



DoD INSTRUCTION 6495.02, VOLUME 2

SEXUAL ASSAULT PREVENTION AND RESPONSE: EDUCATION AND TRAINING

Originating Component: Office of the Under Secretary of Defense for Personnel and Readiness

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Approved by: Virginia S. Penrod, Acting Under Secretary of Defense for Personnel and Readiness

Purpose: This instruction is composed of multiple volumes, each containing its own purpose. In accordance with the authority in DoD Directives (DoDDs) 5124.02 and 1400.25: This issuance establishes and implements policy, establishes procedures, provides guidelines and model programs, delegates authority, and assigns responsibilities regarding the prevention of and response to sexual assault in the DoD.

- This volume establishes sexual assault prevention and response (SAPR) training requirements for:
 - Service members.
 - Individuals who supervise Service members.
 - Introductory sexual assault prevention for all DoD civilian employees as indicated in Section 4.

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SECTION 1: GENERAL ISSUANCE INFORMATION

1.1. APPLICABILITY.

a. This volume applies to OSD, the Military Departments, the Office of the Chairman of the Joint Chiefs of Staff and the Joint Staff, the Combatant Commands, the Office of Inspector General (IG) of the Department of Defense (IG DoD), the Defense Agencies, the DoD Field Activities, and all other organizational entities within the DoD (referred to collectively in this issuance as the “DoD Components”).

b. Nothing in this volume will infringe on the IG DoD’s statutory independence and authority as articulated in Title 5, United States Code (U.S.C.) Appendix (also known and referred to in this volume as the “IG Act of 1978,” as amended). In the event of any conflict between this volume and the IG DoD’s statutory independence and authority, the IG Act of 1978 takes precedence.

1.2. POLICY.

a. Individuals who supervise Service members will receive training and education on SAPR, as outlined in Sections 3 and 4 of this volume. Requirements and terminal learning objectives related to the core competencies, outlined in Sections 3 and 4 of this volume will be provided in DoD Instruction (DoDI) 1322.31:

- (1) Will be maintained by the DoD SAPR Office (SAPRO).
- (2) Are accessible at <https://www.sapr.mil>.

b. The SAPR training, at a minimum, will incorporate adult learning theory, which includes interaction and group participation.

c. All Service members and individuals who supervise them will be trained; and their completion of training data will be annotated in accordance with DoD Component-specific requirements.

1.3. CHANGES TO EXISTING POLICY.

This volume:

- a. Incorporates and cancels certain training requirements in Enclosure 10 of Volume 1 of this instruction, as specified and listed in Table 1.

Table 1. Volume 1 of DoDI 6495.02, Materiel Incorporation and Cancellation

| Enclosure 10, “Training Requirements for DoD Personnel,” Paragraph Number(s) | Page(s) |
|---|----------------|
| Paragraph 2.d. | 83-86 |
| Paragraph 3 | 86-90 |
| Paragraph 4 | 91 |
| Paragraph 5 | 91 |
| Paragraph 6 | 91 |

- b. Does **not** supersede the responder training requirements in Enclosure 10 in Volume 1 of this instruction.

SECTION 2: RESPONSIBILITIES

2.1. ASSISTANT SECRETARY OF DEFENSE FOR READINESS.

Under the authority, direction, and control of the Under Secretary of Defense for Personnel and Readiness (USD(P&R)); and in accordance with the authority in DoDD 5124.11; the Assistant Secretary of Defense for Readiness develops policy and exercises oversight of:

- a. Common military training (CMT).
- b. Professional military education (PME).

2.2. DOD COMPONENT HEADS.

The DoD Component heads:

- a. Direct component execution of the education and training requirements in this volume, which:
 - (1) Apply to all Service members and those individuals who supervise Service members.
 - (2) Will be provided or supported by subject matter experts in those practice areas.
- b. Establish policies and procedures that address gaps or inconsistencies across component training requirements (e.g., Service members serving posts in other DoD Components).
- c. Comply with any collective bargaining obligations as applicable.

