



VERMONT NATIONAL GUARD LEGISLATIVE REPORT

Fiscal Year 2024

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

10 January 2025

MEMORANDUM FOR: THE VERMONT LEGISLATURE

SUBJECT: Vermont National Guard Fiscal Year 2024 "Sexual Assault and Sexual Harassment; Report"

1. As required by law, attached is the eleventh 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 sexually based violence 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 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.



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 17 for all definitions and page 18 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 regarding sexual harassment and discrimination based on sexual orientation. The following material covers the period of 1 October 2023 through 30 September 2024.

This report has four sections; Sexual Assault, Sexual Harassment and Orientation Discrimination, Year in Review, 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 2024 the SAPR office tracked a total of five reports of sexual assault. Two of these incidents occurred in 2023, two occurred in 2022, and one occurred in 2021. Four assaults were reported by VTNG members/survivors and one was reported via leadership channels. Two of the accused perpetrators were VTNG members. In addition, the MEO program processed two sexual harassment complaints and zero complaints of sexual orientation discrimination.

Section One: Sexual Assault

The Vermont National Guard SAPR office receives reports of sexual assault according to the Department of Defense definition: 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.¹ The 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

¹ Because the SAPR program is based on the DoD definition, its coverage area is broader than Sexual Assault as defined under Vermont law. Therefore, SAPR covers allegations of state-based equivalents, such as Lewd and Lascivious conduct as defined in Vermont.

data below reflects the reporting information submitted by the VTNG through the Defense Sexual Assault Incident Database (DSAID) and supplemental summary reports for FY24.

Currently the SAPR office is staffed by the Lead Sexual Assault Response Coordinator (SARC), Nikki Sorrell, 158th Fighter Wing SARC, Serena Furnari, and the SAPR Specialist, Rachel Schneider. Wing SARC, Serena Furnari has been with the program for six years. She received the Vermont National Guard Medal of Merit this year for her incredible work spearheading the establishment of the Airmen’s Table, a food shelf for members struggling with food insecurity. The newest member, Rachel Schnieder, joined the team last April. With her education in social work and her experience in harm reduction she has been a huge help in creating education plans and providing expert insight regarding the psychosocial impact of gender-based violence. Our team lead, Nikki Sorrell has been with the program for 5 years. She recently completed her Vermont State license in Clinical Psychology. This team leads with empathy and advocates with conviction.

Offense Reporting Options

The SAPR office offers three options for service members to report offenses, 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 were 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 note that the Vermont National Guard (VTNG) does not have investigatory or prosecutorial jurisdiction over either a civilian or military crime of sexual assault. Under Vermont Statutes Annotated, Title 20, §941, the VTNG has jurisdiction over “purely military offenses.” Civilian courts will prosecute all other offenses. Sexual assault (under either the Vermont or UCMJ definition) is not a purely military offense. Also, according to National Guard Bureau regulation all Unrestricted reports of sexual assault are initially reported to local law enforcement for investigation. If local law enforcement does not investigate, then the National Guard Bureau’s Office of Complex Investigations will conduct an investigation for the VTNG. Reports of sexual assault are never investigated internally by the VTNG.

Statistical Data

Figure 1.1, below, depicts the total number of reports of sexual assaults the SAPR office has received since its inception in FY10. The bars indicate total number of reports, the color on those bars indicates report type (please see definition on page 17 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 FY24 we can see that the office received five reports of sexual assault. Three Restricted, one Unrestricted, and one Open with Limited reports. Two of

those total reports listed a VTNG member as the perpetrator, this further indicates that three of the perpetrators were either a civilian or non-VTNG member.

