

Superintendent Instruction 2018-04

United States Merchant Marine Academy Kings Point, New York

31 May 2018

SUPERINTENDENT INSTRUCTION 2018-04

Subj: SEXUAL ASSAULT, SEXUAL OR GENDER-BASED HARASSMENT, RELATIONSHIP VIOLENCE, STALKING, AND RETALIATION POLICY

1. **Purpose:** To establish the United States Merchant Marine Academy (Academy) policy prohibiting sexual assault, sexual and gender-based harassment, relationship violence, stalking, and retaliation.
2. **Applicability:** This Policy applies to all Academy personnel, including Midshipmen, faculty, staff, and personnel of tenant agencies, whether federal employees, military personnel or contract employees.
3. **Supersedes:** Superintendent Instruction 2016-02, *Sexual Assault, Dating Violence, Domestic Violence, Stalking, Prevention Education and Response Policy*
4. **Policy:**
 - a) The Academy is deeply committed to fostering a safe campus where Midshipmen, faculty, and staff can thrive in an environment free of sexual assault, sexual and gender-based harassment, relationship violence, stalking, and retaliation. The Academy supports and nurtures a campus climate that allows Midshipmen, faculty, and staff to perform at their highest abilities while still being assured of their essential safety and well-being. Every member of the Academy community is responsible for fostering mutual respect and refraining from conduct that violates this Policy. Sexual assault, sexual and gender-based harassment, relationship violence, stalking, and retaliation are unacceptable and will not be tolerated.
 - b) The Academy will use training, education, and awareness to minimize sexual assault, sexual and gender-based harassment, relationship violence, stalking, and retaliation to promote the sensitive and professional handling of individuals subjected to such misconduct, to offer assistance and counseling to them, to hold those who commit such offenses accountable, to provide confidential avenues for reporting, and to reinforce a commitment to Academy's core values of respect, honor and service.
 - c) This Policy applies –
 - (1) Both on and off Academy grounds, and during duty and non-duty hours.
 - (2) To working, living, and recreational environments (including both at the Academy, off the Academy grounds, and at sea).

- d) The Academy will treat all individuals who are subjected to sexual assault, sexual and gender-based harassment, relationship violence, stalking, and retaliation with dignity, fairness, and respect. These individuals' rights include the following:
 - (1) The right to be treated with fairness and respect for his or her dignity and privacy, and to be free from any suggestion that he or she is at fault when these crimes and violations are committed, or that he or she should have acted in a different manner to avoid such crimes;
 - (2) The right to receive immediate and effective medical and/or psychological care and attention, including long-term follow-up treatment, if eligible;
 - (3) The right to be reasonably protected from the accused offender, and to be free from retaliation by the Academy, the accused, and/or their friends, family and acquaintances; and
 - (4) The right, if desired, to confidential or restricted reporting of the incident, if eligible.
 - e) The Academy takes every reported incident of sexual assault, sexual and gender-based harassment, relationship violence, stalking, and retaliation seriously. The Academy will maintain the confidentiality of the complaint to the greatest extent consistent with the goal of conducting a thorough and complete investigation of unrestricted reports and effecting any appropriate remedial action.
5. **Prohibited Conduct:** The prohibited conduct listed below constitute Class I violations and, as such, Midshipmen who engage in any of this prohibited conduct are subject to the full range of penalties for a Class I violation as set out in the Midshipman Regulations, up to and including disenrollment. Similarly, faculty or staff who engage in such prohibited conduct are subject to disciplinary action, up to and including termination. Finally, third parties who violate this Policy may have their relationship with the Academy terminated and/or their privilege of being on the Academy's premises withdrawn.
- a) **Sexual assault** is a crime of violence defined as intentional touching of a sexual nature against the will (by use of force, physical threat, coercive conduct, or abuse of authority) or without the consent of another person, or where that person is incapacitated (e.g., "passed out," sleeping, or impaired due to the use of alcohol or drugs, including prescription medications) or otherwise incapable of giving consent. The other person can be male or female and the perpetrator of the sexual assault can be of the same or opposite sex. Sexual assault includes, but is not limited to, the following:
 - (1) Sexual intercourse, including anal, oral or, vaginal penetration, however slight, with a body part (e.g., penis, finger, hand or tongue) or an object;