2.3. SECRETARIES OF THE MILITARY DEPARTMENTS.

In addition to the responsibilities in Paragraph 2.2., the Secretaries of the Military Departments:

- a. Provide Service-specific education and training programs to their members assigned to other DoD Components (e.g., Defense Agencies and DoD Field Activities), as desired.
- b. Upon request:
 - (1) Submit a copy of SAPR training programs or SAPR training elements to the Office of the USD(P&R), through the DoD SAPRO, for evaluation of consistency and compliance with this volume.
 - (2) Correct any identified policy and training requirement discrepancies.
- c. Develop for commanders, in accordance with Section 540B of Public Law (PL) 116-92, comprehensive training on the role of commanders in all stages of military justice in connection with sexual assaults by Service members. See Paragraph 3.4. of this volume for more

information on sexual assault response education and training requirements based on position or rank.

d. Periodically, and in coordination with the DoD SAPRO, undertake surveys and other reviews of the matters covered by the training provided, pursuant to Paragraph 2.3.a. of this volume, to identify and incorporate material for updates, improvements, and best practices into such training.

2.4. CHIEF, NATIONAL GUARD BUREAU (NGB).

In addition to the responsibilities in Paragraph 2.2., the Chief, NGB:

a. Provides Service-specific education and training programs (to include Title 32, U.S.C., modifications) to National Guard Service members assigned to other DoD Components (e.g., Defense Agencies and DoD Field Activities), as desired.

b. Upon request:

(1) Submits a copy of SAPR training programs or SAPR training elements to the Office of the USD(P&R), through the DoD SAPRO, for evaluation of consistency and compliance with this volume.

(2) Corrects any identified policy and training requirement discrepancies.

SECTION 3: SEXUAL ASSAULT RESPONSE EDUCATION AND TRAINING

3.1. BACKGROUND.

This volume:

a. Outlines:

(1) General sexual assault response education and training for Service members and individuals who supervise service members.

(2) Additional required specialized training.

b. Does **not** outline the required education and training for responders, which can be found in Enclosure 10 of Volume 1 of this issuance.

3.2. PURPOSE AND SCOPE OF SEXUAL ASSAULT RESPONSE EDUCATION AND TRAINING.

This section outlines general sexual assault response education and training for sexual assault response for Service members and individuals who supervise Service members. All training will be implemented in accordance with Service and NGB guidance.

a. The education and training for sexual assault response will align with DoDI 1322.31.

b. The required subject matter for the education and training will be supported by research or evidence-based theory, appropriate to the Service member's grade and commensurate with their level of responsibility.

c. Different levels of proficiency are expected. The level of proficiency will be tailored to and commensurate with the rank, grade, experience, role, and responsibilities of those receiving the training.

d. If a Military Service requires Service-specific education and training on topics addressed by this volume for their Service members assigned to other DoD Components, then the Military Service concerned will provide that training. The other DoD Components will permit and facilitate access to Service-specific education and training, but have no responsibility to conduct such training on behalf of a Military Service.

3.3. SEXUAL ASSAULT RESPONSE EDUCATION AND TRAINING REQUIREMENTS.

The education and training requirements specified in this paragraph are based on duty status.

a. Initial Entry Education and Training.

Initial SAPR education and training will provide new Service members with introductory, basic-level SAPR knowledge and skills. Initial SAPR education and training will be provided within 14 days of initial entrance into active duty (to include cadets or midshipmen at the Service academies) or the Service member's initial entrance into a duty status with a Reserve Component. At a minimum, a Service member will receive education and training on the competencies and topical training requirements listed in this paragraph.

(1) Definition of the terms "sexual assault" and "consent," as defined in DoDD 6495.01; and a demonstrated ability to identify how "sexual assault" differs from "sexual harassment," as defined in DoDI 1020.03.

(2) Available reporting options (restricted and unrestricted) and who can receive restricted reports.

(3) Victims' rights and available resources for victims—including: information available from Military OneSource (a contract administered by the DoD); anonymous support available through the DoD Safe Helpline; and how different reporting options influence available resources for victims and the enforcement of their rights.

b. Accession Education and Training.

Accession education and training will provide new Service members in the accessions process with introductory, basic-level SAPR knowledge tailored to their unique situations. Individuals entering into the Delayed Entry Program are included in accession training requirements. In addition to the core competencies outlined in Paragraph 3.3.a., accession training will include:

(1) Military justice procedures, to include the codification and enhancement of victims' rights in the military.

(2) Identifying mandatory reporters and their mandatory reporting requirements.

c. Pre-deployment Education and Training.