Figure 1.1

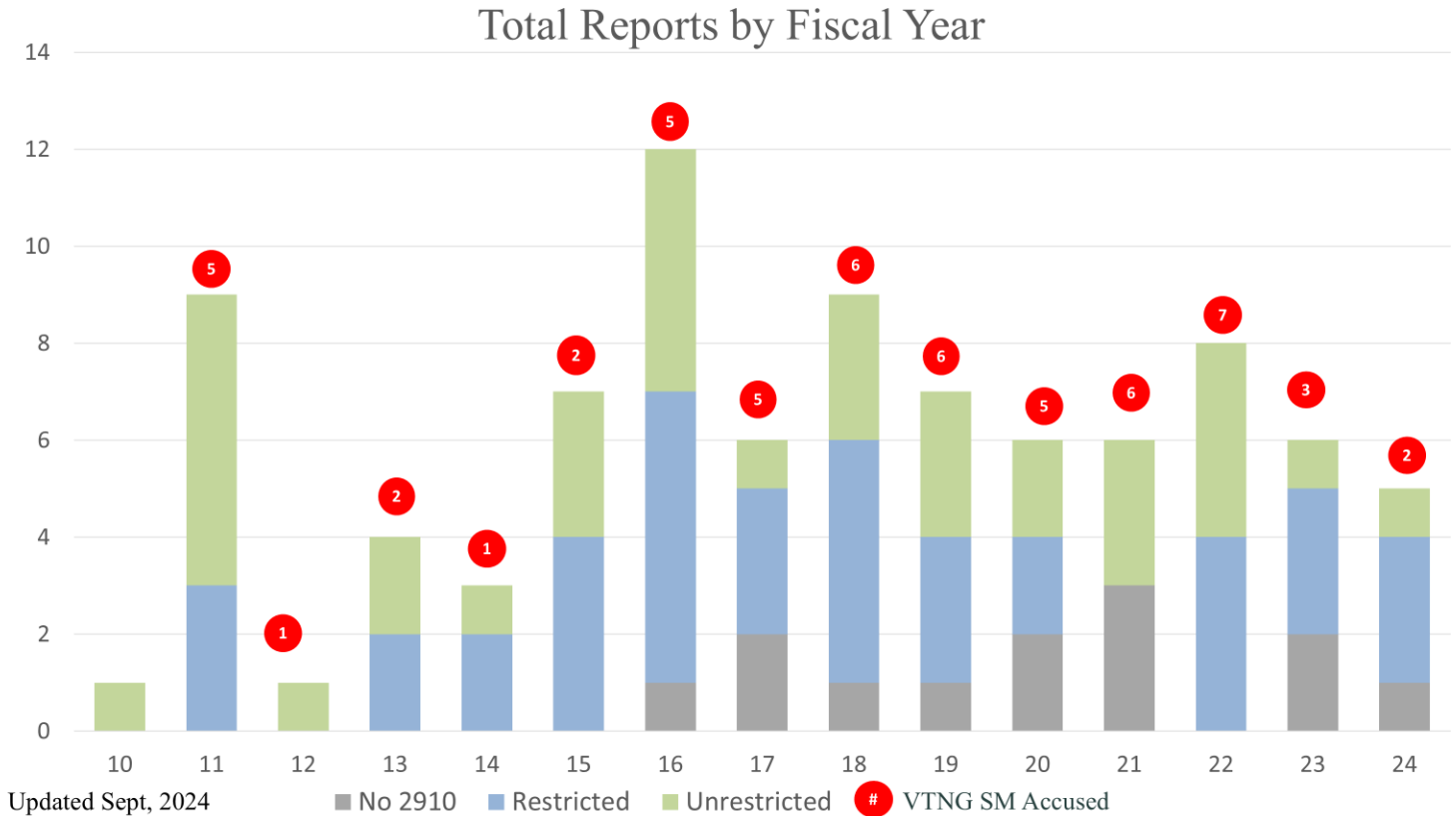
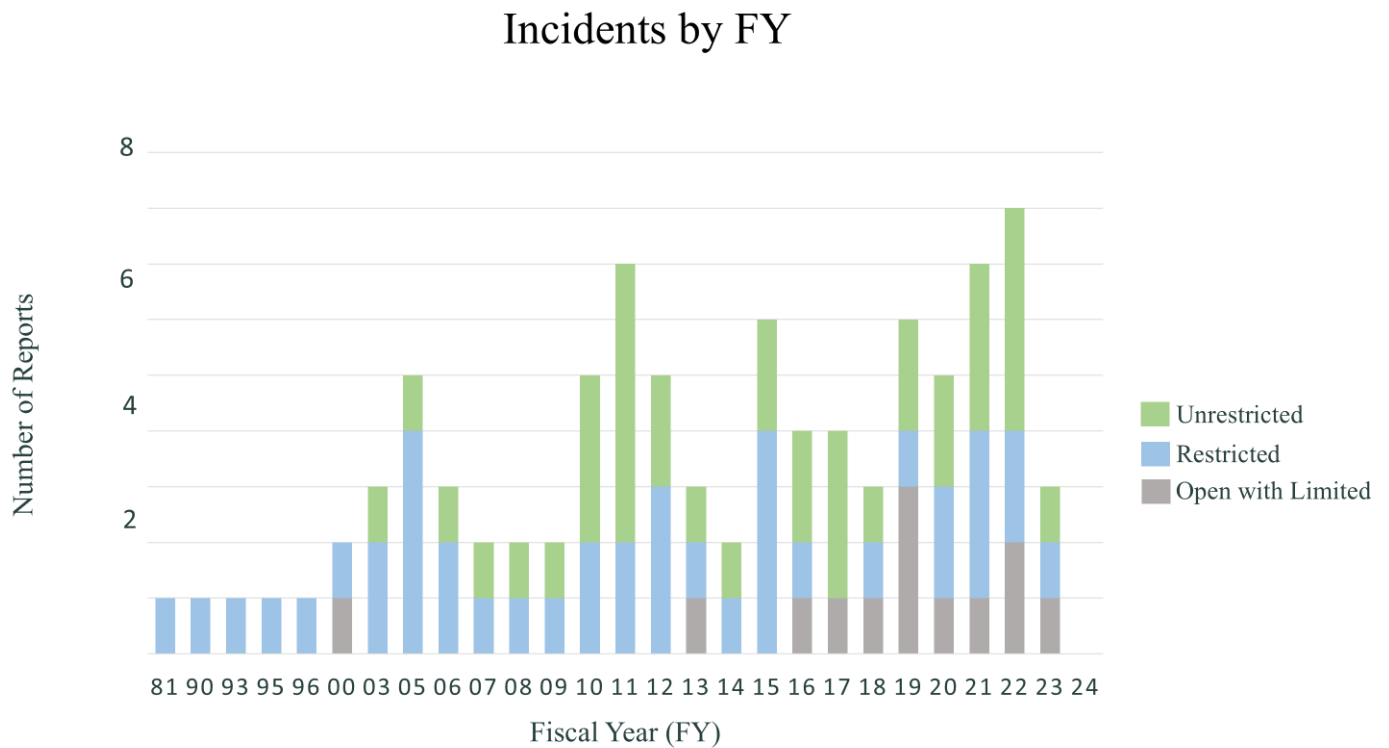


Figure 1.2, below, depicts the total number of reports received by the SAPR office represented in Figure 1.1, but broken out by the fiscal year in which the incidents occurred. This chart demonstrates that sexual violence affects all victims differently and many choose to wait years before they report 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. Looking at FY24 we can see that zero of our five reports occurred in FY24. Two incidents occurred in FY23, two occurred in FY22, one in FY21.

