



VERMONT NATIONAL GUARD LEGISLATIVE REPORT

Fiscal Year 2022

Sexual Assault and Sexual Harassment; Report

In Accordance with V.S.A. 20 §427



STATE OF VERMONT
OFFICE OF THE ADJUTANT GENERAL
789 Vermont National Guard Road
Colchester, Vermont 05446-3099
13 January 2023

MEMORANDUM FOR: THE VERMONT LEGISLATURE

SUBJECT: Vermont National Guard Fiscal Year 2022 “Sexual Assault and Sexual Harassment; Report”

1. As required by law, attached is the ninth annual Vermont National Guard “Sexual Assault and Sexual Harassment; Report” (see Vermont Statutes Annotated, Title 20 §427). This report contains positive indicators regarding the Vermont National Guard programs. Commanders and leaders have created a climate where survivors of sexual assault are coming forward with confidence that their reports will be taken seriously, and knowledge that they will receive the support and care necessary.

2. The Vermont National Guard has a moral obligation to keep our men and women safe from those with intentions to attack their dignity and honor. The Vermont National Guard is unequivocal in its commitment to ensure that survivors of sexual assault, sexual harassment and gender discrimination based on sexual orientation are protected, treated with dignity and respect and provided proper care, while perpetrators are held accountable for their actions.

3. As each year passes, we continue our commitment to improve our processes, programs and response capabilities to ensure the members of the Vermont National Guard feel empowered to address and intervene without fear of retaliation.

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GREGORY C. KNIGHT
Major General
The Adjutant General

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Executive Summary

In May 2013, the Governor signed into law a requirement for The Adjutant General of the Vermont National Guard to provide a report on January 15th, 2014, and annually thereafter regarding sexual assault, sexual harassment and discrimination based upon sexual orientation (see Vermont Statutes Annotated Title 20, §427, “*Sexual Assault and Sexual Harassment; Report*”). Please see page 18 for all definitions and page 19 for the commonly used acronyms throughout this report. The information covered in these pages addresses case data from the Sexual Assault Prevention and Response (SAPR) office regarding reported sexual assaults and case data from the Military Equal Opportunity (MEO) Program and the Equal Employment Opportunity Program (EEOP) regarding sexual harassment and discrimination based on sexual orientation. Unless stated otherwise the MEO and EEOP programs will be referenced as the EO program. Both programs share the same manager, Todd Connolly. The following material covers the period of 1 October 2021 through 30 September 2022.

This report begins by reflecting on program highlights seen throughout fiscal year (FY) 2022 for the Vermont National Guard (VTNG) followed by four topic sections; Sexual Assault, Sexual Harassment and Discrimination Based on Gender or Sexual Orientation, Sexual Assault Analysis, and the Addendum. The Addendum includes sexual harassment and sexual assault reporting and investigation flow charts, policy information, definitions, and a commonly used acronym list. In fiscal year 2022 the SAPR office tracked a total of eight reports of sexual assault. Three of these incidents occurred within FY22, two occurred in 2021, two in 2020, and one occurred in 2019. All eight assaults were reported by VTNG members and seven of the accused perpetrators were VTNG members. In addition, the EO program processed 16 sexual harassment complaints, otherwise known as informal resolution requests. Five of the 16 complaints related to discrimination based on gender or sexual orientation. This is the largest number of complaints reported through the EO office to date. The VTNG attributes this largely to a change in policy that clarified the overall reporting process and gives reporting complainants a direct avenue to report outside of their chain of command.

Highlights in Fiscal Year 22

Fiscal year 2022 was a year of fluid movement, change and growth for the Vermont National Guard. The Army guard welcomed home roughly 950 soldiers from a yearlong deployment that

had Soldiers stationed in several locations outside of the United States. The Air Guard sent out and welcomed home numerous members over the course of the fiscal year, most notably 200+ Airmen deployed to Spangdahlem Air Force Base for a 3-month support and assurance mission. These deployments offered the SARP and EO office many valuable chances to engage members. Listed below are some of the highlights the VTNG notes over the last fiscal year:

- Representatives from the Vermont National Guard Equal Employment (EO) and Sexual Assault Prevention and Response (SAPR) offices traveled to Fort Bliss to speak with members during the demobilization process to discuss overall wellness, reporting options for sexual assault and harassment and processes for both.
- Soldiers and Airmen have Yellow Ribbon ceremonies before and after deployments to provide the service members and families valuable information. Our representatives also attended these ceremonies and provided service members information on our programs and our direct contact information.
- The SAPR office and VTNG leadership have begun working with Vermont lawmakers on the creation of new legislation that proposes when a VTNG member has a Military Protective Order (MPO) in place following a sexual assault report, they would be afforded the same safety precautions in the civilian court system. This would mean the member would be granted a sexual abuse Relief from Abuse (RFA).
- Vermont is one of the first states in the country to get funding for a Prevention Workforce. The organization hired the Prevention Manager, Scott Detweiler, at the close of FY22 and hired three Prevention Specialist in the first quarter of FY23.
 - The Prevention Workforce will develop strategies and implement research-based primary prevention activities to mitigate risk factors and promote protective factors within our VTNG community. The focus areas for the team will be sexual assault, self-directed harm, harassment, and domestic abuse.
- The last year has seen a large increase in women in leadership positions for both Air and Army Vermont National Guard members. To date, the organization currently has more women in leadership positions than any other time in its history.
- In January 2021 the Biden Administration requested a review of sexual assault and sexual harassment in the military. The Secretary of Defense constructed an Internal Review Committee (IRC) to do this large-scale assessment. The VTNG was the only Guard State in the Nation to offer its voices in this assessment. Since then, Vermont is now one of the few states working with National leaders to guide and implement the recommendations put forth IRC.

