



DEPARTMENT OF THE AIR FORCE
WASHINGTON DC 20330-1000

FEB 28 2022

Airmen, Guardians, civilian employees, and your families -

Sexual assault and sexual harassment are corrosive forces that will not be tolerated in the Department of the Air Force (DAF). These and related crimes impact the Department's most valuable assets – our Airmen, Guardians, civilian employees, and families. We have carefully examined past efforts to address these problems, but they have fallen short of what is required to root out these serious issues. Our leaders must take direct and consequential action to drive meaningful change to address sexual assault and sexual harassment.

The provisions of the Fiscal Year 2022 National Defense Authorization Act (FY22 NDAA), and recommendations of the Independent Review Commission on Sexual Assault in the Military (IRC) form the basis for making these needed changes to prevent sexual assault, care for victims, and hold offenders appropriately accountable. Numerous initiatives are already underway to integrate our best prevention and care specialists, criminal investigators, and legal professionals to achieve this critical turning point.

While we work to implement these numerous initiatives, we must also move forward to swiftly implement other elements of the legislation and recommendations from the Independent Review Commission. The DAF has moved out on bolstering and professionalizing the Sexual Assault Prevention and Response (SAPR) workforce by conducting a workforce study comprised of a staffing needs assessment, reviewing grade structure and career paths to recruit and retain qualified personnel, and developing guidance and training to prevent burnout. The assessment findings will help to inform effective and phased elimination of collateral duty and volunteer SAPR personnel and ensure a dedicated 24/7 response capability to meet existing and new requirements. The DAF is also working to significantly grow our dedicated and specialized violence prevention workforce to prioritize the prevention of a range of harmful behaviors, including sexual assault, harassment, domestic violence, and suicide. The DAF will achieve these objectives through implementation plans for a No Wrong Door approach to ensure Airmen, Guardians, civilians and families can easily access and receive coordinated support services. Multiple interdisciplinary working groups are addressing IRC recommendations to enhance professional military education, modernize prevention education and skill building and equip leaders to develop and deliver effective prevention messages.

Preparations are underway within the Office of Special Investigations (OSI) to grow their cadre of special agents who are solely dedicated to conducting investigations into allegations of interpersonal violence. OSI is also partnering with the Judge Advocate General (JAG) community to connect these specialized agents with special prosecutors by sharing advanced violent crime training programs, developing a state of the art case management platform, and ensuring earlier engagement between investigators and prosecutors on every allegation.

The FY22 NDAA also requires the establishment of an independent Office of the Special Trial Counsel by December 2023 to oversee the investigation and prosecution of certain

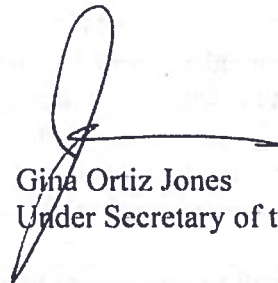
offenses, such as murder, sexual assault, and domestic violence. The creation of this office is intended to improve upon our experienced, professional prosecution capabilities by providing integrated expertise from the Department's specialized legal, law enforcement, and prevention leaders.

While significant aspects of the FY22 NDAA provisions and IRC recommendations will be phased into effect over the next two years, we cannot wait to address these issues. We are on track to meet the Deputy Secretary of Defense's tiered implementation guidance and we will be aggressive in our timeline for implementation.

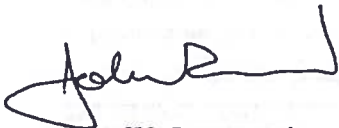
Responsibility to address sexual assault, sexual harassment, and related crimes in the Department of the Air Force extends beyond the actions mandated by the FY22 NDAA and IRC recommendations. This is a shared responsibility we expect every Airman, Guardian, civilian employee, and family member to embrace.



Frank Kendall
Secretary of the Air Force



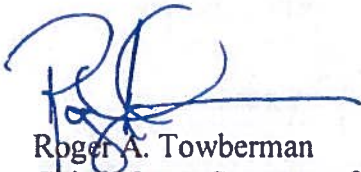
Gina Ortiz Jones
Under Secretary of the Air Force



John W. Raymond
General, USSF
Chief of Space Operations



Charles Q. Brown, Jr.
General, USAF
Chief of Staff of the Air Force



Roger A. Towberman
Chief Master Sergeant of the Space Force



JoAnne S. Bass
Chief Master Sergeant of the Air Force