



State of Wyoming Military Department Office of the Adjutant General

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NGWY-TAG

28 October 2021

MEMORANDUM FOR Governor Mark Gordon

SUBJECT: Annual Wyoming Military Department Sexual Harassment and Sexual Assault Report, Fiscal Year 2021

1. **BACKGROUND:** In order to provide the highest level of transparency and accountability, I have committed the Wyoming Military Department (WYMD) to providing an annual report of sexual harassment and sexual assault cases to the Wyoming Governor with copies furnished to the Wyoming Legislature and the members of the WYMD. This is the first annual report capturing data between 1 October 2020 and 30 September 2021.

- a. My number one priority as the adjutant general is to grow and maintain end strength. I recognize that in order to attract and retain talent, I must ensure our organization is safe and professional.
- b. Our culture is complex. Many different statuses, generations, services, and individuals comprise our agency. As a professional military organization, we must be standards-based and decisive on the battlefield. Our proficiency as warriors is paramount, but what binds us together is our commitment to treat everyone with dignity and respect.
- c. Our citizens expect the Wyoming National Guard (WYNG) and its members to act and perform legally, morally, and ethically. The trust we build with one another day-to-day will enable our success in the battlespace and within the borders of our state when we are needed.
- d. Rooting out sexual harassment and sexual assault is key to our success. I am committed to addressing complaints, protecting victims, and continuing our long tradition as a trusted and capable community partner.

2. **AGENCY DEMOGRAPHICS:** The WYMD is comprised of four components: the state agency with state employees, the federal agency with federal employees, the Wyoming Air National Guard (WYANG) with full time and part time Airmen, and the Wyoming Army National Guard (WYARNG) with full time and part time Soldiers.

- a. As is consistent across the Department of Defense (DoD), our organization is male-dominated. In total, the WYMD includes roughly 3,183 personnel. Our gender breakdown is 77.7% (2,473) male and 22.3% (710) female.
- b. By comparison, as of June 2021, the entire National Guard breakdown was 80.3% (357,009) male and 19.7% (87,370) female.
 - i. The ARNG is comprised of 336,725 Soldiers. The gender breakdown is 81.0% (272,856) male and 19.0% (63,868) female.
 - ii. The ANG is comprised of 107,655 Airmen. The gender breakdown is 78.2% (84,153) male and 21.8% (23,502) female.
- c. The state agency includes 240 State of Wyoming employees with authorizations for 293 state employees. The current gender breakdown among our state employees is 66.3% (159) male and 33.7% (81) female.
- d. The federal agency includes 90 Title 5, strictly civilian, employees and 304 Title 32, dual-status, federal employees. For the Title 5 employees, the gender breakdown is 63.3% (57) male and 36.7% (33) female. For the Title 32 employees, the gender breakdown is 82.6% (251) male and 17.4% (53) female.
 - i. Our Title 32 employees must maintain military membership in the National Guard (NG) in order to continue in their civilian positions. Even though they are paid on the federal employee's pay system using either the Wage Grade or General Schedule pay scales, they wear their military uniforms and use military rank while in a federal employee status.
 - ii. When they perform military duty, our Title 32 employees do so in either an active or inactive duty status and are paid through the Department of Defense's (DoD) military pay system and on the DoD's military pay scale based on rank and time in service.
- e. The WYANG includes 268 full time Active Guardsmen (AGRs) and 889 part time, "traditional" Drill Status Guardsmen (DSGs). For the AGRs, the gender breakdown is 73.1% (196) male and 26.9% (72) female. For the DSGs, the gender breakdown is 71.9% (639) male and 28.1% (250) female.
- f. The WYARNG is comprised of 262 full time AGRs and Soldiers on full time Active Duty for Operational Support (ADOS) orders and 1,130 part time, traditional "M-Day" Soldiers. For the AGR and ADOS Soldiers, the gender breakdown is 84.4% (221) male and 15.6% (41) female. For the M-Day Soldiers, the gender breakdown is 84% (949) male and 16% (181) female.