- Our Lead SARC, Nikki Sorrell is part of the Sexual Assault Prevention Task Force (SAPTF), a small team of National leaders and other SARC’s who meet weekly to build products and create policy that will be implanted to all U.S National Guard SAPR and EO programs.
 - MG Knight meets quarterly with the National level General Officer Steering Committee, a small group of Adjutant Generals, who review, recommend, and approve all the implementation of IRC recommendations.
- In an effort to improve accountability and offer transparency to our force the VTNG has:
 - Continued to disseminate the Status of Discipline, a quarterly review document that lists offenses VTNG members commit, rank of said individual(s), and the disciplinary actions taken.
 - Colonel (COL) Len Poirier took concerns for transparency to heart in September of 2022 when he worked with his leadership team and the EO and SAPR office to host a workshop for members to meet and discuss, in an open forum, concerns they experienced during deployment regarding discrimination and sexual harassment. In this forum COL Poirier spoke frankly about investigations regarding these incidents, administrative actions already taken on closed investigations, and offered the group follow-up when all investigations were officially closed.
 - MG Knight’s commitment to create open communication and lift the proverbial veil of the military was recently recognized when he was awarded the “Friend of Broadcasters” Award from the Vermont Association of Broadcasters (VAB). An award only given out three times in the last 27 years. MG Knight’s award came because the VAB felt he had “embraced speaking to the media on a regular basis, (had) made transparency the new normal and (had) strengthened the relationship between the Vermont National Guard and Vermont’s radio and television stations.”

Section 1: Sexual Assault

The Vermont National Guard SAPR office receives reports of sexual assault according to the Department of Defense definition which states sexual assault is: Intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the survivor does not or cannot consent. The definition includes rape, sexual assault, aggravated sexual

contact, abusive sexual contact, forcible sodomy, or attempts to commit these acts. Currently the SAPR office is staffed by the Lead Sexual Assault Response Coordinator (SARC), Nikki Sorrell, the 158th Fighter Wing SARC, Serena Furnari, and a Victim Advocate Coordinator, Natasha Teston.

National Defense Authorization Act section 1631 (Public Law 111-383) requires the Secretary of Defense to submit an annual report of sexual assaults involving military members to the Committees on Armed Services to the Senate and House of Representatives. The report includes reports from each of the Military Departments. The statistical data below reflects the reporting information submitted by the VTNG through the Defense Sexual Assault Incident Database (DSAID) and supplemental summary reports for FY22.

Reporting Options

The SAPR office offers three reporting options for service members, providing both confidential and non-confidential options to ensure survivors receive appropriate care and to hold offenders accountable. Service members who choose to report a sexual assault will elect either the Unrestricted (non-confidential/need to know basis) or the Restricted (confidential) option by completing the DD Form 2910: Victim Reporting Preference Statement. The third report type is Open with Limited and is used in circumstances where the survivor does not or chooses not to sign a DD Form 2910: Victim Reporting Preference Statement. This would occur if the survivor is a civilian, or if the case is reported via a third-party source such as a member of leadership learning of an incident prior to formal reporting. Please see definitions on page 18 for report type definitions.

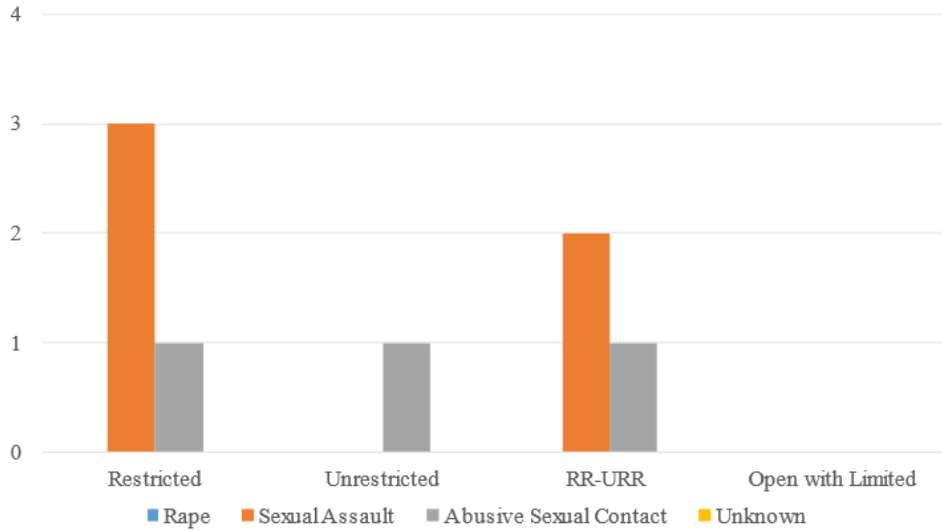
Please note that the Vermont National Guard (VTNG) does not have jurisdiction over either a civilian or military crime of sexual assault. Under Vermont Statutes Annotated, Title 20, §941, the VTNG has criminal jurisdiction over “purely military offenses;” civil courts will prosecute all other offenses. As a result, all Unrestricted reports of sexual assault are reported to local law enforcement for investigation.