Figure 1.2



Updated Sept, 2024

Fiscal Year 2024 Sexual Assault Case Details

Figure 1.3 depicts assault type, incident year and type of report for FY24.

Case ID	Incident Year	Status of Survivor	Status of Accused	Assault Type	LOD	Report Type
00983	2023	M / E-4	F / Civilian	Sexual Assault	No	Restricted
01070	2023	F / E-2	Unknown	Sexual Assault	Yes	Restricted
00216	2022	F / E-3	M / E-6 (non-VTNG member)	Abusive Sexual Contact	Yes	Restricted to Unrestricted
00258	2021	F / E-6	M / E-7	Abusive Sexual Contact	Yes	Restricted
00259	2022	Civilian	M / E-5	Abusive Sexual Contact	N/A	Open w. Limited

Disposition Data on FY24 Reports Involving Accused Vermont National Guard Service Members

The Chart below, figure 1.4, depicts disposition status for the one Unrestricted case and one Open with Limited cases that were reported in FY24. Please note that only two out of the five reported cases include a disposition status. This is because the other three cases were filed as Restricted, therefore the allegation remains confidential and not subject to investigation or action. The reporting parties involved in Restricted cases may choose to switch their reports to Unrestricted at any time to open an investigation.

Figure 1.4

Case Number	Incident FY	Allegation	Disposition
00216	2022	Abusive Sexual Contact	Initially Restricted, the survivor elected to open the case to Unrestricted. The subject is a NYNG member. The case was investigated by active duty because the incident occurred during a federal mission. The allegation was substantiated and NYNG has initiated separation action against the subject.
00259	2022	Abusive Sexual Contact	Open with Limited case involving a VTNG member as the perpetrator and civilian survivor. This case was investigated by Massachusetts law enforcement. The member was found guilty and sentenced according to MA laws. The member was administratively separated from the VTNG.

Federalized Reports

From the five total reports of Sexual Assault the Vermont National Guard had in FY24 one is a federalized case. This means it was filed by a VTNG member while deployed outside of the continental U.S. The case is listed in Figure 1.4 above with disposition pending NYNG action.

Section Two: Sexual Harassment and Orientation Discrimination

In the Vermont National Guard, any report of unlawful discrimination is filed with the State Equal Employment Manager (SEEM) Todd Connolly. Allegations against members in a National Guard (NG) military status are processed through the Military Equal Opportunity (MEO) program under National Guard Bureau (NGB) regulations. The SEEM reports statistical data of all discrimination cases annually by Public Law 11 2-239, 126 STATS: 1764, section 579(b) to the NGB, which consolidates data from each state. Sexual Harassment and Sexual Orientation discrimination are subcategories of unlawful discrimination based on sex or gender. The definition of Sexual Harassment involves unwelcome sexual advances, request for sexual favors, and deliberate or repeated offensive comments or gestures of a sexual nature. Please see page 17 for full definition. This report addresses only discrimination cases of sexual harassment and sexual orientation.

Todd Connolly has been in his role for 2.5 years and has supported the MEO program for 14 years prior to becoming the SEEM. Todd has worked as regional representative at the national level Equal Employment Managers Advisory Council (EEMAC), and this year was promoted to Co-Chair. The EEMAC provides oversight and guidance for Equal Employment and MEO programs across all 54 state, territory, and the District of Columbia National Guards. Todd is also one of the key developers of curriculum at the Defense Equal Opportunity Management Institute (DEOMI), the training school for all MEO representatives. He is a mentor to SEEMs across the country and has played an integral role in growing the MEO program here in Vermont.

Reporting Phases

The National Guard Military Equal Opportunity Program has two phases: the State Informal Resolution Request (IRR) and NGB Formal Resolution Request (FRR). All allegations of unlawful discrimination begin at the informal phase to allow each NG agency to investigate and reach a resolution. If a complainant is unsatisfied with the outcome of the investigation or the proposed resolution, the complainant may appeal through the formal phase requesting NGB review the case. NGB may conduct a new investigation and propose a resolution for the NG agency to implement.

Sexual Harassment Complaint Processing Changes

During FY2024, several refinements to sexual harassment complaint processing occurred. All complaints of sexual harassment are initially referred to the SAPR office for a confidential interview. This allows SAPR to evaluate whether a component of sexual assault exists and discuss with the complainant SAPR reporting options, SAPR services, and potential representation by a Special Victims Counsel military attorney. Additionally, sexual harassment complainants may choose to have leadership handle the matter expeditiously or choose to have an in-depth investigation. Under prior policy, in-depth investigations were required. Existing regulations require in-depth investigations be conducted by an investigating officer chosen from outside the brigade or wing elements of the complainant and subject. The investigating officer receives special training on conducting a sexual harassment investigation. An investigation report is routed through the SEEM to the commander to determine an appropriate resolution. The next superior commander reviews the decision before the subordinate commander or SEEM meets with the complainant to explain the proposed resolution. In contrast, the new expeditious option available to complainants allows them more control over the visibility of the issue and is designed to encourage swift remediation of problems without the formalities of an in-depth investigation. Resolution proposals from either option are appealable to NGB and the complainant benefits from more control over how the complaint is handled.

Disposition

Investigations that substantiate an allegation of sexual harassment require initiation of administrative separation action. Minor incidents may result in retention with rehabilitation. Regardless of separation or retention, other forms of documenting the substantiated sexual harassment are required, such as annual evaluation reports of the offending Service member.