(1) Pre-deployment education and training (to include National Guard and Reserve Service members mobilized on orders over 30 days pursuant to Title 10 and Title 32, U.S.C.) will provide Service members and units with information regarding:

(a) Potentially different support systems and specific details on the available resources in their deployed environment.

(b) How to access those support systems and resources.

(2) Commanders will ensure deploying personnel are informed of:

(a) Available sexual assault response coordinators, SAPR victim advocates, special victims' counsel or victims' legal counsel, and other sexual assault responders who are available during deployment (e.g., law enforcement personnel, healthcare personnel, chaplains).

(b) Location-specific resources available during deployment. This will include information about mandatory reporters and those who can maintain confidentiality.

(c) Local laws and customs, if any, that might impact obtaining sexual assault assistance from foreign national resources.

(d) How to access anonymous DoD Safe Helpline services, which are available 24 hours a day/7 days a week and worldwide.

d. Post-deployment Education and Training.

(1) Post-deployment education and training will:

(a) Provide Service members returning from deployment with current SAPR services and available resources at their home station.

(b) Occur within 30 days of returning from deployment.

(2) Commanders must ensure that personnel are informed of response services available at the post-deployment location.

(3) Individuals returning from deployment will be encouraged to report any sexual assaults or associated retaliation for reporting a sexual assault that occurred in the deployed environment, so that victims can access the needed care and promote recovery.

e. Annual Refresher Education and Training.

(1) Annual refresher education and training will provide recurring, foundational learning that reinforces the basic and essential individual-level knowledge, skills, and attitudes required of all:

(a) Service members.

(b) Individuals who supervise Service members.

(2) At a minimum, training in the core competencies listed in this paragraph will be executed annually.

(a) Definition of the terms "sexual assault" and "consent," as defined in DoDD 6495.01; and a demonstrated ability to identify how "sexual assault" differs from "sexual harassment," as defined in DoDI 1020.03.

(b) Available reporting options (restricted and unrestricted); who can receive restricted and unrestricted reports; the mandatory reporting requirements of certain providers

(e.g., Military OneSource); and the Catch a Serial Offender Program (commonly referred to as “CATCH”).

(c) Victims’ rights and access to confidential legal resources to answer questions; available resources for victims on and off base; how different reporting options influence victims’ ability to exercise their rights; and the ability of a victim to make a report or seek support outside of the chain of command.

(d) Availability of anonymous support and information available through the DoD Safe Helpline.

(e) Privileged communications and how disclosures impact reporting.

(f) Command personnel roles and responsibilities and how they support victims; and the victim’s ability to make a report and seek support outside of the chain of command.

(g) Provide information detailing how:

1. Certain responses related to sexual assault reporting may constitute retaliatory behaviors.

2. To identify and report such behaviors, in accordance with applicable laws and regulations.

(h) Availability of medical treatment and a sexual assault forensic exam, as provided for in Volume 1 of DoDI 6495.02.

3.4. SEXUAL ASSAULT RESPONSE EDUCATION AND TRAINING REQUIREMENTS BASED ON POSITION OR RANK.

In addition to the annual refresher education and training requirements outlined in Paragraph 3.3.e., certain education and training, specified in this paragraph, is required based on position or rank.

a. Pre-Command Education and Training.

Training will provide role specific, functionally-oriented learning that addresses unique requirements of command positions in the support and execution of the SAPR Program.

(1) Education and training is applicable to all officers who are selected for command and enlisted members selected for senior enlisted advisor billets.

(2) The required subject matter for the education and training will be appropriate to the level of responsibility and commensurate with the level of command. At a minimum, the additional core competencies include an understanding of:

(a) The complexity of sexual assault(s).