Statistical Data

Figure 1.1, seen below, displays the sexual assault reports received in FY22. The data is broken down by report type (Restricted, Unrestricted, and Open with Limited) and by offense committed. As stated in the executive summary, the SAPR office received eight reports of sexual assault in FY22. These report types, as shown, included four Unrestricted and four Restricted cases (please see definition on page 18 for report type definitions). The offenses committed included five sexual assault incidents and 3 incidents of abusive sexual contact. Of these reports three incidents occurred in FY22, two occurred in FY21, two in FY20, and one incident occurred in FY19.

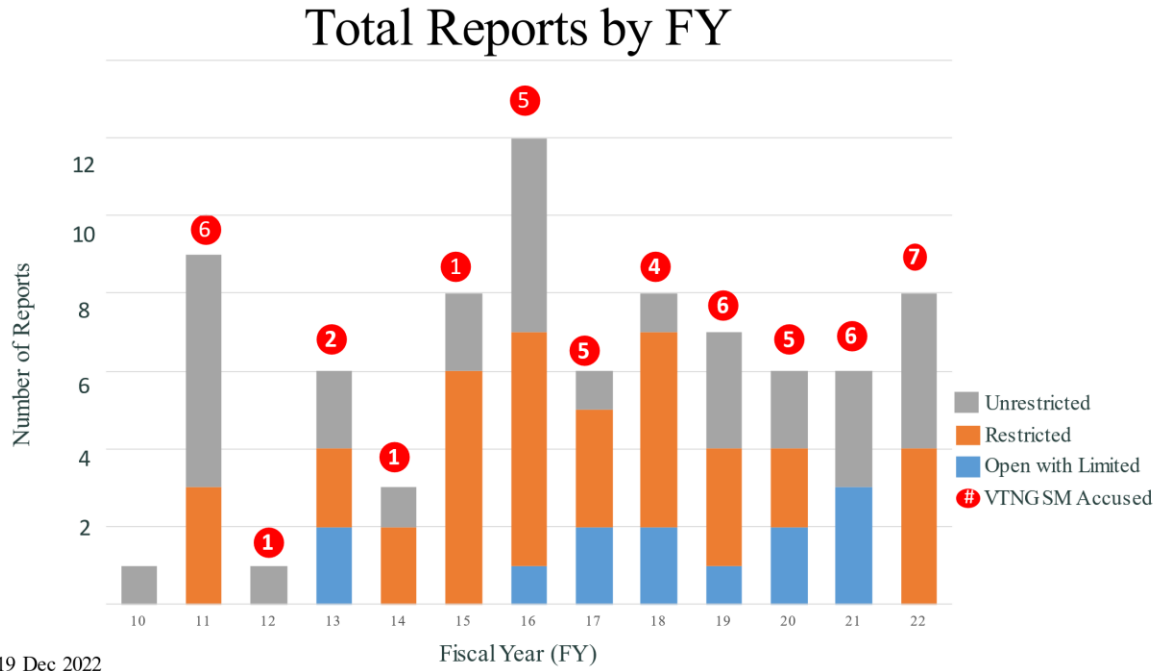
Figure 1.1

FY22 Report and Offense Types



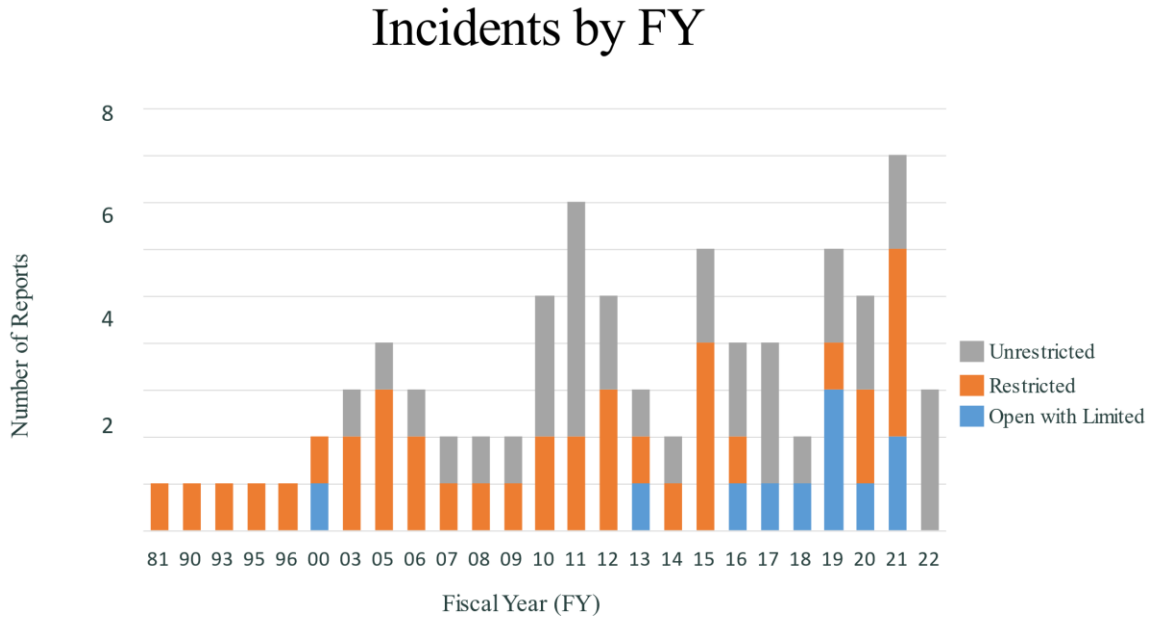
The following figure, 1.2, depicts the total number of reports of sexual assaults the SAPR office has received since its inception in FY10. The bars indicate total number or reports, the color on those bars indicates report type (please see definition on page 18 for report type definitions), and the red circle informs the reader of the number of perpetrators in those reports identified as Vermont National Guard members. Looking at FY22 we can see that the office received eight reports of sexual assault. Four Restricted and four Unrestricted reports. Seven of those total reports listed a VTNG member as the perpetrator, this further indicates that one of the perpetrators involved either a civilian or non-VTNG member.