3. SEXUAL HARASSMENT

- a. The Equal Employment Opportunity Commission (EEOC) defines two types of sexual harassment.
 - i. Quid pro quo harassment involves expressed or implied demands for sexual favors in exchange for some benefit (i.e. promotion, pay raise) or to avoid some detriment (i.e. termination, disciplinary action). Quid pro quo harassment is typically perpetrated by someone who is in a position of power or authority over another.
 - ii. A hostile work environment exists when speech or conduct is so severe and pervasive that it creates an intimidating or demeaning environment that negatively affects a person’s job performance. A hostile work environment can be perpetuated by anyone in the work environment against anyone else.
- b. Both quid pro quo and hostile work environment forms of harassment can be addressed by the EEOC through an informal complaint and formal appeal process, if a local solution cannot be reached.
- c. While not meeting the threshold for sexual harassment, as defined by the EEOC, inappropriate comments and actions can impact an organization’s culture and turn into a hostile work environment and create ideal conditions for sexual harassment and sexual assault. Some examples include telling inappropriate, sexual-based stories, making sexist jokes or comments, telling “dumb” blonde jokes, or hanging a swimsuit calendar in the workplace.
 - i. These types of behaviors are not acceptable and are addressed in various training forums.
 - ii. The goal is that these behaviors are addressed at the lowest level by peers and front-line supervisors.
- d. In FY21, one formal complaint of sexual harassment was appealed to the EEOC. It was a hostile work environment claim and it is currently under investigation.**
- e. In FY21, three additional informal complaints were filed with the State Equal Employment Manager (SEEM) in the WYMD’s Human Resources Office.**
 - i. One complaint has been appealed to the EEOC in FY22 and will count as a formal complaint appealed to the EEOC in the FY22 report.
 - ii. The timeline for appeal to the EEOC on one complaint lapsed without response from the claimant.
 - iii. The final complaint was investigated and unsubstantiated.
- f. In FY21, units reported five incidents that did not meet the threshold for sexual harassment, as defined by the EEOC.**

- i. However, it is unknown, due to a lack of a consistent tracking mechanism, how many additional concerns were reported and addressed at the individual unit level by commanders and supervisors. As part of my action plan, I have directed our team to consider ways to eliminate stove-piped reporting of sexual harassment-type behaviors and the follow up actions taken at the unit level to address such behaviors. My goal is to establish a process to consistently track these incidents for trend analysis.
- ii. In the WYMD, individual employees and supervisors are empowered to address concerns expressed among employees.
- iii. The agency tracked five incidents reported by unit leaders in FY21:

SERVICE	DATE OF INCIDENT(S)	INCIDENT DETAILS	ACTIONS TAKEN
Army	February – March 2021	Sexual harassment of an enlisted female Soldier on the DC Inauguration Support mission	Victim Advocate made contact following return to state, no services requested
Air	27 May 2021	Inappropriate comments made to an enlisted Airman by supervisor	Investigation complete; pending final legal review
Army	9 June 2021	Male NCO was disrespectful to a female lower enlisted Soldier from a different state	Command directed no contact; offender complied; no further issues noted
Army	15 June 2021	Soldier propositioned by coworker over a social media app	Command moved victim to a different work center at Soldier’s request
Army	June 2021	Allegation of a hostile work environment	Investigation Report complete; pending review

- g. The two identified trends from the reports of harassment in FY21 include harassing behavior perpetrated by personnel not in the WYNG as well as harassment perpetuated by a supervisor against a subordinate.
- h. In FY20, after I assumed of command of the WYNG, I directed a review of the culture and climate regarding female members of the WYANG. Two employees from the South Dakota National Guard were appointed to conduct a review. They were assisted by the Employment Opportunity Manager from F.E. Warren Air Force Base in Cheyenne, WY.
 - i. The review consisted of two efforts.
 1. First, the results of the Defense Organizational Climate Surveys (DEOCS), or unit Climate Survey, from 2018 and 2019 were analyzed

to look for differences in results by gender in the groups that form the WYANG.