- (b) The appropriate investigation and disposition options available.
- (c) The role of the commander in each stage of the military justice process.
- (d) How trauma affects individuals differently; what trauma-informed care is; and how unit conditions can promote or detract from reporting allegations and recovery.
- (e) Program analysts and prevention, assistance, and response coordinators will review Volume 1 of this issuance, annually, to become familiar with and adhere to reporting requirements associated with sexual assault disclosure(s).
- (f) Commander and senior enlisted Service member roles in sexual assault response; ensuring that victims are afforded their rights and protections, with a focus on when both a victim and an accused assailant are in the same unit; and the procedures for approving an expedited transfer request from a victim.
- (g) The commander's obligations to address allegations of retaliation associated with making a report of sexual assault.
- (h) The procedures associated with reporting allegations of retaliation, including the use of Department of Defense Form 2910-2, "Retaliation Reporting Statement for Unrestricted Sexual Assault Cases."
- (i) The various roles of first responders; how commanders and senior enlisted advisors can support activities to enhance a unit's response to sexual assault; and the role of commanders in ensuring that individuals who report sexual assault allegations are informed of and have an opportunity to obtain assistance.
- (j) Mandatory reporters for sexual assault, including:
 - 1. Commanders.
 - 2. Chain of command (includes supervisors, supervisory chain, first sergeants, and senior enlisted advisors).
 - 3. Instructors.
 - 4. Law enforcement, including military security forces (both on and off-duty).
- (k) The availability of response services and resources.
- (l) The roles and responsibilities of victim service providers.
- (m) The impact of command climate on the unit's response to the disclosure of a sexual assault allegation reported within the unit.
- (n) The commander's role in establishing and maintaining a healthy command climate.

(o) How to:

1. Explain to their unit:

a. What the appropriate, professional response is to someone who reports allegations of sexual assault; or someone who is accused of perpetrating an alleged sexual assault.

b. The potential behaviors that could be perceived as retaliation against the individual reporting the sexual assault allegations.

2. Encourage reporting of sexual assaults when they happen so that the Service members may:

a. Receive medical treatment.

b. Access behavioral health services.

c. Begin to recover.

d. Continue contributing to the mission of their unit.

b. PME.

PME will provide progressively advanced levels of learning that prepare individuals to fulfill their responsibilities in the DoD's SAPR Program. PME on sexual assault response will occur during developmental courses at every level and will be:

(1) Tailored to the individual's responsibilities and leadership requirements.

(2) Appropriate to the individual's rank or grade.

(3) Commensurate with their level of responsibility, as determined by the Military Services and the NGB.

c. General Officer/Flag Officer (GO/FO) and Senior Executive Service (SES) Personnel Education and Training.

GO/FO and SES personnel education and training will occur at the initial executive-level program training, and annually thereafter.

(1) The required subject matter for the education and training will be:

(a) Appropriate to the level of responsibility.

(b) Provided by a subject matter expert.

(2) The education and training within Paragraph 3.4.c. may be provided in lieu of annual refresher education and training.

d. Military Recruiters, Personnel Temporarily Assigned to Assist Recruiters, Drill Instructors or Sergeants, and Instructors at Formal Service Schools Education and Training.

Training will occur upon initial assignment, and then annually thereafter. The education and training will include:

- (1) Discussion regarding the prohibition of engaging in sexual activity with recruits, trainees, students, or applicants to the Military Services.
- (2) The rank differential and consent.
- (3) The consequences of inappropriate relationships.
- (4) Information on what resources and services are available for recruits, trainees, students, or applicants to the Military Services who have experienced sexual assault prior to service.

SECTION 4: SEXUAL ASSAULT PREVENTION EDUCATION AND TRAINING

4.1. BACKGROUND: COMPREHENSIVE SEXUAL ASSAULT PREVENTION.

Primary prevention of sexual assault in the DoD focuses on policies, programs, and practices intended to equip individuals and communities with the tools to promote healthy behaviors and attitudes, as a way to establish cultural norms that prevent sexual assault and related behaviors along the continuum of harm.

a. Research-informed prevention approaches that mitigate these factors and prevent behaviors found within the continuum of harm will include the elements outlined in DoDI 6400.09.

b. Education and training alone are **not** sufficient to prevent sexual assault. As such, the education and training described in this volume will reinforce the comprehensive, integrated, primary prevention found in DoDI 6400.09.

4.2. PURPOSE AND SCOPE OF SEXUAL ASSAULT PREVENTION EDUCATION AND TRAINING.

This section outlines general education and training for sexual assault prevention for Service members and DoD civilian personnel. All training will be implemented in accordance with Service and NGB guidance.

a. The education and training for sexual assault prevention will align with DoDIs 1322.31 and 6400.09.

b. The required subject matter for the education and training will be:

- (1) Supported by research or evidence-based theory.
- (2) Appropriate to the Service member's grade.
- (3) Commensurate with the Service member's level of responsibility.