Figure 1.2



The final figure, 1.3 shown below, depicts the total number of reports received by the SAPR office, the same reports illustrated in the chart above, broken out by the fiscal year that the incidents occurred. This chart demonstrates that sexual violence affects all victims differently and many choose to wait years before they report, if they report at all. The military has no time limits on reporting sexual assaults. This offers members time to heal, find safety, and/or report when it feels right for them. The SAPR office began taking reports in 2010 and, to date, survivors have come to report incidents that took place dating back to 1981.

Figure 1.3



Updated 19 Dec 2022

Fiscal Year 2022 Sexual Assault Case Details

Figure 1.4

Case #	Incident Year	Survivor status time of incident	Accused status at time of incident	Type of Assault	LOD	Type of Report
00255	2021	VTNG Member Female E-6	VTNG Member Male E-5	Sexual Assault	No	Restricted
00256	2021	VTNG Member Male E-5	VTNG Member Female E-6	Sexual Assault	No	Restricted
00333	2019	VTNG Member Male E-5	VTNG Member Female E-5	Sexual Assault	Yes	Restricted
00475	2020	VTNG Member Female O-3	VTNG Member Male O-4	Sexual Assault	Yes	Restricted to Unrestricted
00502	2020	VTNG Member Male E-5	VTNG Member Female O-5	Abusive Sexual Contact	Yes	Restricted

00635	2022	VTNG Member Female E-3	Non- Member INNG Male E-6	Abusive Sexual Contact	No	Unrestricted
00753	2022	VTNG Member Female E-7	VTNG Member Male E-8	Abusive Sexual Contact	Yes	Restricted to Unrestricted
00755	2022	VTNG Member Female E-5	VTNG Member Male E-6	Sexual Assault	No	Restricted to Unrestricted

Disposition Data on FY 22 Reports Involving Accused Vermont National Guard Service Members

The Chart below, figure 1.5, depicts disposition status for the four Unrestricted cases that were reported in FY 22. Please note that only four out of the eight reported cases include a disposition status. This is because the other four cases were filed as Restricted, therefore no investigation has been done at this time. The reporting parties involved in Restricted cases may choose to switch their reports to Unrestricted at any time. Electing for an Unrestricted case will allow for an investigation to begin.

Figure 1.5

Case Number	Incident FY	Allegation	Disposition
00475	2020	Sexual Assault	Case referred to civilian law enforcement. No criminal process initiated. Case investigated by the National Guard Bureau's Office of Complex Investigations, which found that the allegation of sexual assault was not substantiated.
00635	2022	Abusive Sexual Contact	Case investigated by a Military Criminal Investigation Organization because it occurred on deployment. Allegation was substantiated. Disciplinary action referred to the perpetrators TAG in the Indiana National Guard, which issued a Letter of Reprimand.
00753	2022	Abusive Sexual Contact	Case referred to civilian law enforcement. Investigation pending.
00755	2022	Sexual Assault	Case referred to civilian law enforcement. No prosecution resulted. Administrative separation initiated. Case is pending a board hearing.

Federalized Reports

From the eight total reports of Sexual Assault the Vermont National Guard had in FY22 three of those began as federalized cases. This means cases were filed by a VTNG member while deployed outside of the continental U.S. Two of the federalized cases were filed as Restricted reports and one was filed as Unrestricted. The case disposition for the Unrestricted reports is listed in Figure 1.5, case ending in 00635.

Section 2: Sexual Harassment and Discrimination Based on Gender or Sexual Orientation

In the National Guard reports of sexual harassment and discrimination based on sexual orientation are filed with State Equal Employment Manager (SEEM), Todd Connolly. The SEEM reports statistical data for sexual harassment annually in accordance with Public Law 112-239, 126 STAT. 1764, section 579(b) to the National Guard Bureau who consolidates data from each state. The definition of sexual harassment applicable to this report is described in Department of Defense Directive 1350.2 which 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 (see page 18; 21 V.S.A. § 495d uses same verbiage).

In July 2015 the Secretary of Defense announced no service member shall be involuntarily separated or denied reenlistment or continuation of active or reserve service based on their gender identity. The policy adds sexual orientation to protected class status and therefore members can file complaints based on their protected class with the EO program.

Reporting Options

The Equal Opportunity (EO) program has three reporting options: Informal Resolution Request, Formal Resolution Request, and Anonymous. Informal and Formal reports require the complainant to file Form NGVT-333. Those filing anonymously can file the NGVT-333 or they may use the “Reach Up” function on the VTNG app discussed in the Highlights section of this report. All reports of sexual harassment and discrimination based on sexual orientation will begin as an Informal Resolution Request. After the Informal process is complete the complainant may elect a Formal Resolution. The Formal Resolution Request is then referred to National Guard Bureau (NGB) who determines whether to investigate the report or not. The EO program has begun using the terms “Internal and External” in place of “Informal and Formal” to offer service members clarity through the reporting process. This new language depicts the process by which

reports are investigated; Informal reports get investigated internally and Formal reports get investigated externally. For further information on report types please see definitions on page 18.