Current Statistical Data

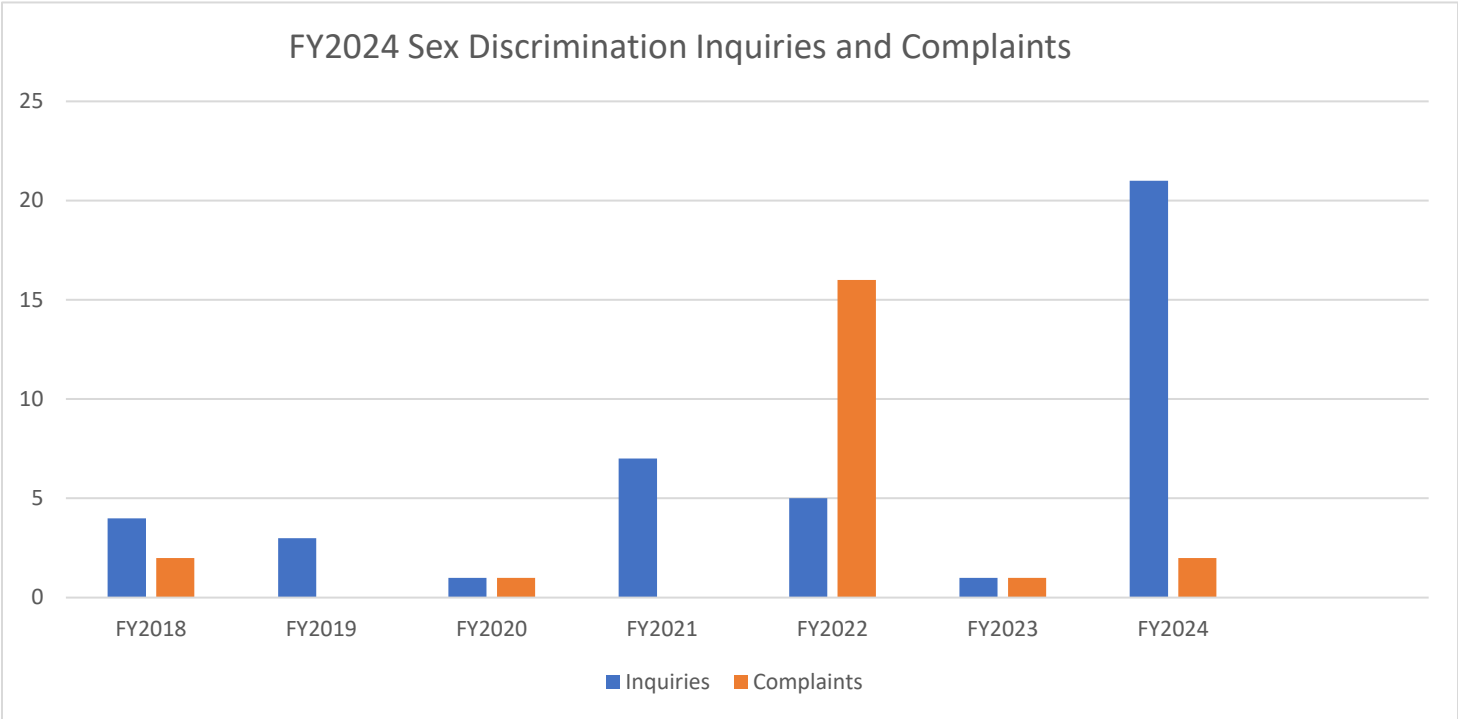
During FY24, the VTNG SEEM received two sexual harassment complaints and zero complaints of discrimination based on sexual orientation. Figure 2.1 below depicts each sexual harassment complaint for FY24.

Figure 2.1:

VTNG Case Number	Sex / Rank of Complainant (CP)	Sex / Rank of Alleged Offender	Alleged Discrimination	Incident Description	Disposition
VT-2024-02	F / E-5	M / E-6	Sexual Harassment	unwanted physical touch of a sexual nature	Pending completion of investigation after resolution of criminal case
VT-2024-04	F / E-3	F / E-6	Sexual Harassment	unwanted offensive language and physical touch	Unsubstantiated Investigation

Figure 2.2, below, depicts sexual harassment and orientation complaints since FY18. An inquiry is when a member visits or contacts the MEO Office with a request for information, seeking guidance, states a concern or requests an alternative dispute resolution. A complaint is submitted when a member formally alleges unlawful discrimination in writing.

Figure 2.2



Section Three: Year in Review

Change and growth have been abundant, yet again, at the Vermont National Guard. In this section we will review what some of those changes have been for the people and programs connected to this annual report.

New WRAP Directorate

The VTNG has fully established a Wellness, Readiness and Prevention (WRAP) Directorate that incorporates all the member and family support programs. These programs include Family Programs, Sexual Assault Prevention & Response, Equal Opportunity, Suicide Prevention and the new Integrated Primary Prevention Program. By bringing these programs together under one shared directorate our service members and their families will receive comprehensive and collaborative support and response. The programs work under a No Wrong Door policy that ensures that any member can present to any office and get connected with the right service provider with ease.

The Sexual Assault Prevention and Response (SAPR) Program

In September the SAPR office released an Army National Guard SAPR Mobilization Support Policy. This policy fills a gap between federal mobilization and state training, readiness, and reporting of sexually based offenses. The policy is the first of its kind and is currently under review by several other State National Guards for possible adoption. Traditionally when our members deploy, we essentially lose them to their active-duty components and they have to rely on active duty protocols. We've seen that reliance on active-duty policies and protocols have the potential to negatively impact our members and creates a gap in adequate preparation for mobilization and reporting offenses to VTARNG leadership during mobilization. Because of this the SAPR office spent a year and half researching, interviewing, and planning a better way ahead. The new policy focuses on early assignment of mobilizing SAPR personnel to ensure we have enough resources properly trained and located where we'll need them, enhanced training for all deployers to include specialized leader training and trauma informed response, and the requirement to report all sexually based offenses back to the State within a 72-hour window to ensure open and fluent communication between State and in-country teams.