4.3. SEXUAL ASSAULT PREVENTION EDUCATION AND TRAINING REQUIREMENTS.

a. Education and Training.

(1) Initial sexual assault prevention education and training will:

(a) Provide new Service members and DoD civilian personnel with introductory, basic-level, sexual assault prevention knowledge and skills; and begin acculturation into the military and associated DoD, military, and Service core values.

- (b) Be conducted in accordance with DoDI 6400.09 and Service guidelines.
 - (c) Focus on the fundamentals of sexual assault prevention.
- (2) For Service members, such training shall be provided within 14 days of:
- (a) Initial entrance into active duty (to include cadets or midshipmen at the Service academies); or
 - (b) The member's initial entrance into a duty status with a Reserve Component.
- (3) At a minimum, initial entry education and training will include the competencies and topical training requirements listed in this paragraph.
- (a) Promote DoD, military, and Service core values to reinforce social norms that prevent sexual assault (e.g., promote DoD, military, and Service core values through their individual actions to shape, reaffirm, and share norms of dignity, respect, inclusion, and connectedness that actively deter abusive or harmful acts through their professional spheres of influence).
 - (b) Support and maintain protective and professional organizational climates that ensure the safety of all team members (e.g., respectful professional and personal relationships that contribute to healthy command climates for everyone on their team, responsible alcohol use).
 - (c) Develop and apply skills that contribute to the primary prevention of sexual assault.

b. Accession Education and Training for Service Members.

Accession sexual assault prevention education and training will provide Service members in the accessions process with introductory, basic-level, SAPR knowledge tailored to their unique situations.

- (1) Individuals entering into the Delayed Entry Program are included in accession training requirements.
- (2) This training will be conducted in accordance with DoDI 6400.09 and Service guidelines.
- (3) At a minimum, accession education and training will include the competencies and topical training requirements listed in this paragraph.
 - (a) Promote DoD, military, and Service core values to reinforce social norms that prevent sexual assault (e.g., promote DoD, military, and Service core values through their individual actions to shape, reaffirm, and share norms of dignity, respect, inclusion, and connectedness that actively deter abusive or harmful acts through their professional spheres of influence; reinforce norms that counter sexual assault, such as healthy and equitable sexual and gender norms).

(b) Support and maintain protective and professional organizational climates that ensure the safety of all team members (e.g., appropriate boundary setting for respectful professional and personal relationships that contribute to healthy command climates for everyone on their team, responsible alcohol use).

(c) Develop and apply skills that contribute to the primary prevention of sexual assault, as determined by the Military Services or the Chief, NGB.

c. Pre-deployment Education and Training for Service Members.

Pre-deployment sexual assault prevention education and training for Service members (to include Title 10 and Title 32, U.S.C., mobilization orders over 30 days) will provide event and condition-based learning that prepares individuals and units to conduct prevention activities within a contingency environment and with different available resources. This training will be conducted in accordance with DoDI 6400.09 and Service guidelines. Pre-deployment education and training:

(1) Should focus on aspects of prevention activities that may be different within a deployed environment.

(2) At a minimum, will include the competencies and topical training requirements listed in this paragraph.

(a) Promote DoD, military, and Service core values to reinforce social norms that prevent sexual assault and other related violent, harmful, or abusive acts across the continuum of harm (e.g., promote DoD, military, and Service core values through their individual actions to shape, reaffirm, and share norms of dignity, respect, inclusion, and connectedness that actively deter abusive or harmful acts in their contingency environment; reinforce norms that counter sexual assault, such as healthy and equitable sexual and gender norms).

(b) Support and maintain protective and professional organizational climates that ensure the safety of all team members (e.g., appropriate boundary setting for respectful professional and personal relationships in their contingency environment).

(c) Develop and apply skills that contribute to the primary prevention of:

1. Sexual assault, as determined by the Military Services.

2. Other related violent, harmful, or abusive acts (e.g., help-seeking, empathy, healthy coping skills, positive bystander behaviors in their contingency environment).

d. Post-deployment Education and Training for Service Members.

Post-deployment sexual assault prevention education and training for Service members:

- (1) Will prepare individuals and units for reintegration.
- (2) Will be conducted in accordance with DoDI 6400.09 and Service guidelines.
- (3) Should focus on aspects of prevention activities that may be different during reintegration (e.g., connectedness, healthy coping, help-seeking, and healthy relationship skills).

e. Annual Refresher Education and Training.