Current Statistical Data

During FY22 the EO program received 16 informal reports of sexual harassment, to include 5 reports of harassment based on sexual orientation or gender. Case details and disposition information is shown below on figure 2.1. It is of note that several of this year’s reports are different complainants reporting about the same individual(s) for the same instances(s), i.e., not all 16 reports are 16 different incidents.

Figure 2.1

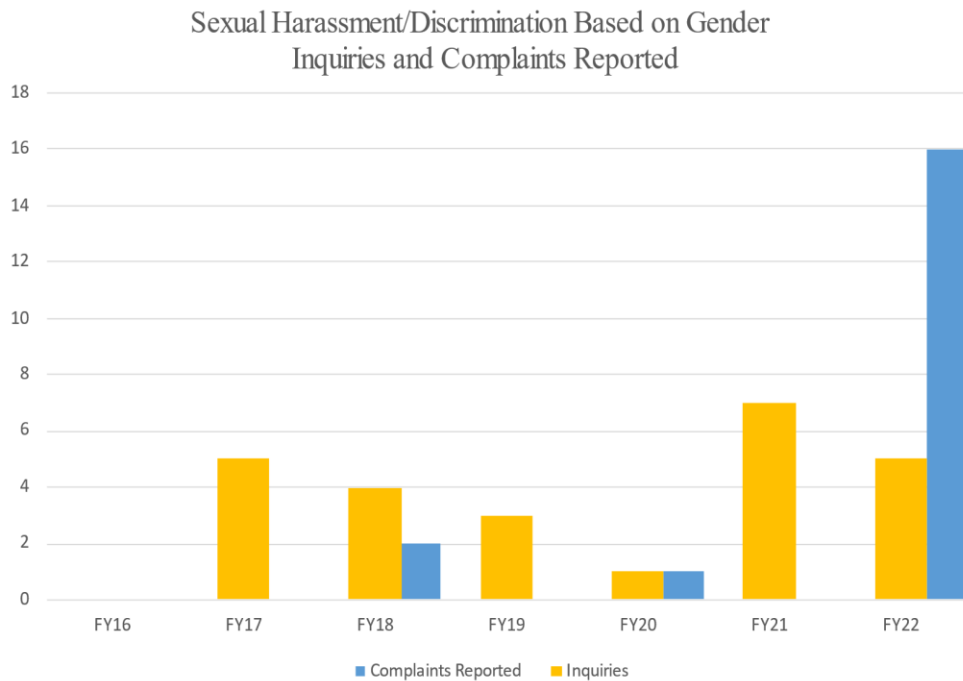
VTNG Case Number	Complainant status at time of incident	Alleged	Alleged Discrimination	Incident Description	Disposition - JAG Review
VT-2022-01	M / 0-2	F / 0-2	Sexual Harassment	Inappropriate sexual comments	Currently being reviewed
VT-2022-06	F / 0-4	M / 0-4	Sexual Harassment	Inappropriate sexual comments	Pending outcome of an administrative investigation. Currently with the Staff Judge Advocate
VT-2022-12	M / E-4	M / E-6	Sexual Harassment	Unsolicited sexual details of personal life and sexually inappropriate comments about females.	Nonjudicial Disciplinary actions (Article 15). (See Pg 18 for definition)
VT-2022-13	F / 0-1	M / E-6	Sexual Harassment	Inappropriate sexual comments	Nonjudicial Disciplinary actions (Article 15)
VT-2022-14	M / E-5	M / E-6	Sexual Harassment	Inappropriate sexual comments	Nonjudicial Disciplinary actions (Article 15)
VT-2022-15	M / E-5	M / E-5	Sexual Harassment	Inappropriate sexual comments	Formal counseling from Brigade Commander
VT-2022-18	F / E-3	M / E-5	Sexual Harassment	Inappropriate sexual comments	Case is currently with the Staff Judge Advocate

VT-2022-19	F / E-3	M / O-6	Sexual Harassment	Physical and verbal harassment	Case is currently with the Staff Judge Advocate
VT-2022-22	F / O-1	M / O-6	Sexual Harassment	Physical and verbal harassment (Third Party complaint)	Case is currently with the Staff Judge Advocate
VT-2022-26	F / O-1	M / E-8	Sexual Harassment	Verbal harassment	Formal counseling from Brigade Commander
VT-2022-28	F / E-5	M / E-8	Sexual Harassment and Sexual Orientation	Showing trans-phobic picture and verbal harassment	Formal counseling from the Medical Group Commander and the Medical Senior Enlisted Advisor and retraining on equal opportunity.
VT-2022-31	F / O-2	M / E-8	Sexual Harassment	Physical and verbal harassment	Bar to continued service, suspension of favorable personnel actions, and issuance of an indefinite military protective order.
VT-2022-32	M/O-4	Non-employee	Gender Discrimination/ Sexual harassment	Hostile Work environment	Currently under investigation
VT-2022-33	M/O-4	M/O-6	Gender Discrimination/ Sexual harassment	Hostile Work environment	Complaint withdrawn
VT-2022-34	M/O-4	M/O-6	Gender Discrimination/ Sexual harassment	Hostile Work environment	Currently under investigation
VT-2022-36	M/O-4	F/O-6	Gender Discrimination/ Sexual harassment	Hostile Work environment	Case referred to the Department of the Army in accordance with regulations

The next chart, figure 2.2, depicts sexual harassment and discrimination based on gender and sexual orientation inquiries and reports since 2016. As you can see there has been a substantial increase in reports in the last fiscal year. The Vermont National Guard directly attributes this to a change in policy that came in FY21. The new policy allows members to report sexual harassment

to any echelon of leadership or directly to the State Equal Employment Manager (SEEM). Historically, policy directed that reports go through a member’s direct chain of command and always be handled at the “lowest level” first. The FY21 policy also came with products that made the reporting process easier to understand. The SEEM has worked diligently with VTNG leadership and Equal Employment Advisors (members specially trained to help take EO reports) to advertise the changes and offer a clear path to reporting for all Vermont Guard members. The VTNG believes the increase in reports clearly indicates that members feel empowered to report and are gaining trust in the system(s) in place that support their reporting.