Also, in September the SAPR office released its training menu to the field. All VTNG units are required to get annual SAPR training. Historically the office used training materials released by our active-duty components per regulation. Materials were limited to one large slide deck (between 50-80 slides) full of dense program information. The trainings were not well received as they offered

little room for conversation. Two years ago, the office began building its own training materials, following Department of Defense requirements but with less slides and more engagement. The new trainings have been well received by the field and now include three options for the units to select from. Training options are:

SAPR 101: A foundational learning tool that educates the field about the basic components of the Sexual Assault Prevention and Response program. It includes education around sexual assault, sexual harassment, bystander intervention, prevention strategies, reporting options, and Buddy Aid.

SAPR 102: Is designed to operationalize the fight against sexual assault by allowing members to navigate through cases in real time using skills and knowledge they learned from SAPR 101. *This will be the default training for FY25 in most units unless otherwise specified.

Buddy Aid: (if trainer is available): Is first response to sexual assault. This training is designed to reduce victim blaming attitudes and build supportive response skills. It teaches member what to do, not do, what to say, and not say when a victim of sexually based violence discloses to them. *Is the specialized trauma informed training all deployers will be receiving.

Our Air base has added to this by offering members the option to attend speaking engagements lead by dynamic educators. We've been lucky to have the talents of Obbie West, an advocate, artist and incredible spoken work poet, and retired Navy Seal, Scott Clark to speak on violence prevention, resiliency, and connectedness. These speakers presented to over 600 of our members.

Military Equal Opportunity (MEO) Program

This year the MEO program implemented a streamlined system for reporting discrimination complaints and alternative dispute resolutions. This has reduced resolution time by 60% and improved overall satisfaction with the process among civilians, soldiers, and airmen. The program has focused on community engagement efforts by partnering with local organizations to host events promoting awareness and understanding of diversity, reaching community members and strengthening the VTNG's connection with the public. The VTNG has a strong and active Joint Diversity Executive Council (JDEC), in which local community members have participated. We've also seen local community members, alongside our VTNG members organize events such as the VTNG's multicultural festival, Black History Month Event, Women's International Day Event, Hispanic Awareness Month Event, and New American Open House.

The program has led several Inclusive Leadership training sessions, educating 100% of the VTNG civilian and military employees. These trainings equip leaders with the skills to foster inclusivity and address potential discrimination issues effectively. The MEO program also helped to launch enhanced diversity recruitment initiatives. These outreach campaigns have increased minority and underrepresented groups enlistment by 20%, directly contributing to a more diverse and inclusive workforce.

Integrated Primary Prevention Workforce (IPPW)

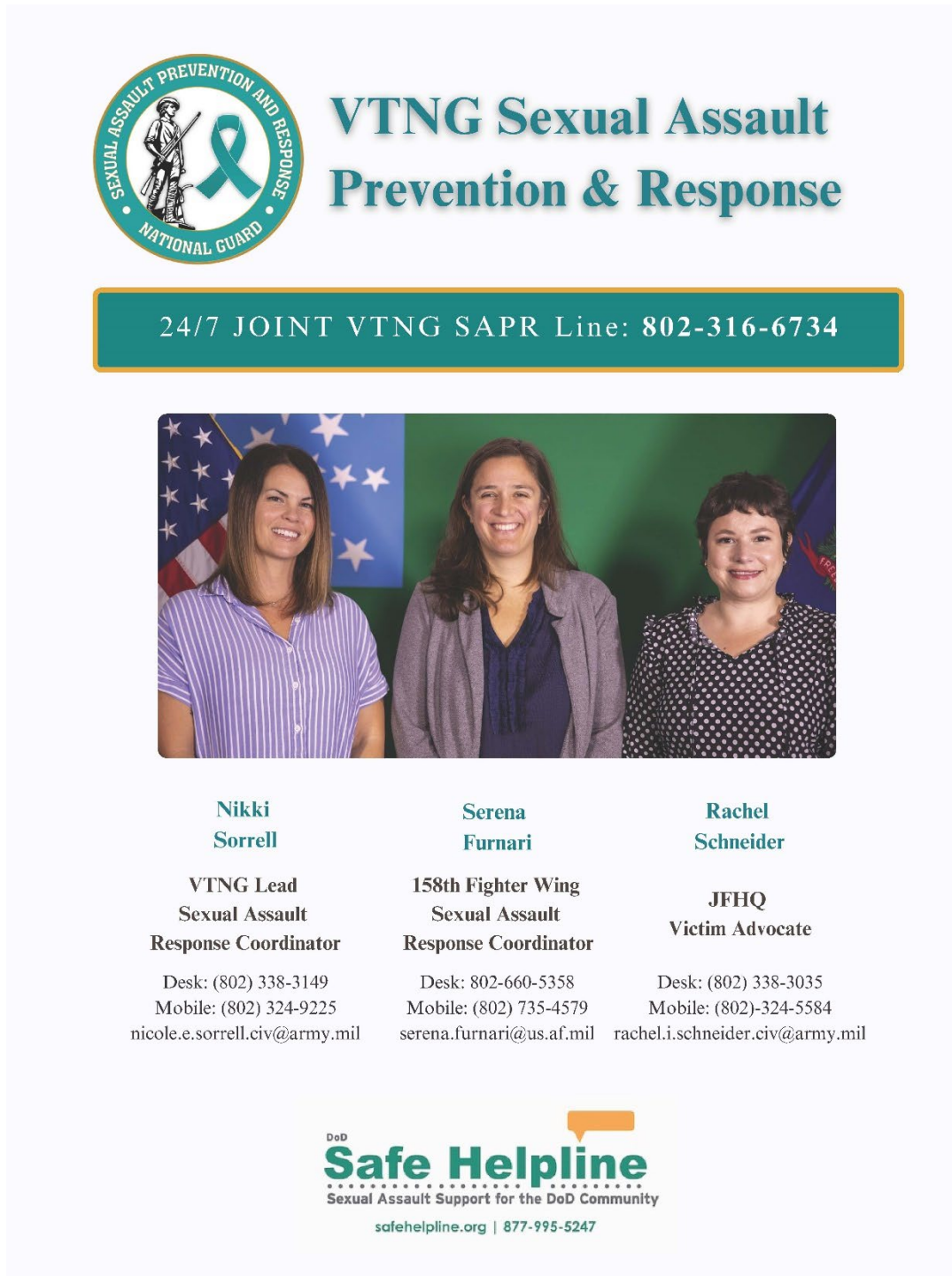
The Vermont National Guard Integrated Primary Prevention Workforce (IPPW) was formed in response to a series of reforms in military sexual assault prevention, following the tragic murder of Specialist Vanessa Guillén outside Fort Hood in June 2020. This incident led to the Secretary of Defense launching an Independent Review Commission (IRC) in 2021, aimed at addressing sexual assault and interpersonal violence within the military. The IRC determined that the Department of Defense's (DoD) existing resources were too heavily focused on responding to incidents of violence rather than preventing them. Among the 82 recommendations issued by the commission was the establishment of an Integrated Primary Prevention Workforce across the DoD.