2. The second effort was to conduct a short, direct survey of a randomly selected cross-section of current female members of the WYANG.
- ii. Results of the review were briefed to the WYNG in December 2019.
- iii. Findings of the review were:
 1. The review of two years’ worth of Climate Survey data showed, in the vast majority of areas and units in the WYANG, males and females responded similarly and found a positive culture and climate for everyone including females.
 2. A trend of concerning responses to two areas of review in the Climate Survey in a sole squadron were noted: Organizational Processes and Senior Leader Review.
 3. The survey of randomly selected female members of the WYANG, indicated that most individuals felt positive about their current work environment (88%), about their drill weekend experiences (88%), and about their chain-of-command (83%).
- iv. Unit of Concern: The squadron with two areas of improvement identified in the climate survey saw marked improvement in the 24 months between surveys:

	2019 Climate Survey	2021 Climate Survey
Participation Rate	14%	60%
Trust in senior leader	Among women – 46% Among men – 56%	Among women – 76% Among men – 79%
Satisfaction with organizational processes	Among women – 61% Among men – 45%	Total response – 63% <i>NOTE: the question format changed in version 5 and a breakdown by gender is unavailable.</i>

4. **SEXUAL ASSAULT:** The DoD defines sexual assault as intentional sexual contact characterized by the use of force, threats, intimidation, or abuse, or when the victim does not or cannot consent.

- a. The Uniformed Code of Military Justice (UCMJ) includes a broad category of sexual offenses consisting of rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy, and attempts to commit any of these acts. The UCMJ can be enforced with Wyoming Guardsmen when they are in a Title 10, or federal, status.
- b. The Wyoming Code of Military Justice adopts the definition of sexual assault as outlined in the UCMJ and can be enforced with Wyoming Guardsmen when they are

- in a Title 32, or state controlled, status.
- c. The DoD considers reports of sexual assault as either “restricted” or “unrestricted.”
 - i. Restricted reporting is an option for adult victims of sexual assault who wish to confidentially disclose the crime to specifically identified individuals without triggering an official investigative process or notification to the chain-of-command. Victims who use the restricted reporting option have access to the same support services as those filing an unrestricted report.
 - ii. Unrestricted reports are tracked by the chain-of-command and referred to civilian law enforcement for investigations.
 - d. In accordance with National Guard policy and in order to prevent any undue command influence, ensure the integrity of the process, and protect victims, reports of sexual assault are never investigated within the WYMD.
 - e. Our goal is to ensure that all victims feel comfortable reporting any and all sexual assaults. We also strive for honest and accurate reporting that comes from a safe and supportive work environment where employees report assaults and have access to services. Additionally, we encourage reporting of assault even if the perpetrator is not associated with the WYNG or the U.S. military.
 - f. In FY21, there were six reports of sexual assault.**
 - i. Three reports were unrestricted, are being tracked by the WYMD, and were referred to law enforcement for investigation.
 - ii. Three reports were restricted and were not referred to law enforcement. The victims in these cases are receiving support services.
 - iii. Of the six reports, three were from incidents that happened in FY21 and three reports were from incidents happening in previous years (FY15, FY19, and FY20).
 - g. Trends from the cases reported in FY21 include:
 - i. Assault is associated with travel – 83% of cases.
 - ii. Assault happened out-of-state – 67% of cases.
 - iii. The perpetrator was a military member – 67% of cases.
 - iv. The perpetrator was NOT a WY Guardsman – 83% of cases, with only one perpetrator being affiliated with the WYNG.
 - v. Use of alcohol by the victim – 83% of cases.
 - vi. Suspected use of alcohol by the perpetrator – 83% of cases.
 - vii. The perpetrator was known to the victim – 67% of cases.
 - h. Of the six cases reported in FY21, the victim was in a military status 100% of the time. Three victims were in a Title 10 status for training, two were on Title 32 Annual Training orders, and one was in a Title 32 Inactive Duty status.

i. FY21 Unrestricted Reports, case details:

	CASE A	CASE B	CASE C
Victim Gender	Female	Female	Female
Perpetrator Gender	Male	Male	Female
Year of Assault	Previous FY	FY21	FY21
Victim’s Duty Status	Title 32, Annual Training	Title 10, Advanced Training Orders	Title 10, Basic Training Orders
Perpetrator’s Duty Status	Title 32, Annual Training	Title 10	Title 10
Perpetrator in WYNG?	Yes	No	No
Victim and Perpetrator Ranks	Same rank	Same rank	Same rank
Law Enforcement Status	Laramie County Circuit Court	Open with Office of Special Investigations	Open with Office of Special Investigations
Perpetrator known to victim?	Yes	No	No
Assault happened in WY?	Yes	No	No

5. REQUIRED TRAINING: Employees of the WYMD are required to participate in sexual harassment and sexual assault training.

- a. Across the organization, the topics are included in new employee orientation for all full time hires.
- b. All newly enlisted members of the WYANG’s “Student Flight” program receive training before they leave for Basic Military Training (BMT) and again while at BMT.
- c. All newly commissioned WYANG officers receive training at Officer Training School (OTS).
- d. All newly enlisted members of the WYARNG receive training in the “Recruit Sustainment Program” before they ship to Basic Training and then again at Basic Training.
- e. All new WYARNG officers receive training through their commissioning source.

- f. Every WYARNG Soldier receives annual Sexual Harassment and Assault Response and Prevention (SHARP) training.
- g. An advanced SHARP discussion is included in the WYARNG's pre-command course for officers and Senior Non-Commissioned Officers as well as to senior leaders.
- h. In FY22, the WYMD's federal civilian employees will receive annual SHARP or SAPR training based on their Army or Air assignment. This civilian training requirement is new to the ARNG in FY22. However, roughly 53% of the ARNG's Title 5 civilians received the training in FY21. The requirement for ANG civilians has been in place for at least two years.
- i. The State of Wyoming employees within the WYMD receive a refresher training when/if assigned to a supervisory role.
- j. Advanced training is available to Soldiers and Airmen in the WYNG if they are selected to be Victim Advocates (VAs). Upon selection, ANG VAs receive 40 hours of initial training and 32 hours of refresher training every two years after if they remain in the VA role. ARNG VAs receive 80 hours of initial training and 32 hours of refresher training every two years after if they remain in the VA role.
 - i. As of this report, the WYANG has six fully trained VAs and the WYARNG has 21 full trained VAs.
 - ii. The difference between the numbers of trained VAs relates to case load. In a typical year, the ARNG, nationwide, has more cases than the ANG. Additionally, the WYANG is centrally located in Cheyenne while the WYARNG operates from multiple locations across the state requiring VAs to be embedded in major units around the state.

6. REPORTING OPTIONS:

- a. For sexual harassment, the formal reporting options for employees of the WYMD include:
 - i. Army National Guard – military EO staff at major units, the Inspector General, and the SHARP offices
 - ii. Air National Guard – military EO staff at the 153d Airlift Wing, the Inspector General, and the Wing's SAPR office
 - iii. Federal employees –the EO Office within the WYMD, the Inspector General
 - iv. State employees –the State Human Resources Manager assigned to the WYMD; the State of Wyoming Administration and Information Department (A&I)
 - v. NOTE: the WYMD has a Title 10 Inspector General who provides an independent look at the agency and is a place where whistle blower and reprisal complaints can be made. The officer reports directly to the National

Guard Bureau (NGB).