Figure 2.2



Section 3: Sexual Assault Analysis

Analysis

In years past, when this report was presented to the legislators, many would ask: “How do we compare to other States?” That question was met with the honest answer of, “we’re not given the data to do comparisons.” It was mentioned in this report that an Internal Review Committee (IRC) was requested by the Biden administration in early 2021. From that review came 82 recommendations that the IRC proposed the SAPR program look at adopting. The Secretary of Defense said yes to all 82 of those recommendations and since then we’ve been shifting and adapting at a remarkable rate. Many great changes have come to the SAPR program and one of them is more transparency and data from our higher headquarters, the National Guard Bureau (NGB). From the information NGB has shared with all States the SAPR program was able to pull comparison data that, while not perfect, allows the reader to gain insight in the commonly asked: “how do we compare?”

Figure 3.1 below depicts the sexual assault reports made in FY22 in Vermont compared to seven other States (DE, RI, WY, AK, NH, MT, ME). These seven States were selected because they are most comparable to the VTNG force structure. It is of note that the total number of sexual assaults reported by all Guard States in FY22, as reported by NGB, is 831.

Figure 3.1

Comparison Data for Sexual Assault Reports

State	Total Reports of Sexual Assault in FY22
DE	2
RI	2
WY	6
VT	8
AK	11
NH	12
MT	14
ME	16

**Data based on similar force size: One Wing (between 750-1200 Airmen) and between 1500-2500 Soldiers

***Data pulled 1 October 2022

Section 4: Addendum

Figures

Figure 4.1 **Sexual Assault Response Flow Chart**

Notes: An individual who contacts law enforcement directly ONLY has the unrestricted report option.