- (2) Kissing, touching, groping, fondling, or other intentional contact with the breasts, buttocks, groin, or genitals (over or under an individual's clothing) for purposes of sexual gratification or when such private body parts are otherwise touched in a sexual manner;
 - (3) Sexual contact with someone who is unable to say "no" and/or change their mind due to the presence of coercion or intimidation; or
 - (4) Sexual contact with someone who is under the age of consent in the jurisdiction in which the sexual assault occurs.
- b) **Sexual or Gender-Based Harassment: Sexual harassment** is any unwelcome sexual advance, request for sexual favors, or other unwelcome verbal, non-verbal, graphic or physical conduct of a sexual nature, including, but not limited to the following:
- (1) Submission to or rejection of such conduct is either an explicit or implicit term or condition of an individual's employment or advancement in employment, evaluation of academic work or advancement in an academic program, or basis for participation in any aspect of an Academy program or activity, including Regimental duties (*quid pro quo*);
 - (2) Submission to or rejection of such conduct by an individual is used as a basis for decisions affecting the individual (*quid pro quo*); or
 - (3) Such conduct has the purpose or effect of unreasonably interfering with an individual's learning, working, or living environment; in other words, it is sufficiently severe, pervasive, or persistent as to create an intimidating, hostile, or offensive learning, working, or living environment under both an objective – a reasonable person's view – and subjective – the Complainant's view – standard (hostile environment).
 - (4) **Gender-Based Harassment** includes harassment based on gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature. Examples of sexual or gender-based harassment include, but are not limited to, the following:
 - i. Unwanted flirtation, advances or propositions of a sexual nature;
 - ii. Verbal conduct, including lewd or sexually suggestive comments, jokes, or innuendos, or unwelcome comments about an individual's sexual orientation or gender identity;
 - iii. Written conduct, including letters, notes, or electronic communications containing comments, words, jokes, or images

that are lewd or sexually suggestive, or relate in an unwelcome manner to an individual's sexual orientation or gender identity.

- c) **Relationship violence**, refers to controlling, abusive behavior, including any act of violence or threatened act of violence, against a person who is, or has been involved, in a sexual, dating, domestic, cohabiting or married relationship with that person. Relationship violence can take place in heterosexual or same-sex relationships, and sometimes also involves violence against the children in the family. Relationship violence can take a number of forms including physical, verbal, emotional, economic and sexual abuse, or any combination thereof.
- (1) **Domestic violence:** The term "domestic violence" includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the applicable jurisdiction, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the applicable jurisdiction.
- (2) **Dating violence:** The term "dating violence" means violence committed by a person (a) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (b) where the existence of such a relationship shall be determined based on a consideration of the following factors: (1) the length of the relationship; (2) the type of relationship; and (3) the frequency of interaction between the persons involved in the relationship.
- d) **Stalking** is a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others, or suffer substantial emotional distress. Such conduct includes, but is not limited to, unwelcome acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person or interferes with a person's property. It includes cyber-stalking, in which electronic media, such as the internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact are used. Stalking can occur in a dating relationship, friendship, or past relationship, or can be perpetrated by a stranger.
- e) **Sexual Exploitation** occurs when a person takes non-consensual or abusive sexual advantage of another person for their own advantage or benefit, or for the advantage or benefit of anyone else. Examples of sexual exploitation include but are not limited to the following:
- (1) Voyeurism (such as watching or taking pictures, videos, or audio recordings of another person engaging in a sexual act, in a state of undress, or in a place

and time where such person has the reasonable expectation of privacy, such as a changing room, toilet, bathroom, or shower, each without the affirmative consent of all parties);

- (2) Disseminating, streaming, or posting pictures or video of another in a state of undress or of a sexual nature without the person's affirmative consent;
- (3) Exposing one's genitals to another person without affirmative consent; or
- (4) Knowingly exposing another individual to a sexually transmitted infection or virus without the other individual's knowledge.

- f) **Failure to obtain consent**, where consent is defined as an affirmative decision given by clear words or actions to engage in mutually agreed upon sexual activity. Consent may not be inferred from silence, passivity or lack of resistance alone. Consent to one form of sexual activity does not imply consent to other forms of sexual activity, and the existence of a current or previous dating or sexual relationship is not sufficient to constitute consent to additional sexual activity. Consent may be initially given but can be withdrawn at any time.

