



SECRETARY OF THE AIR FORCE
WASHINGTON

AUG 4 2014

MEMORANDUM FOR ALMAJCOM-FOA-DRU/CC

SUBJECT: Harmonizing Sexual Harassment and Assault Prevention Efforts

All Airmen deserve to serve our Nation in an environment free from sexual harassment and sexual assault. While there are distinct legal differences between sexual harassment and sexual assault, the prevention efforts are complimentary and reinforce a culture of dignity and respect. Therefore, I am directing the following initiatives for immediate implementation:

- a. In an effort to foster better synergy and provide better service to our Airmen reporting sexual harassment or sexual assault, commanders will ensure that the Equal Opportunity and Sexual Assault Prevention and Response offices are separate but located in close proximity to one another, while maintaining the facilities' requirements required in their respective Air Force Instructions.
- b. AF/A1 and AF/CVS will develop and disseminate policy guidance requiring the Equal Opportunity and Sexual Assault Prevention and Response offices to collaborate on climate survey questions and data analysis for unit commanders.
- c. AF/A1 and AF/CVS will create and implement development plans that include sending Sexual Assault Response Coordinators and full-time Victim Advocates to Equal Opportunity training and sending Equal Opportunity counselors, where feasible, to Sexual Assault Prevention and Response training so that we can create a cadre of professionals that have competencies in both of these critical areas.
- d. AF/A1 and AF/CVS will develop and disseminate policy guidance authorizing complainants of sexual harassment to receive crisis intervention services from a full-time Sexual Assault Prevention and Response Victim Advocate if these services are requested.

These initiatives will help to provide better insight to installation leadership on the unit climate and better service to Airmen seeking to report and receive advocacy services for incidents of sexual harassment and sexual assault. Major General Gina Grosso is my point-of-contact on these initiatives should you or your staffs have any questions. She can be reached via email at gina.m.grosso.mil@mail.mil or phone at 703-693-6699.

A handwritten signature in cursive script, reading "Deborah Lee James", is positioned above the printed name.

Deborah Lee James