- b. For sexual harassment, the informal reporting options available to employees in all statuses of the WYMD include chain-of-command or supervisory chain, unit leadership, and the adjutant general's "hotline" at 307-772-5330.
- c. For sexual assaults, military members and federal employees can chose between restricted and unrestricted reporting options. Restricted reporting provides support to the victim without notifying law enforcement or the chain-of-command. Restricted reports can be used to gather trend data and, when reported within the DoD system, are counted as cases. Unrestricted reporting provides the victim with support and triggers both a law enforcement notification as well as a chain-of-command notification.
- d. For unrestricted reporting of sexual assault, the military members and federal employees of the WYMD have the following reporting options:
 - i. Medical provider
 - ii. Director of Psychological Health (two in the WYANG and one in the WYARNG)
 - iii. Chaplain's office
 - iv. SHARP/SAPR Offices
 - v. Victim Advocates
 - vi. Chain-of-Command
 - vii. Civilian law enforcement
 - viii. National Hotline
- e. For state employees, sexual assaults can be reported to:
 - i. State Administration and Information Department
 - ii. Civilian law enforcement
 - iii. Supervisory chain
- f. Restricted reporting options, as defined and tracked by DoD, are limited to military members and federal employees and are not available in the same way to the WYMD's state employees. If choosing the restricted reporting option, military members and federal employees have the following options:
 - i. Medical provider
 - ii. Director of Psychological Health
 - iii. Chaplain's office
 - iv. SHARP/SAPR Offices
 - v. Victim Advocates
- g. State employees can confidently report sexual assaults through a civilian medical provider.

7. 2021 UNIT CLIMATE SURVEY RESULTS: This survey was conducted between February 20 and April 26, 2021 in the WYMD as required by the DoD in response to the Fort Hood Report released in 2020. It was open to military members in the WYMD with 823 of 1600 Soldiers participating for a 51.4% participation rate and 612 of 1280 Airmen participating for a 47.8% participation rate.

- a. The survey included ten open-ended questions to encourage participants to elaborate on their thoughts and 19 close ended questions divided into four categories:
 - i. Workplace hostility
 - ii. Racially harassing behaviors
 - iii. Sexist behaviors
 - iv. Sexually harassing behaviors

- b. Noted survey gaps and issues are:
 - i. State of Wyoming and federal civilian employees were not included.
 - ii. It is difficult to track trends over multiple surveys or years, even though the WYNG has participated for 11 survey years, because the question formats change over time. The version used in 2021 is version five for the WYNG.

c. Seven questions were specific to sexual harassment.

	Army National Guard		Air National Guard	
Has someone from your unit mistreated, ignored, excluded, or insulted you because of your gender?	Never – 766, 93.5%	Yes – 53, 6.5%	Never – 576, 94.3%	Yes – 35, 5.7%
Has someone from your unit told sexual jokes that made you uncomfortable, angry, or upset?	Never – 640, 78.5%	Yes – 176, 21.5%	Never – 525, 86.3%	Yes – 83, 13.7%
Has someone from your unit displayed, showed, or sent sexually explicit materials (such as pictures or videos) that made you uncomfortable, angry, or upset?	Never – 734, 90.0%	Yes – 82, 10.0%	Never – 592, 97.0%	Yes – 19, 3.0%
Has someone from your unit asked you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset?	Never – 745, 91.1%	Yes – 73, 8.9%	Never – 596, 97.6%	Yes – 15, 2.6%
Has someone from your unit made sexual comments about your appearance or body that made you uncomfortable, angry, or upset?	Never – 744, 90.8%	Yes – 87, 9.2%	Never – 588, 96.4%	Yes – 22, 3.6%
Has someone from your unit made attempts to establish unwanted romantic or sexual relationships with you?	Never – 784, 95.8%	Yes – 34, 4.2%	Never – 600, 98.2%	Yes – 11, 1.8%
Has someone from your unit intentionally touched you in unwanted ways?	Never – 795, 97.2%	Yes – 23, 2.8%	Never – 604, 99.0%	Yes – 6, 1.0%

d. Areas of concern from the in the 2021 survey include:

- i. Organizational communication gaps
- ii. High stress work environment without strong leadership support and persistent morale issues
- iii. Noted lack of career development along with struggles to maintain a healthy work-life balance
- iv. Prevalence of inappropriate jokes, comments, and stories in the work place around race and gender

e. The commanders of the WYANG and WYARNG are working unit-level response plans based on the feedback provided in the 2021 survey.