Consent cannot be given when a person is incapacitated, which occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. Incapacitation may be caused by the lack of consciousness, being asleep, being involuntarily restrained, or being coerced or intimidated. Depending on the degree of intoxication, an individual who is under the influence of alcohol, drugs, or other intoxicants, may be incapacitated and, therefore, unable to consent.

- g) **Retaliation** (sometimes referred to as reprisal) means taking or threatening to take any adverse action taken against an individual for making a good faith report of conduct prohibited under this Policy, or for participating in any investigation or proceeding resulting from such a report. Retaliation includes threatening, intimidating, harassing, or any other conduct that would discourage a reasonable person from making a report, or from participating in proceedings related to such a report. Examples of retaliation include, but are not limited, to the following:

- (1) Disadvantaging or restricting a person in their status as a Midshipman or employee, or in their ability to gain benefits or opportunities available at the Academy;
- (2) Precluding a person from filing a report of prohibited conduct;
- (3) Pressuring someone to drop or not support a complaint, or to provide incomplete, false, or misleading information; or

- (4) Adversely altering the educational or work environment of someone who has complained or participated in the complaint process.

h) **Ostracism**, which is a form of retaliation, means wrongfully excluding a Midshipman, or faculty or staff member, from social acceptance or membership in or with a recognized Academy group, such as the chain of command, intercollegiate or intramural team, or Academy club, of which such individual was a part of or a reasonable person would conclude wanted to be part of, with the intent to do any of the following:

- (1) Inflict emotional distress on the individual;
- (2) Discourage reporting of conduct prohibited under this Policy; or
- (3) Otherwise discourage participation in administrative proceedings related to such prohibited conduct and, because the perpetrator knew or believed any of the following:
 - i. That the individual reported or was planning to report prohibited conduct;
 - ii. That the individual had been or had alleged to be subjected to prohibited conduct;
 - iii. That the individual was reported by another as being subject to prohibited conduct;
 - iv. That the individual intervened to prevent or attempted to prevent prohibited conduct from occurring; or
 - v. That the individual cooperated in an investigation, or has served or will serve as a witness, or otherwise cooperate in the future in an administrative and/or criminal investigation or proceeding involving prohibited conduct.

6. **Confidential Resources:** Midshipmen who have questions about this Policy may speak confidentially with any member of the SAPR Office. Alternatively, Midshipmen who wish to remain anonymous may confidentially ask and receive answers to questions about this Policy by using the anonymous SAPRO email on the Academy's Intranet.

7. **Education Program:** Awareness, prevention and response education is the most critical component to the success of eliminating sexual assault, sexual and gender-based harassment, relationship violence, stalking, and retaliation. The goals of the education program are to raise awareness and to inform critical stakeholders of their part in ending such misconduct. Ongoing awareness and prevention education will use a socio-ecological model that engages multiple levels of influencers, primarily individual Midshipmen and Regimental leadership, as well as other stakeholders, such as faculty and staff, and also include, when applicable, external resources. The following requirements will serve as the minimum standard:

- a) **Plebe Candidates** will receive prevention education that includes reporting and response procedures within the first week of reporting to the Academy. During the remainder of Indoctrination, Plebe Candidates will receive additional education, which will further describe sexual assault, sexual and gender-based harassment, relationship violence, and stalking, as well as bystander dynamics, and bystander intervention strategies.

- b) **All Midshipmen** will receive bi-annual awareness education on the topics of sexual assault, sexual and gender-based harassment, relationship violence, stalking, and retaliation. This education will include, but not be limited to, the following:
 - (1) The relationship between honor, respect, and character development, and the prevention of prohibited conduct;
 - (2) A brief history of the problem with prohibited conduct at the Academy;
 - (3) Information related to reporting prohibited conduct, the rights of those reporting, and the potential discipline for violators of this Policy, including disenrollment;
 - (4) Bystander intervention techniques;
 - (5) Barriers to intervention and reporting;
 - (6) Information on risk reduction to recognize warning signs of abusive behavior and how to avoid potential attacks, and
 - (7) Strategies to work around barriers to climate change. This will be in addition to any other required education, such as Plebe Candidate or pre and post-Sea Year education. Topics will vary by class with the intent of actively raising awareness levels.

