention and Response Office

DODD – Department of Defense Directive

DODI – Department of Defense Instruction

D-SAACP – Department of Defense Sexual Assault Advocate Certification Program

DSAID – Defense Sexual Assault Incident Database

EEO – Equal Employment Opportunity

EOA – Equal Opportunity Advisor

EOD – Equal Opportunity Director

FY – Fiscal Year

FTJA – Full-time Judge Advocate

FRR – Formal Resolution Request  
GAC – Governor’s Advisory Council  
GOMOR – General Officer Memorandum of Reprimand  
IG – Inspector General  
IRR – Informal Resolution Request  
IO – Investigating Officer  
IRC – 90-Day Independent Review Commission  
JFHQ – Joint Force Headquarters  
MCIO – Military Criminal Investigative Office  
MCMJ – Maine Code of Military Justice  
MEANG – Maine Air National Guard  
MEARNG – Maine Army National Guard  
MECASA – Maine Coalition Against Sexual Assault  
MENG – Maine National Guard (Maine Air and Army National Guard as a whole)  
MENG SAPRO – Maine National Guard Sexual Assault Prevention and Response Officer  
MEO – Military Equal Opportunity  
MOA – Memorandum of Agreement  
MOU – Memorandum of Understanding  
MRSA – Maine Revised Statutes Annotated  
MST – Military Sexual Trauma  
NCOER – Non-commissioned Officer Evaluation Report  
NDAA – National Defense Authorization Act  
NOVA – National Organization for Victim Assistance  
NGB – National Guard Bureau  
NGBDTM – National Guard Bureau Directive Type Memorandum  
(NCOER) - Non-commissioned Officer Evaluation Report  
OER – Officer Evaluation Report  
OCI – Office of Complex Investigations

OSJA – Office of the State Judge Advocate  
(PII) - Personally Identifiable Information  
PL – Public Law  
PMO – Provost Marshal Office  
POSTA - Position of Significant Trust and Authority  
SAPR – Sexual Assault Prevention and Response  
SAPR VA – Sexual Assault Prevention and Response Victim Advocate  
SARC – Sexual Assault Response Coordinator  
SECAF – Secretary of the Air Force  
SECARMY – Secretary of the Army  
SECDEF – Secretary of Defense  
SEEM – State Equal Employment Manager  
SHARP – Sexual Harassment Assault Response and Prevention  
SIR – Serious Incident Report  
SJA – State Judge Advocate  
SVC – Special Victims’ Counsel  
TAG – The Adjutant General  
TDS – Trial Defense Services  
URIS – Unit Readiness Inventory Survey  
VAC – Victim Advocate Coordinator  
VVA – Volunteer Victim Advocate  
WOFR – Withdrawal of Federal Recognition