8. 2021 UNIT SENSING SESSIONS: A Title 10, Active Duty officer from the U.S. Air Force and a Non-Commissioned Officer from the WYARNG are assigned to the state Inspector General (IG) Office. They report directly to NGB and provide critical reports to the adjutant general. They are responsible for addressing complaints made in the force and can receive whistle blower and reprisal complaints. At my direction, they conducted unit visits each month to talk to Soldiers and Airmen and “sense” the environment. After each visit, and then at the end of the FY, they provided a summary for my review.

- a. In FY21, they conducted six site visits and made contact with 300 military members.
- b. Identified trends from these IG-led sessions, include:
 - i. Concerns about preference given to certain service members based on employment status and career field for schools and deployments.
 - ii. Prevalence of offensive jokes, comments, and stories based on gender, ethnicity, religion, and sexual orientation.
 - iii. Not enough focus on retention efforts.
 - iv. Reports of issues accessing medical care.
 - v. Concerns among the force on the COVID vaccine mandate.

9. COMMANDER ASSESSMENTS AND FOLLOW UP ACTIONS:

- a. From Brigadier General Justin Walrath’s, Assistant Adjutant General-Air, the WYANG Commander, perspective:
 - i. While information gathered in various surveys and the South Dakota review in 2019 indicate that the WYANG does not have a widespread problem with sexual harassment or sexual assault, we must always strive to improve and address the isolated cases that continue to arise.
 - ii. Only 3% of the Airmen responded negatively when asked if commanders and leaders responded to sexual harassment.
 - iii. We do have occurrences of inappropriate comments being made.
 - iv. WYANG program gaps include not having a full time EO resource at the Wing, where most WYANG Airmen are assigned, and the Air Force eliminating the part time, drill status military EO commissioned officer position. I have rectified this by detailing a qualified officer to fill that role.
 - v. CORRECTIVE ACTIONS:
 - 1) The Wing has formed a working group to produce a corrective action plan for eliminating workplace hostility.
 - 2) The DSG EO officer was moved away from Wing leadership into a separate space to encourage members with concerns to report.
 - 3) A new, full time SARC officer is in place and is fully integrated with the Airman Care Team (includes the Director of Psychological

Health, the Chaplains, the Airman and Family Readiness Program, and the EO officer).

- 4) The Airman Care Team is working collaboratively to care for members of the WYANG.
- 5) Annual Sexual Assault Prevention training is required for 100% of the WYANG, to include federal civilians.
- 6) The WYANG has sustained a zero-tolerance policy towards inappropriate comments in the workplace and this expectation is trained annually.

b. From Brigadier General Brian Nesvik's, Assistant Adjutant General-Army, the WYARNG Commander, perspective:

- i. The WYARNG requires additional effort at all levels to address ambient sexual harassment or inappropriate comments not directed at an individual, but that can be offensive when an individual Soldier is exposed through side conversations or non-direct means. Research shows that ambient sexual harassment is a precursor to more direct and defined sexual harassment.
- ii. Based on FY21 reports and the climate survey, there is little mention of sexual assault and there is little mention of Soldiers feeling unsafe while on duty.
- iii. While there are relatively few reported incidents of sexual assault and harassment, one is still too many. BG Nesvik has directed commanders to assume there are more incidents occurring than what are being reported and that the goal is zero incidents, reported or not. He has also directed all leaders to boldly admit mistakes when they occur and to be focused on improvement.
- iv. Serving as a citizen Soldier is challenging and work-life balance is of concern to many in our formation. These challenges are more difficult even with low levels of sexually inappropriate behaviors. Reducing ambient sexual harassment and improving trust in all units will improve readiness.
- v. Despite the pandemic, the WYARNG has accomplished all missions assigned in exceptional fashion including deployments to support the 2021 inauguration, the follow-on DC mission, training missions all over the country, the current hospital support mission and preparation for deployments overseas. Readiness metrics are improved and the overall health of the force has improved. Improving our posture regarding the prevention of sexually inappropriate behaviors and effectively handling all incidents will improve our overall ability to continue national and domestic responses when our state and nation needs us.
- vi. In January of 2021, BG Nesvik formed a SHARP Task Force comprised of Soldiers of varying ranks, genders and ethnicity to evaluate our current program, conduct sensing of all formations, conduct research of available studies on sexual assault and harassment and to make recommendations for improvement.
 - 1) He directed them to review a recent report out of Fort Hood where multiple leadership failures and incidents of sexual assault and harassment were identified.