- c) **Sea Year Midshipmen** will receive pre-Sea Year education to prepare them for the challenges of Sea Year, and will be briefed on the need to become familiar with individual shipping company's sexual assault and sexual harassment (SASH) policies. They will also receive post-Sea Year education to prepare them for reintegration to the Academy upon their return from sea.

- d) **Midshipmen Officers** will receive leadership and bystander intervention education in an effort to prepare them to prevent and respond effectively to incidents of sexual assault, sexual and gender-based harassment, relationship violence, stalking, and retaliation. This will be provided for each rotation.

- e) **All Faculty, Administrators, and Staff** will receive at least annual training to raise awareness, be advised of available resources to Complainants, explain how to respond effectively to incidents of sexual assault, sexual and gender-based harassment, relationship violence, stalking, and retaliation, explain how to effectively use bystander intervention strategies, provide information on risk reduction, and explain strategies to reduce the likelihood of retaliation. Additional

voluntary training will be made available and faculty, administrators and staff will be encouraged to attend.

- f) **First Responders** such as chaplains, clinic personnel, Office of Public Safety and emergency medical technicians (EMTs) will receive annual training on responding to complaints of sexual assault, sexual and gender-based harassment, relationship violence, stalking, and retaliation.
- g) **Volunteer Victim Advocate Staff** will receive initial as well as ongoing training on matters relating to sexual assault, sexual and gender-based harassment, relationship violence, stalking, and retaliation prevention and response, the Academy's policies and procedures for such prohibited conduct, and victim support.
- h) **The SAPR Office Director/SARC and Victim Advocate/Prevention Educators** will receive an annual minimum of 20 hours of continuing education in sexual assault, sexual and gender-based harassment, relationship violence, stalking, and retaliation prevention and response topics. The training will include a focus on victim support, as well as the identification and provision of internal and external support resources.
- i) **The Assistant Counsel to the Academy** will receive annual continuing legal education on legal developments pertaining to sexual assault, sexual and gender-based harassment, relationship violence, stalking, and retaliation.
- j) **Personnel involved** in implementing Midshipman disciplinary grievance procedures will receive training that includes, but is not limited to, the following:
 - (1) Information on working with and interviewing persons subjected to conduct prohibited under this Policy;
 - (2) Information on particular types of conduct prohibited under this Policy;
 - (3) Information on consent and the effect that drugs or alcohol may have on an individual's ability to consent;
 - (4) Information on the effects of trauma, including the neurobiology of trauma;
 - (5) The use of trauma-informed interview techniques;
 - (6) Information on how prohibited conduct may impact Midshipmen differently depending on their cultural background; and
 - (7) Information on sexual assault dynamics, sexual assault perpetrator behavior, and barriers to reporting.

8. **Responsibilities:**

- a) The **Superintendent** shall:

- (1) Be responsible for the overall execution of the SAPR Program while supervising the SAPRO manager. The Deputy Superintendent may be

designated as the Superintendent's proxy for directing the daily activities of the SAPRO.

b) The **Commandant of Midshipmen** shall:

- (1) Notify the SAPRO Director immediately of reports of sexual assault, sexual or gender-based harassment, relationship violence, stalking, or retaliation incidents involving Midshipmen.
- (2) Ensure that all members of the Commandant's staff are familiar with the provisions of this Policy.
- (3) Coordinate with the SAPRO Director to schedule all Midshipmen and Plebe education sessions as outlined in paragraphs 7(a), (b) and (d) of this Policy.
- (4) Distribute a wallet-sized card containing emergency contact information; cards can be obtained from the SAPR Office.
- (5) Ensure sexual assault, sexual or gender-based harassment, relationship violence, stalking, and retaliation prevention information is posted on all Company bulletin boards, and is available in other locations deemed appropriate by the Commandant, such as in individual barracks rooms, barracks heads, etc.
- (6) Ensure that sexual assault, sexual or gender-based harassment, relationship violence, stalking, and retaliation constitute Class I offenses in the Midshipman Regulations.

c) The **SAPRO Director/SARC** shall:

- (1) Report directly to the Superintendent and shall have concurrent reporting responsibility to the Deputy Maritime Administrator of the Maritime Administration and the Department of Transportation, and upon belief that the Academy leadership is acting inappropriately regarding sexual assault prevention and response matters.
- (2) Serve as the primary point of contact for any and all actions relating to sexual assault, sexual or gender-based harassment, relationship violence, stalking, and retaliation, including for confidential reports, when applicable and for prevention and response education, and support and advocacy services.
- (3) Establish, monitor, and document a comprehensive education program on prevention and response for all Midshipmen, faculty and staff.
- (4) Ensure the training of and oversee the volunteer Victim Advocates and the Victim Advocate/Prevention Educators in the performance of their duties.
- (5) Train and oversee the Regimental Sexual Assault Victim Advocate (RSAVA), the Regimental Human Relations Officer (RHRO) and the Company Human Relations Officers (CHROs) in the performance of their duties.