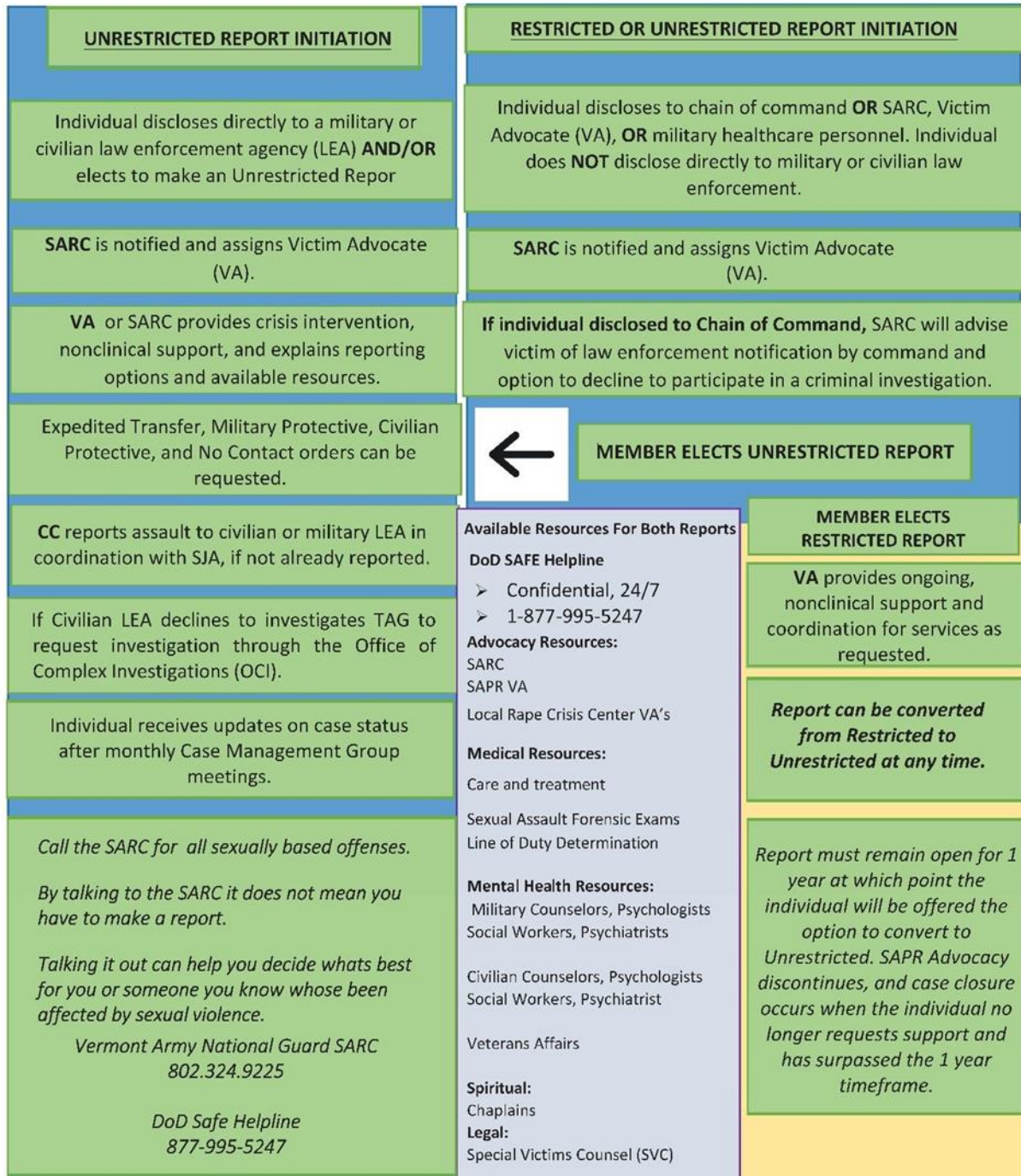


Figure 4.2

VTNG Sexual Assault Reporting and Investigation Process

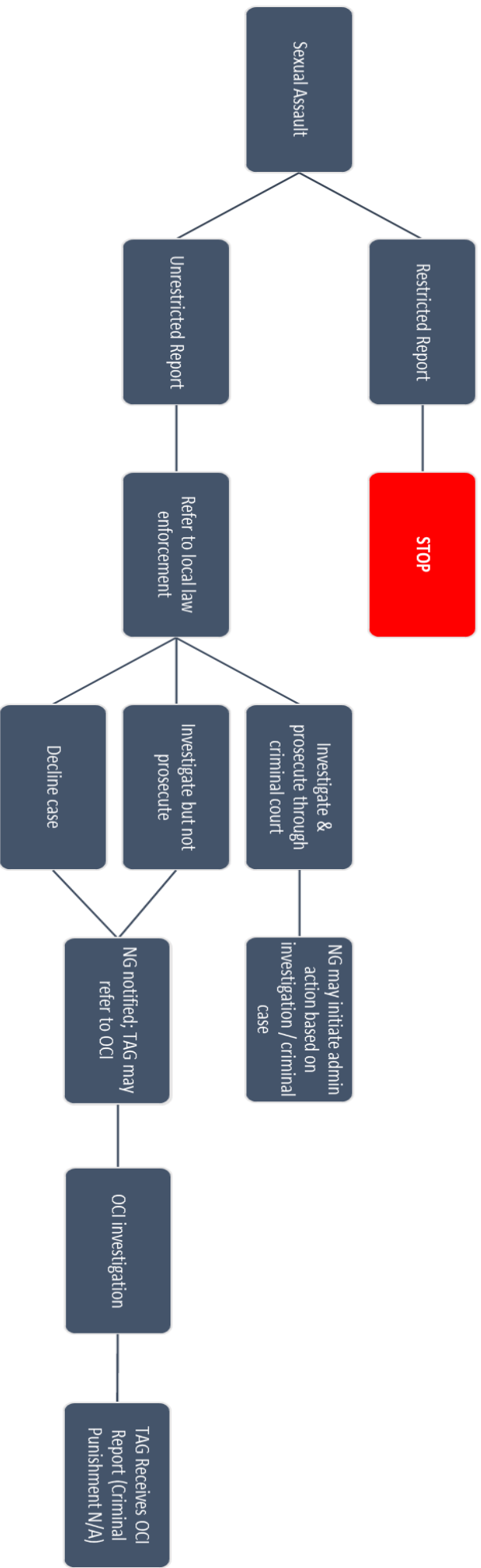
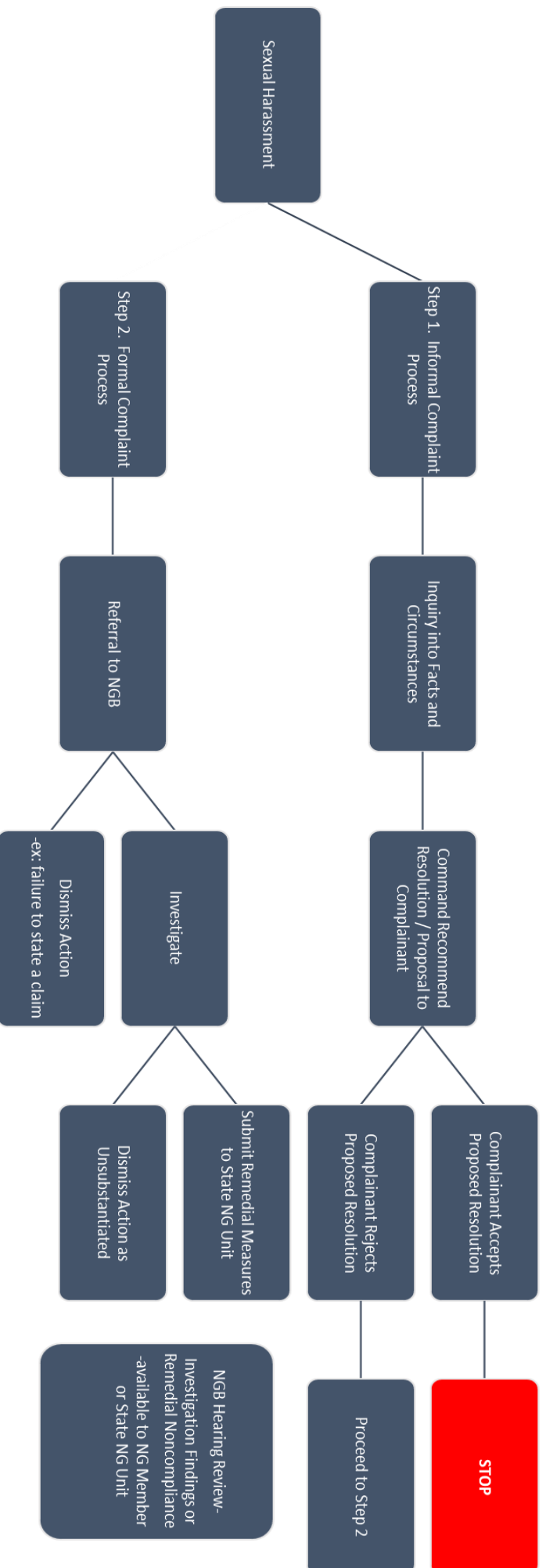