Vermont's own IPPW program reached initial operational capability in January 2023. In its first year, the team conducted a needs assessment of the organization, focusing on the risk and protective factors across four domains of violence: sexual violence/harassment, domestic violence, workplace violence/harassment, and suicide/self-harm. The assessment revealed that all forms of interpersonal violence are present in the force, with key risks including high stress, substance use, interpersonal conflict, and harmful cultural norms. Additionally, the stigma surrounding mental health care, though decreasing, remains a significant barrier to servicemembers seeking care, alongside challenges in accessing quality healthcare, particularly with TRICARE.

To address these issues, the IPPW developed a comprehensive prevention plan, focusing on leadership development, improved accountability, stress management, and better organizational and interpersonal communication. In the second year, the workforce is expanding, with three new personnel hires, aiming to be fully operational by the end of 2024.


Section Four: Addendum

Figure 4.1 SAPR Team Marketing



 **VTNG Sexual Assault Prevention & Response**

24/7 JOINT VTNG SAPR Line: 802-316-6734



<p>Nikki Sorrell</p> <p>VTNG Lead Sexual Assault Response Coordinator</p> <p>Desk: (802) 338-3149 Mobile: (802) 324-9225 nicole.e.sorrell.civ@army.mil</p>	<p>Serena Furnari</p> <p>158th Fighter Wing Sexual Assault Response Coordinator</p> <p>Desk: 802-660-5358 Mobile: (802) 735-4579 serena.furnari@us.af.mil</p>	<p>Rachel Schneider</p> <p>JFHQ Victim Advocate</p> <p>Desk: (802) 338-3035 Mobile: (802)-324-5584 rachel.i.schneider.civ@army.mil</p>
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**DoD Safe Helpline**
Sexual Assault Support for the DoD Community
safehelpline.org | 877-995-5247