- (6) Ensure individuals reporting sexual assault, sexual or gender-based harassment, relationship violence, stalking, and retaliation are properly advised of their rights, including, but not limited to, options for restricted or unrestricted reporting, available services and ability to coordinate them, available accommodations and ability to coordinate them, Academy responsibilities regarding orders of protection, no contact orders, restraining orders, and other similar orders, and privacy limitations under the law. Maintain written records for all incidents.
- (7) Represent the interests of any Midshipman who reports prohibited conduct, which shall include the following:
 - i. Advising them of, and providing written materials regarding available resources and services;
 - ii. Liaising with appropriate personnel, with the Complainant's consent, to arrange reasonable accommodations;
 - iii. Maintain the Complainant's privacy and confidentiality unless otherwise required by law, requested by the Complainant to disclose information, or where there has been a determination that either there is a risk of imminent harm to others or there is a repeat offender; and
 - iv. Assist the Complainant in reporting prohibited conduct to the Academy and/or law enforcement.
- (8) Notify the Superintendent and the Deputy Superintendent within 24 hours of any incidents of sexual assault, sexual or gender-based harassment, relationship violence, stalking, and retaliation. For the purpose of public safety, on restricted reports, report information concerning such incidents in a manner that does not reasonably lead to identification of the individual subjected to the prohibited conduct.
- (9) Coordinate and facilitate the monthly Sexual Assault Review Board (SARB) meetings to discuss sexual assault prevention strategies and education program goals.
- (10) Produce materials to increase awareness of the program, such as posters, informational papers, and wallet-sized cards.
- (11) Coordinate sexual assault, sexual or gender-based harassment, relationship violence, stalking, and retaliation awareness events such as guest speakers, professional groups, etc. with assistance from faculty, staff and Midshipmen.
- (12) Maintain 24/7 sexual assault hotline capability.
- (13) Provide an annual report to the Maritime Administration's Office of Civil Rights summarizing how resources supplied to the SAPR Office were used.

d) **Volunteer Victim Advocates and Victim Advocate/Prevention Educators** shall:

- (1) Report to and coordinate directly with the SAPRO Director when assisting an individual reporting sexual assault, sexual or gender-based harassment, relationship violence, stalking, and retaliation.

- (2) Provide crisis intervention, referrals, and on-going non-clinical support to individuals reporting sexual assault, sexual or gender-based harassment, relationship violence, stalking, and retaliation.
- (3) Inform such individuals of their rights and resources under this Policy.
- (4) Identify additional resources to ensure such individual's safety, if necessary.
- (5) Inform such individuals of their options for restricted or unrestricted reporting and explain the scope and limitations of the VA's role as an advocate.
- (6) Assist such individuals in navigating investigative, medical, mental, and emotional health and recovery processes, or if so requested, identify an alternate victim advocate to provide such assistance.
- (7) Receive training as set forth above in paragraph 7(g), and be supervised by the SAPRO Director in the administration of victim advocacy responsibilities.

e) The **Assistant Counsel to the Academy** shall:

- (1) Provide support for Midshipmen, faculty, or staff making reports of sexual assault, sexual or gender-based harassment, relationship violence, stalking, or retaliation regarding all aspects of investigatory, legal, and disciplinary procedures related to disposition of such complaints, and provide similar support to those seeking advice when considering whether to make a report.
- (2) Provide legal review and analysis of proposed Academy policies and procedures on sexual assault, sexual or gender-based harassment, relationship violence, stalking, or retaliation, as well as on training materials for Midshipmen, faculty, and staff on these issues.

f) The **Head, Department of Professional Development & Career Services** shall:

- (1) Develop specific appropriate procedures for Midshipmen to report incidents of sexual assault, sexual and gender-based harassment, relationship violence, stalking, and retaliation during Sea Year or internships, and notify the SAPRO Director of any sexual assault or sexual harassment incidents within 24 hours of receiving information from a Midshipman and/or shipping company.
- (2) Ensure the Sea Year Guide references up-to-date Academy and maritime industry sexual assault and sexual harassment policies, procedures and training requirements.
- (3) Coordinate with the Commandant, Academic Dean and the SAPRO Director to schedule Midshipmen for education on sexual assault, sexual or gender-based harassment, relationship violence, stalking, and retaliation prevention and response as part of their mandatory requirements before the first Sea Year, and assist with debriefing after their Sea Year to re-integrate Midshipmen into the regimental and educational setting.