- 2) He directed them to evaluate the report findings and use them as they assessed the WYARNG culture and SHARP environment.
 - 3) The Task Force developed 71 recommendations and presented them in May 2021. BG Nesvik concurred with them all and subsequently briefed me.
 - 4) Some of the recommendations include:
 1. Focused training efforts at all levels to enhance trust and willingness to report all inappropriate sexual behaviors including ambient sexual harassment. Research indicates that the most resilient military units are those with an environment that inspires trustful relationships.
 2. Develop streamlined reporting processes.
 3. Implement specific actions, at individual unit levels, to improve Soldier care.
 4. Creation of a separate office outside of the chain command led by a civilian employee who reports directly to the Army Commander.
 5. Develop additional accountability requirements for commanders in their handling of reported sexual harassment incidents.
 6. Conduct anonymous surveys in conjunction with annual Soldier periodic health assessments.
- c. From my perspective, as The Adjutant General:
- i. The 2019 review conducted by members of the South Dakota National Guard, results from the 2021 climate survey, Inspector General sensing sessions, my own circulation throughout the force, and the two commanders' assessments lead me to assess that the WYMD does not have a pervasive, systemic issue with either sexual harassment or sexual assault.
 - 1) We take action anytime an issue of sexual harassment or sexual assault is raised.
 - 2) However, we may have individual "bad actors" who do not appropriately live our military and WY values and I am committed to creating a workplace where our Soldiers, Airmen, and employees can thrive.
 - 3) Additionally, we have areas where education of our employees could significantly improve our culture. Specifically, we must maintain a professional work space and eliminate inappropriate comments, jokes, and stories; leverage the buddy aid or wingman mentality where employees who see something say something; further educate members on the safe consumption of alcohol; and brief our members on safety protocols before they travel for formal schools or for temporary duty.
 - ii. The WYMD gaps include stove-pipe reporting of sexual harassment in the force, based on employee status; a lack of centralized data collection that

would allow senior leaders to analyze trends around sexual harassment in the force; no federally funded resource to oversee the agency’s policies, reporting, and trend analysis of sexual harassment; and a lack of follow through on survey feedback.

iii. My plan moving forward includes:

- 1) A request from your office for an external review of the WYMD’s policies and procedures specific to past and ongoing Equal Opportunity cases.
- 2) Ongoing annual reporting that begins with this report and is further provided to the Wyoming Legislature, through the Joint Transportation, Highways, and Military Affairs Committee, and the WYMD workforce.
- 3) To integrate sexual harassment data into monthly reviews of sexual assault data.
- 4) Quarterly analysis of both sexual harassment incidents and report.
- 5) Annual external SAPR and SHARP program compliance reviews.
- 6) Improving the onboard and training for new Case Management Group members.
- 7) An annual review of agency policy for both sexual harassment and sexual assault which had previously only been reviewed upon a change of command at the adjutant general position.

10. POSSIBLE LEGISLATIVE ACTIONS: To be addressed in consultation with Joint Transportation, Highways, and Military Affairs Committee, Governor Gordon and the Policy Team.

11. The point of contact for this report is the undersigned at 307-772-5236 or gregory.c.porter.mil@mail.mil.

2 Encls
PowerPoint Presentation, 18 Oct 21
Summary of Unrestricted Cases, FY21

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MG, WY NG
The Adjutant General

CF:
Members, WY Legislature Joint Transportation, Highways, and Military Affairs Committee
Employees of the Wyoming Military Department