(1) Annual refresher sexual assault prevention education and training for all Service members and DoD civilian personnel will:

- (a) Be executed annually.
- (b) Be implemented in accordance with Service, joint staff, and NGB guidance.
- (c) Provide recurring foundational learning that reinforces the basic and essential individual-level knowledge, skills, and attitudes required of all Service members and DoD civilian personnel who enable and support prevention activities in accordance with DoDI 6400.09.

(2) At a minimum, annual refresher education and training will include the competencies and topical training requirements listed in this paragraph.

(a) Promote DoD and Service core values to reinforce social norms that prevent sexual assault (e.g., promote DoD, military, and Service core values through their individual actions to shape, reaffirm, and share norms of dignity, respect, inclusion, and connectedness that actively deter abusive or harmful acts through their professional spheres of influence; reinforce norms that counter sexual assault (e.g., deglamorize alcohol and destigmatize help-seeking)).

(b) Support and maintain protective and professional organizational climates that ensure the safety of all team members (e.g., respectful professional and personal relationships that contribute to healthy command climates for everyone on their team, adherence to sexual harassment policies, and positive bystander interventions).

(c) Develop and apply skills that contribute to the primary prevention of sexual assault, as determined by the Military Services or the Chief, NGB.

4.4. SEXUAL ASSAULT PREVENTION EDUCATION AND TRAINING REQUIREMENTS BASED ON POSITION OR RANK.

The education and training specified and listed in this paragraph is required and based on position and rank.

a. Pre-Command Education and Training.

Sexual assault prevention education and training will provide role specific, functionally-oriented learning that addresses unique requirements of command positions in the support and execution of the SAPR Program, in accordance with DoDI 6400.09 and Service guidelines.

(1) Education and training is applicable to all officers who are selected for command and enlisted members selected for senior enlisted advisor billets. The required subject matter for the education and training will be appropriate to the level of responsibility and commensurate with the level of command.

(2) At a minimum, pre-command education and training will include the competencies and topical training requirements listed in this paragraph.

(a) Promote DoD, military, and Service core values to reinforce social norms that prevent sexual assault (e.g., model DoD, military, and Service core values through their individual actions to shape, reaffirm, and share norms of dignity, respect, inclusion, and connectedness that actively deter abusive or harmful acts, encourage help-seeking, and reinforce norms that counter sexual assault).

(b) Support and maintain protective and professional organizational climates that ensure the safety of all team members (e.g., assess and take actions to foster command climates of dignity, respect, inclusion, and connectedness; implement positive bystander approaches).

(c) Develop and apply skills that contribute to the primary prevention of sexual assault, as determined by the Military Services or the Chief, NGB.

b. PME.

PME:

(1) Will:

(a) Provide progressively advanced levels of learning that prepare individuals to fulfill their leadership training in relation to sexual assault prevention.

(b) Be tailored to develop the requisite knowledge, skills, and attitudes to serve as stewards of the SAPR Program.

(c) Be conducted in accordance with DoDI 6400.09 and Service guidelines.

(2) Include, at a minimum, the competencies and topical training requirements listed in this paragraph.

(a) Promote DoD, military, and Service core values to reinforce social norms that prevent sexual assault.

(b) Support and maintain protective and professional organizational climates that ensure the safety of all team members (e.g., enforce policies that protect against sexual assault,

such as alcohol and sexual harassment policies; reinforce norms that counter sexual assault; enhance character and leadership development opportunities that institutionalize prevention; minimize barriers to intervention; promote responsible alcohol use).

(c) Develop and apply skills that contribute to the primary prevention of sexual assault, as determined by the Military Services.

c. GO/FO and SES.

Military specialized leadership training will be tailored for specific leadership levels and experience.

(1) This includes training specific for:

- (a) GO/FOs and SESs.
- (b) Commanders.
- (c) Senior enlisted leaders.
- (d) Basic military training instructors.
- (e) Recruiters.
- (f) Supervisors or managers of civilian personnel.

(2) This training:

(a) Should **not** be a repetition of annual refresher training, but will provide role-specific, functionally-oriented learning that addresses the unique requirements of leadership positions in the support, execution, and institutionalization of comprehensive sexual assault prevention.