Figure 4.2 Reporting Options and Contact Graphic



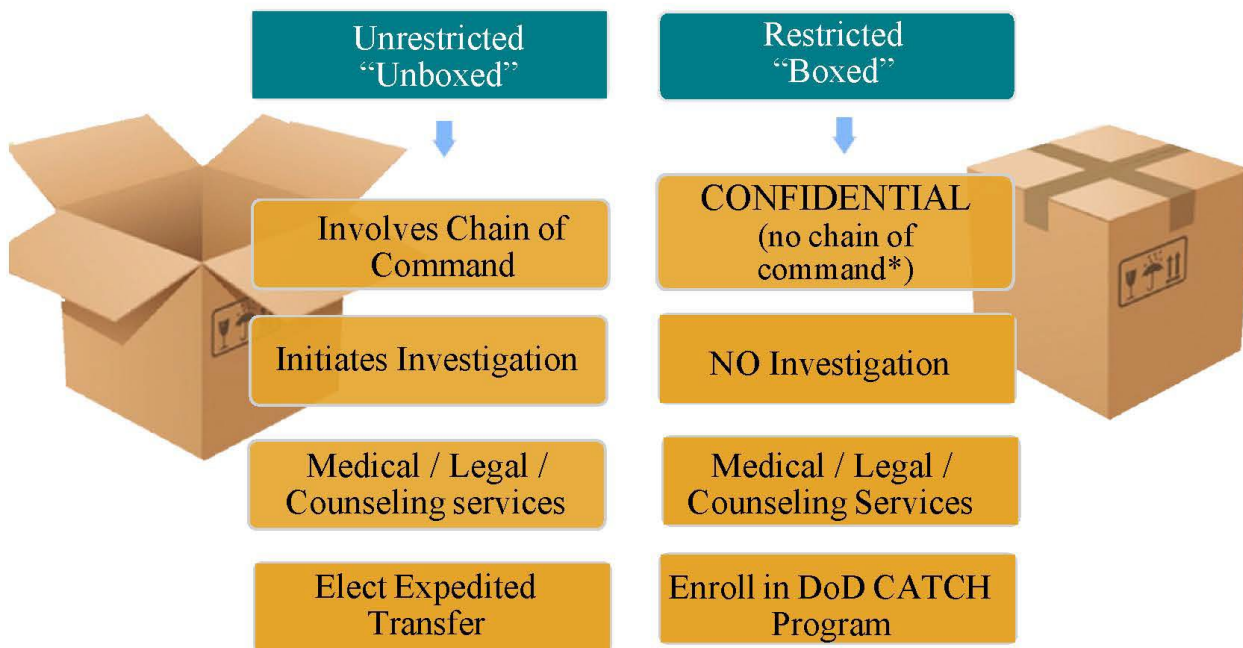
VTNG Reporting Options

Step 1: Contact a SARC or Victim Advocate

State SARC: 802-324-9225 OR Wing SARC: 802-735-4579

NEW: SAPR 24 Hour Line 802-316-6734

Step 2: Choose:



Step 3: Move forward with the SAPR services you want

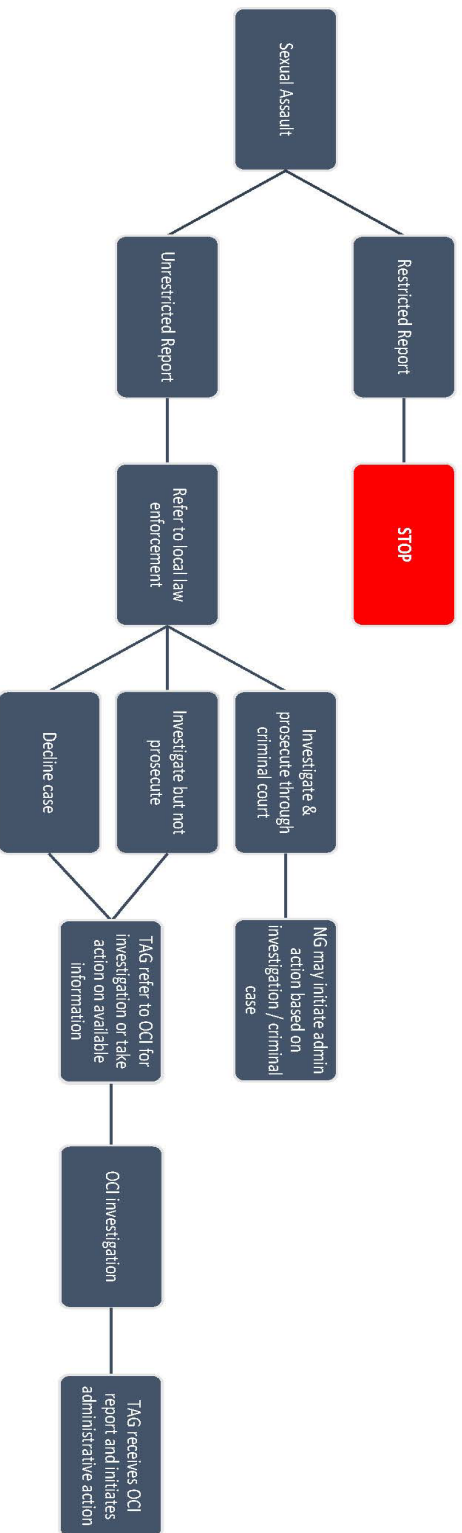
Survivors who initially elect Restricted Reporting may change to an Unrestricted Report at any time

Learn more:



vtguard.com/sapr

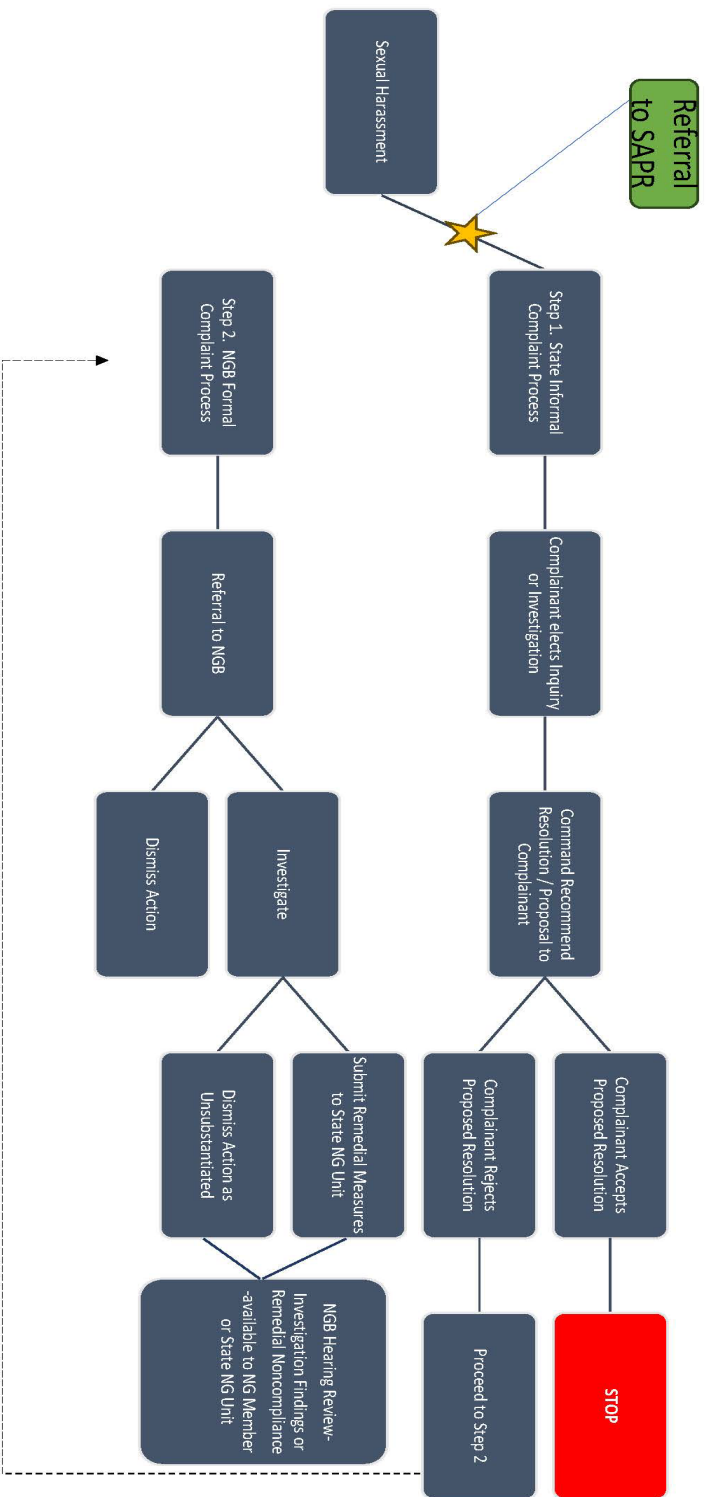
VTNG Sexual Assault Reporting and Investigation Process