- (4) Serve as a liaison between the Academy and shipping companies with respect to sexual assault and sexual harassment education, and coordination of sexual assault and sexual harassment policies and reporting procedures.

i) The **Head, Office of Health Services** shall:

- (1) Notify the SAPRO Director/SARC when a Midshipman, faculty, or staff reports a sexual assault.
- (2) Ensure that office of Health Services staff provide Midshipmen with medical, mental, and emotional health care and all necessary support for the sexual assault, sexual and gender-based harassment, relationship violence, stalking, and retaliation recovery process.
- (3) Ensure medical personnel have the necessary credentials for managing the medical and mental health components related to the care of individuals subjected to sexual assault, sexual and gender-based harassment, relationship violence, stalking, and retaliation.
- (4) Ensure that Emergency Medical Technicians (EMT) under the Office of Health Services meet all certification requirements for the emergency management of individuals subjected to sexual assault, sexual and gender-based harassment, relationship violence, stalking, and retaliation emergency care intervention.

j) The **Head, Office of Public Safety** shall:

- (1) Partner with the local DOT OIG office, FBI office and the Kings Point and Nassau County Police Departments, as appropriate, to create response procedures when incidents of sexual assault are reported.
- (2) Notify the SAPRO Director of all instances of sexual assault reports.

k) The **Command Chaplain** shall:

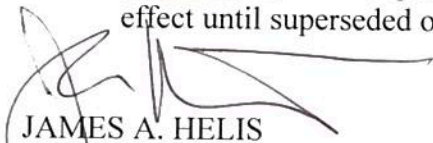
- (1) Provide pastoral and spiritual support to individuals subjected to sexual assault, sexual and gender-based harassment, relationship violence, stalking, and retaliation, as requested by them.
- (2) Encourage the individual to seek additional assistance and counseling, as appropriate. With his or her consent, direct them to the SAPR Office.

l) All **Academy Midshipmen Officers, staff members, faculty members and contract employees or other employees** shall:

- (1) Adhere to the provisions of this Policy at all times.
- (2) Report incidents of sexual assault, sexual and gender-based harassment, relationship violence, stalking, and retaliation reported to them to the SAPRO Director/SARC.

- (3) Respond to allegations of sexual assault, sexual and gender-based harassment, relationship violence, stalking, and retaliation promptly and professionally.

9. **Expiration:** This Superintendent Instruction goes into effect immediately and remains in effect until superseded or rescinded.



JAMES A. HELIS
Rear Admiral, USMS
Superintendent

Dist. via Email

Responsible Official: Superintendent

References:

- (a) Executive Order 13160, *Nondiscrimination on the Basis of Race, Sex, Color, National Origin, Disability, Religion, Age, Sexual Orientation, and Status as a Parent in Federally Conducted Education and Training Programs*
- (b) 20 U.S.C. §1092 (f), *The Jeanne Clery Disclosure of Campus Security Policy and Campus Statistics Act*
- (c) 20 U.S.C. §1232g, *The Family Educational Rights and Privacy Act (FERPA)*
- (d) 42 U.S.C. §2000e, *et seq.*, *Title VII of the Civil Rights Act of 1964 (as amended)*
- (e) 42 U.S.C. §§ 13701, *et seq.*, *Violence Against Women Act of 1994 (VAWA)*
- (f) 20 USC 1092(f)(8), *Higher Education Act of 1965*
- (g) National Defense Authorization Act for Fiscal Year 2017, P.L. 114-328
- (h) National Defense Authorization Act for Fiscal Year 2018, P.L. 115-81
- (i) and other federal, departmental, agency, or Academy policies governing sexual assault, sexual or gender-based harassment, relationship violence, stalking and retaliation.