(b) Will be conducted in accordance with DoDI 6400.09 and Service guidelines. Scope and content are tailored to reflect the level of authority.

d. Military Recruiters, Personnel Temporarily Assigned to Assist Recruiters, Drill Instructors or Sergeants, and Instructors at Formal Service Schools Education and Training.

This training will:

- (1) Occur upon initial assignment and then annually thereafter.
- (2) Include discussion regarding the sexual assault prevention activities that are particularly relevant to junior Service members and applicants to the Military Services.
- (3) Will be conducted in accordance with DoDI 6400.09 and Service guidelines.

GLOSSARY

G.1. ACRONYMS.

| ACRONYM | MEANING |
|----------------|--|
| CMT | common military training |
| DoDD | DoD directive |
| DoDI | DoD instruction |
| GO/FO | general officer/flag officer |
| IG | inspector general |
| IG DoD | Inspector General of the Department of Defense |
| NGB | National Guard Bureau |
| PL | public law |
| PME | professional military education |
| SAPR | sexual assault prevention and response |
| SAPRO | Sexual Assault Prevention and Response Office |
| SES | senior executive service |
| U.S.C. | United States Code |
| USD(P&R) | Under Secretary of Defense for Personnel and Readiness |

G.2. DEFINITIONS.

Unless otherwise noted, these terms and their definitions are for the purpose of this volume.

| TERM | DEFINITION |
|------------------------------|--|
| consent | Defined in DoDD 6495.01. |
| continuum of harm | Range of inappropriate actions (e.g., jokes, hazing, and cyber bullying) that are used before or after the sexual assault and supports an environment which tolerates these actions. |
| DoD civilian employee | Defined in Section 2105 of Title 5, U.S.C. |

| TERM | DEFINITION |
|---|---|
| DoD Safe Helpline | A crisis support service for members of the DoD community affected by sexual assault. |
| Military OneSource | A contract administered by the DoD providing information, resources, and support at no cost to active duty, National Guard and reserve Service members, their families, and sexual assault survivors. |
| retaliation | Defined in the DoD Retaliation Prevention and Response Strategy. |
| sexual assault | Defined in DoDD 6495.01. For purposes of this volume, the definition of sexual assault is limited to the sexual assault of an adult non-intimate partner. |
| sexual assault medical forensic examiner | Defined in DoDI 6310.09. |
| sexual harassment | Defined in DoDI 1020.03. |
| special victims' counsel or victims' legal counsel | Defined in Volume 1 of DoDI 6495.02. |

REFERENCES

- DoD Directive 1400.25, “DoD Civilian Personnel Management System,” November 25, 1996
- DoD Directive 5124.02, “Under Secretary of Defense for Personnel and Readiness (USD(P&R)),” June 23, 2008
- DoD Directive 5124.11, “Assistant Secretary of Defense for Readiness (ASD(R)),” September 6, 2019
- DoD Directive 6495.01, “Sexual Assault Prevention and Response (SAPR) Program,” January 23, 2012, as amended
- DoD Instruction 1020.03, “Harassment Prevention and Response in the Armed Forces,” February 8, 2018, as amended
- DoD Instruction 1322.31, “Common Military Training (CMT),” February 20, 2020
- DoD Instruction 6310.09, “Health Care Management for Patients Associated With a Sexual Assault,” May 7, 2019
- DoD Instruction 6400.09, “DoD Policy on Integrated Primary Prevention of Self-Directed Harm and Prohibited Abuse or Harm,” September 11, 2020
- DoD Instruction 6495.02, Volume 1, “Sexual Assault Prevention and Response (SAPR) Program Procedures,” March 28, 2013, as amended
- DoD Retaliation Prevention and Response Strategy: Regarding Sexual Assault and Harassment Reports, April 2016
- Public Law 112-81, “National Defense Authorization Act for Fiscal Year 2012,” December 31, 2011
- Public Law 113-66, “National Defense Authorization Act for Fiscal Year 2014,” December 26, 2013
- Public Law 114-328, “National Defense Authorization Act for Fiscal Year 2017,” December 23, 2016
- Public Law 115-91, “National Defense Authorization Act for Fiscal Year 2018,” December 12, 2017
- Public Law 116-92, “National Defense Authorization Act for Fiscal Year 2020,” December 20, 2019
- United States Code, Title 5
- United States Code, Title 10
- United States Code, Title 32