References: DoDD 6495.01 (23 JAN 12, Incorporating Change 5, 10 NOV 21); DoDI 6495.02 (28 MAR 13, Incorporating Change 7, 6 SEP 22); CNGBI 0400.01B (12 APR 18)

Figure 4.3 VTNG Sexual Assault Reporting and Investigation Process (updated 2024)

VTNG Sexual Harassment Reporting and Investigation Process



References: NGR 600-21 (22 MAY 17); CNGBI 9601.01 (27 SEP 15); CNGBM 9601.01 (25 APR 17); CNGB DTM 9601.01 (31 MAY 24); VTNG J2022-02 (25 FEB 21)

Figure 4.4 VTNG Sexual Harassment Reporting and Investigation Process (updated 2024)

Policies: Related to SAPR and MEO Programs

- Joint Policy J2022-07 Sexual Assault Prevention and Response Program; 17 May 2022. This policy offers a complete overview of the SAPR program per guidance from the Department of Defense Instructions (DoDI 6495.01 and DoDI 6495.02).
- Joint Policy J2022-08 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.
- Joint Policy J2022-09 Prevention of and Response to Retaliation for Reports of Sexual Assault or Harassment; 17 May 2022. This is a zero-tolerance policy for retaliation against those who reported or have assisted someone who reported sexual misconduct.
- Joint Policy J2021-03 Harassment Reporting and Response Plan; 01 February 2021. This policy defines the procedure for reporting and preventing harassment in the workplace. It provides clarity on 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 J2021-20 Equal Employment Opportunity Policy & Standard Operating Procedure; 12 October 2021. This policy protects non-military employees and applicants from discrimination based on protected classes. It also defines and establishes the procedure for processing and resolving employment discrimination complaints.
- Joint Policy J2022-02 Equal Opportunity and Standard Operating Procedure for Processing Discrimination Complaints; 24 February 2022. This SOP defines and establishes the procedure for processing and resolving discrimination complaints involving members serving in a Title 32 status while in a military pay status.

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 Vermont. It contains categories of sexual contact that includes the equivalent to sexual assaults and lewd and lascivious conduct under Vermont law.

Sexual Harassment: The definition of sexual harassment applicable to this report is described in DoD Instruction 1020.03 “Harassment Prevention and Response In the Armed Forces”. It

involves unwelcome sexual advances, request for sexual favors, and deliberate or repeated offensive comments or gestures 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: 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: Allegations of unlawful discrimination, including sexual harassment or discrimination based on sexual orientation, against a national guard member in a military status made through the Military Equal Opportunity program. The complaint is addressed by the subject's commander who will determine appropriate actions to take, if any. The person reporting the allegation can accept this outcome, withdrawal the allegation, or submit a Formal Resolution Request.

Formal Resolution Request: After an Informal Resolution Request has been completed a complainant who is unsatisfied with the proposed resolution can submit the complaint to the National Guard Bureau. NGB will review the case and may investigate or dismiss the complaint. If the claim is substantiated, NGB will offer disposition recommendations for the command to implement.

Non-Judicial Discipline (often called an "Article 15"): A disciplinary process under the Vermont Code of Military Justice that commanders can use to address purely military offenses. It incorporates a variety of misconduct from the Uniform Code of Military Justice, including sexual harassment.

Commonly Used Acronyms

DoD: Department of Defense

EOA: Equal Opportunity Advisor

EOL: Equal Opportunity Leader

IQO: Inquiry Officer

JFHQ: Joint Force Headquarters

LIR: Leadership Inquiry Report

MEO: Military Equal Opportunity Program

NGB: National Guard Bureau – the VTNG’s liaison with Federal military authorities

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.

SARC: Sexual Assault Response Coordinator

Lead State SARC – Nikki Sorrell

158th Fighter Wing SARC – Serena Furnari

SEEM: State Equal Employment Manager – Todd Connolly

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

VTANG: Vermont Air National Guard

VTARNG: Vermont Army National Guard

VTNG: Vermont National Guard