



DEPARTMENT OF THE NAVY  
UNITED STATES NAVAL ACADEMY  
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USNAINST 1752.3A  
28/SAPRO  
26 Aug 2022

USNA INSTRUCTION 1752.3A

From: Superintendent, U.S. Naval Academy

Subj: INTEGRATED VIOLENCE PREVENTION POLICY

Ref: (a) USD P&R Memo of 26 Apr 2019 Department of Defense Prevention Plan of Action  
(b) USD P&R Memo of 15 Feb 2022 Actions to Address and Prevent Sexual Assault at the Military Service Academies  
(c) DoD Instruction 6400.09 of 11 Sep 2020

1. Purpose. To promulgate policy for the primary prevention of self-directed and prohibited abusive or harmful acts of violence at the United States Naval Academy (USNA).

2. Cancellation. USNAINST 1752.3

3. Background. In response to reference (a), USNA formed the Midshipman Affairs Team (MAT) in November 2019, as a sustainable, integrating body to facilitate collaboration, communication and synthesis among the prevention workforce, stakeholders, and leaders, with the goal to better support midshipmen in their pursuit of moral, mental, and physical excellence. Reference (b) directs USNA to issue a local policy to “codify prevention elements” in accordance with reference (c). Reference (b) requires USNA to develop a comprehensive strategic plan to prevent sexual assault. The policies, programs, practices, and processes described in the plan must complement and reinforce each other and collectively target multiple risk and protective factors associated with sexual assault across all levels of the social ecology. Reference (c) directs the Services to adopt an integrated approach to prevention. Accordingly, service academies are now required to develop comprehensive prevention plans designed to prevent self-directed harm and prohibited abuse and harm, which includes sexual assault, harassment, child abuse and neglect, domestic abuse, and suicide.

4. MAT Mission and Composition

a. The mission of the MAT is to oversee and implement USNA’s Comprehensive Prevention Plan (CPP) via collaborative efforts to meet the objectives and minimize redundancy.

b. The MAT is made up of representatives from across the institution. The Violence Prevention Program Integrator (VPPI) will chair the MAT, oversee the work of the Prevention

Working Group (PWG), and leverage any other resources needed to direct coordination and integration necessary to achieve MAT objectives. The VPPI will also recommend resourcing decisions pertaining to violence prevention.

c. The Superintendent will designate the VPPI in writing.

d. Embedded in the MAT is the PWG, which is responsible for developing the CPP at the working level and presenting it to the MAT.

## 5. MAT Objectives

a. Inculcate, at all levels of leadership at USNA, that a safe working environment and culture of dignity and respect directly enhances force readiness.

b. Ensure that appropriate infrastructure and capacity are in place to achieve CPP objectives.

c. Share challenges and best practices with USNA leadership to assist them in better understanding trends and mitigating risk factors.

## 6. PWG Objectives

a. Develop and implement USNA's CPP.

b. Collect and analyze data to assess the effectiveness of prevention programs and interventions.

c. Identify, document, and report challenges and best practices, and aggregate information to enable the MAT to assist USNA leadership to better understand trends and mitigate risk factors.

## 7. Method

a. Recognizing that various forms of self-directed and prohibited or abusive harmful acts share risk and protective factors, USNA will utilize an integrated primary prevention approach.

b. In accordance with reference (c), prevention efforts will focus on preventing the below behaviors, in the context of the overall USNA social-ecology, to create a protective environment and healthy climate. While reference (c) cites alcohol (to include substance abuse) as a separate destructive behavior, USNA recognizes the tremendous impact alcohol has in a university setting, both as a contributing factor and as a distinct destructive behavior.

(1) Suicide

(2) Harassment (both sexual and other prohibited harassment)

(3) Sexual Assault

(4) Intimate Partner / Interpersonal Violence

(5) Alcohol

c. The MAT will review and approve the CPP on an annual basis, at the start of the new academic program year, and present it to the Superintendent or his designated representative.

(1) The CPP will include prevention activities (policies, programs, practices, and processes) that are both long-term and targeted interventions.

(2) Interventions will be data-informed and collectively will target multiple levels of the socio-ecological model (individual, interpersonal, organizational).

(3) The MAT will ensure that interventions are complementary and make the best use of shared resources while avoiding redundancy and training fatigue.

(4) The MAT will draw on available data sources, and collect new data where necessary, to continuously evaluate the effectiveness of interventions. Interventions that are not being implemented with fidelity, or that are not having the desired effects, will be modified or discontinued.

(5) The CPP will be an executable, “living” action plan.

#### 8. MAT & PWG Composition

a. MAT members shall include the specific billets listed below, as well as appointed representatives from the specified departments/divisions (\* indicates member is also part of the PWG). Additional members or subject matter expert guests may be added on a permanent or temporary basis at the discretion of the VPPI:

(1) Violence Prevention Program Integrator

(2) Chief Diversity Officer

(3) Assistant Diversity Officer\*

(4) Command Managed Equal Opportunity/Team\*

(5) Command Climate Specialist\*

(6) Associate Provost for Academic Affairs

(7) Sexual Assault Prevention and Response (SAPR) Program Manager

(8) SAPR Director of Prevention Education\*

- (9) SAPR Training Specialist\*
- (10) Alcohol and Drug Education Officer/Team\*
- (11) Midshipman Development Center\*
- (12) Chaplain Center\*
- (13) Suicide Prevention Coordinator\*
- (14) Naval Academy Athletic Association
- (15) Faculty Senate Representative
- (16) Leadership Education and Development Division
- (17) Commandant Staff
- (18) Brigade Medical Unit
- (19) Stockdale Center
- (20) Institutional Research
- (21) Brigade Representatives (Three (3) midshipmen nominated by the MAT and approved by the Commandant each academic program year)

b. Members of the MAT will meet at least monthly to achieve team objectives. The PWG will meet more often as needed to support ongoing prevention efforts. Both groups will leverage contracted support of prevention experts, as available, to the maximum extent possible.

c. Members who are representing a larger division/department will regularly communicate with the population they represent to share information on team efforts and to solicit for issues and concerns appropriate for discussion at MAT meetings. Members will share all relevant efforts and information with the team in order to prevent siloes and promote collaboration.

d. All entities (MAT & PWG) are required to provide appropriate representation (i.e., no positions shall be gapped) and ensure that staff receives appropriate training.

## 8. Records Management

a. Records created as a result of this instruction, regardless of format or media, must be maintained and dispositioned per the records disposition schedules located on the DON Assistant for Administration, Directives and Records Management Division portal page at <https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-InformationManagement/Approved%20Record%20Schedules/Forms/AllItems.aspx>.

b. For questions concerning the management of records related to this instruction or the records disposition schedules, please contact your local record custodian or the USNA Records Manager.

9. Review and Effective Date. Per OPNAVINST 5215.17A, the Sexual Assault Prevention and Response Officer will review this instruction annually on the anniversary of its effective date to ensure applicability, currency, and consistency with Federal, DoD, SECNAV, and Navy policy and statutory authority using OPNAV 5215/40 Review of Instruction.



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Releasability and distribution:

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