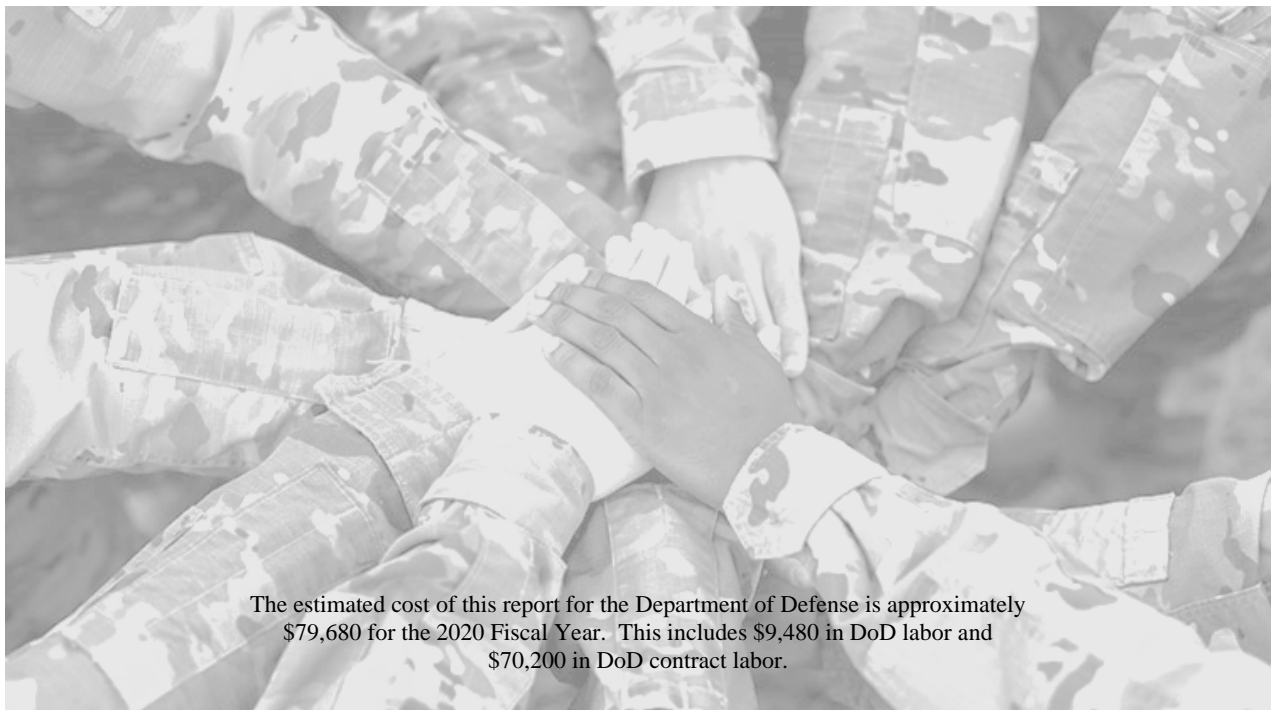




DEPARTMENT OF DEFENSE

**FISCAL YEAR 2020 ANNUAL REPORT FOR
HAZING PREVENTION AND RESPONSE
IN THE ARMED FORCES**



The estimated cost of this report for the Department of Defense is approximately \$79,680 for the 2020 Fiscal Year. This includes \$9,480 in DoD labor and \$70,200 in DoD contract labor.

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LIST OF ACRONYMS

AA	Administrative Action
AFI	Air Force Instruction
AR	Army Regulation
CCN	Cultural Champion Network
CMEO	Command Managed Equal Opportunity
COE	Culture of Excellence
COVID-19	Coronavirus Disease of 2019
DASH	Discrimination and Sexual Harassment System
DEOCS	DEOMI Organizational Climate Survey
DEOMI	Defense Equal Opportunity Management Institute
DEORG	Defense Equal Opportunity Reform Group
DoD	Department of Defense
DoDI	Department of Defense Instruction
EO	Equal Opportunity
EOA	Equal Opportunity Advisor
FY	Fiscal Year
IG	Inspector General
MCO	Marine Corps Order
NJP	Non-Judicial Punishments
ODEI	Office for Diversity, Equity, and Inclusion
OPNAVINST	Office of the Chief of Naval Operations Instruction
OPREP	Operational Report
OSD	Office of the Under Secretary of Defense
PAC	Prohibited Activities and Conduct
PCF	Prevention Collaboration Forum
P&R	Personnel and Readiness
SECNAVINST	Secretary of the Navy Instruction

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SpCM	Special Courts Martial
SuCM	Supreme Courts Martial

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EXECUTIVE SUMMARY

Introduction

In policy and in practice, the Department of Defense (DoD) strives to provide an atmosphere of dignity and respect for all Service members which includes an environment free from hazing and other problematic behaviors. Hazing violates a Service member's basic human dignity, jeopardizes combat readiness and mission accomplishment, weakens trust within the ranks, and erodes unit cohesion. Any incident of hazing is an affront to the Department's values. DoD remains steadfast in its commitment to continuously evaluate its policies and procedures to prevent, detect, deter, appropriately address, and ultimately eliminate hazing across the Armed Forces.

DoD submits this report in accordance with section 549 of the National Defense Authorization Act for Fiscal Year (FY) 2017 (Public Law 114-328), which requires the Military Department Secretaries to submit to the Committees on Armed Services of the Senate and the House of Representatives, not later than January 31 of each year, a report containing a description of the previous year's efforts:

- To prevent and respond to incidents of hazing involving members of the Armed Forces;
- To track and encourage reporting, including reporting anonymously, incidents of hazing in the Armed Forces; and
- To ensure the consistent implementation of anti-hazing policies.