Figure 4.3

VTNG Sexual Harassment / Discrimination Reporting and Investigation Process



Policies: Related to the SAPR and EO program

- Sexual Assault Prevention and Response Program Policy; 17 May 2022. This policy offers a complete overview of the SAPR program per guidance from the Department of Defense Instructions (DoDI0 6495.01 and DoDi 6495.02).
- Expedited Transfer of VTNG Members who report an Unrestricted Report of Sexual Assault; 17 May 2022. This policy states that commanders will notify members who file an Unrestricted report of the option to request a temporary or permanent transfer from their assigned command to a different location or training schedule. The commander will approve or disapprove the request within five calendar days.
- Prevention of and Response to Retaliation for Reports of Sexual Assault or Harassment; 17 May 2022. This is a zero-tolerance policy for retaliation of any kind against those who reported or have assisted someone who reported sexual misconduct.
- Joint Policy Memorandum, Harassment Reporting and Response Plan; 01 February 2021. This policy defines harassment, assigns responsibilities to both leaders and members, and creates a procedure for reporting and preventing harassment in the workplace. It provides clarity to the National Guard Bureau complaint process. It mandates that all allegations of discrimination be reported to the State Equal Employment Manager and creates a detailed retaliation protection plan.
- Joint Policy Memorandum, Equal Employment Opportunity Policy & Standard Operating Procedure; September 2021. This policy protects all employees and applicants from discrimination based on race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 and older), disability, or genetic information. It also defines and establishes the procedure for processing and resolving employment discrimination complaints.
- Joint Policy Memorandum, Breastmilk Expression Support Policy; 26 February 2021. This policy provides for accommodations for nursing mothers in duty requirements, time needed for expressing breastmilk, and nursing stations that comply with state and federal law.
- Prohibition of Pornographic and Sexually Explicit Material; reissued on January 2018. This policy state's introduction, purchase, possession, transfer, sale, creation or display of any pornographic material or similar representation on or about property owned, leased, used, or licensed by the VTNG is prohibited.
- Withholding Authority to Dispose of Misconduct Involving All Members of the Vermont National Guard; October 2018. This policy allows for The Adjutant General (TAG) to have visibility on all sexually based offenses.

Definitions

Sexual Assault, per the DoD definition: Intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the survivor does not or cannot consent.

Includes: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy, or attempts to commit these acts. The DoD has a broader definition of sexual assault than most states by stating “attempts to commit these acts” as punishable acts

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

Restricted Report: Confidential reporting option that does not trigger an investigation. Provides access to counseling, medical, legal and advocacy services. Per recent policy change this reporting option allows the survivor of the incident to disclose to their chain of command if they choose (previously this necessitated an Unrestricted Report, and consequently an investigation).

Unrestricted Report: This reporting option triggers an investigation conducted by an external agency selected based on jurisdiction and survivor preference; provides access to counseling, medical, legal and advocacy services.

Open with Limited Report: is a subcategory of unrestricted reports used when the SARC does not receive a formal report for an open investigation; most often when there is a military subject and a civilian victim.

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 accept this outcome, withdrawal the allegation, or request a Formal Resolution Request.

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.

Non-Judiciary Punishment – Article 15: A section of the Uniform Code of Military Justice allowing commanders to carry out discretionary punishments without judicial proceedings.

Commonly Used Acronyms

EOA: Equal Opportunity Advisor

EOL: Equal Opportunity Leader

DoD: Department of Defense

IRC: Internal Review Committee

The committee put together by the Secretary of Defense after the Biden Administration requested a review into sexual assault and sexual harassment in the military. The committee had 90 days to meet with all branches of the military to include: leadership, SAPR branches, sexual assault survivors, harassment complainants and more to assess how to “fix” the issue of assault and harassment in the military. The committee finished their report by offering 82 recommendations that would help survivors, the SAPR program and the military as a whole. The Sec Def said yes to all 82 recommendations. The SAPTF (see further down) meets weekly to see these change take shape for the National Guard.

JFHQ: Joint Force Headquarters

NGB: National Guard Bureau – the VTNG’s higher headquarters

SAPR: Sexual Assault Prevention and Response

Program that offers reporting options, victim advocacy and overall support for survivors of sexual assault. Every branch of the military has a SAPR program and we all report to the Department of Defense.

SAPTF: Sexual Assault Prevention Task Force

Working group comprised on the SAPR leadership at the National Guard Bureau and a handful of State SARC’s tasked with building products and policy aimed at transforming the SAPR program. Nikki Sorrell is on this task force.

SARC: Sexual Assault Response Coordinator

Lead SARC – Nikki Sorrell

Wing SARC – Serena Furnari

SEEM: State Equal Employment Manager – Todd Connolly

TAG: The Adjutant General – Leader of the VTNG – Position held by Major General Gregory Knight

VTANG: Vermont Air National Guard

VTARNG: Vermont Army National Guard

VTNG: Vermont National Guard