As a follow-up to the FY 2019 report, the Military Services continue to refine procedures to collect and analyze hazing complaint data and report to DoD, including the Defense Equal Opportunity Reform Group (DEORG), for analysis and changes to policy and procedures. In addition to streamlining data collection and analysis, the Department updated its February 2018 military harassment policy, which addresses hazing, in December 2020.

During the FY 2020 reporting period, the coronavirus disease 2019 (COVID-19) pandemic impacted Service members' work environment by increasing telework and requiring Service members to adhere to force health protection deployment and redeployment requirements, such as practicing social distancing. While the full impact of these new requirements remains unknown due to the ongoing pandemic, the Department recognizes that the COVID-19 pandemic altered the DoD work environment and, thus, determination of whether FY 2020 data indicates any trends will require analysis of future years' data.

Summary of Findings

In FY 2020, the Military Services reported 183 hazing complaints. Subsequent to an appropriate investigation, complaints are either found to be substantiated or unsubstantiated. At the close of the reporting period, of the 183 total complaints:

- 52 complaints were substantiated and 44 complaints were unsubstantiated;

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- 10 complaints were dismissed, resolved,¹ referred,² and/or withdrawn; and
- 77 complaints were pending resolution.

The 52 substantiated hazing complaints involved 106 offenders and 105 complainants. Almost all of the 52 substantiated hazing complaints were reported to have occurred on a military installation and the majority of the complaints took place within the Continental United States. Approximately 56 percent of substantiated allegations involved some form of physical contact, either in isolation or in combination with other types of hazing behaviors, between male offenders and male complainants. Most of the offenders and complainants were on-duty when the hazing behavior occurred. The majority of complainants and offenders were active duty enlisted Service members. Approximately 92 percent of offenders were in pay grades E1 to E6 while 99 percent of complainants were in pay grades E1 to E4.

The Military Service with the smallest population, the Marine Corps, reported the majority of the overall hazing complaints (n=152; 83 percent of all complaints received). However, a large proportion of reports-to-population does not necessarily reflect a larger issue with hazing within a particular Military Service. The Marine Corps attributes the number of hazing complaints reported primarily to the utilization of their case management system, the Commandant's increased emphasis on culture change, and the importance of reporting problematic behaviors.

Overview

The Department consistently reviews its policies to assess effectiveness and look for ways to improve its approaches to prevent and respond to harassment. In 2020, the Department published four policies,³ including the first-ever overarching anti-harassment policy for DoD civilian employees, to fortify prevention and response efforts for problematic behavior, promote a diverse and inclusive workforce, and foster a culture of dignity and respect for all members of the Total Force.

In February 2020, the Department established the Prevention Collaboration Forum (PCF) to address issues of diversity and inclusion within a holistic framework of violence prevention. Based on the work of the PCF, the Department issued its first-ever integrated violence prevention policy addressing all forms of violence, including hazing and bullying. Other initiatives to improve policy and oversight include establishment of the Defense Advisory Committee on Diversity and Inclusion, refinement of DoD data tracking, and redesign of the Defense Organizational Climate Survey (DEOCS),⁴ which is an

¹ The Marine Corps reported two complaints as resolved, not to be mistaken for all other complaints that are not pending.

² The Army referred one complaint to the Inspector General.

³ The four policies published in 2020 are: DoDI 1350.02, "DoD Military Equal Opportunity Program," on September 4, 2020; DoDI 1020.05, "DoD Diversity and Inclusion Management Program," on September 8, 2020; DoDI 6400.09, "DoD Policy on Integrated Primary Prevention of Self-Directed Harm and Prohibited Abuse or Harm," on September 11, 2020; and DoDI 1020.04, "Harassment Prevention and Responses for DoD Civilian Employees," on June 30, 2020.

⁴ Formerly the DEOMI Organizational Climate Survey (DEOCS); the oversight and administration of the DEOCS transitioned in 2018 from DEOMI to the Office of People Analytics. As part of this transition, USD(P&R) requested the survey instrument be revitalized and modernized to better meet the needs of commanders and DoD leaders. As part of the revitalization effort, the name of the survey was changed to Defense Organizational Climate Survey.

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effective human relations survey used by commanders to assess the shared perceptions of active duty members about the command's formal or informal policies and rules.

While the Department has demonstrated improvement, DoD continues to strengthen harassment and discrimination policies to improve relationships among personnel, command climate assessments, training, and complaint processing and procedures. The Department will also continue to assess harassment and response policies and programs and the DEORG will monitor broader compliance in FYs 2021-2022.

DoD Instruction 1020.03, "Harassment Prevention and Response in the Armed Forces"

The policy that directly addresses DoD's efforts to prevent hazing and respond to allegations of hazing within the military is DoD Instruction (DoDI) 1020.03, "Harassment Prevention and Response in the Armed Forces." In 2018, the Department published this policy to update, strengthen, and establish a comprehensive policy on harassment, to include hazing. The Department also recognized the need for greater leadership commitment and accountability to promote, support, and enforce the full spectrum of harassment prevention and response policies and programs. Thus, DoDI 1020.03 established a comprehensive, DoD-wide military harassment prevention and response program; mandated, among other requirements, that commanders and supervisors be held appropriately accountable for processing harassment complaints; and provided updated procedures and mechanisms for ensuring complainants receive adequate care and support. On December 29, 2020, the Department updated DoDI 1020.03 by adding responsibilities for the Chief of the National Guard Bureau, updating organizational titles, and revising the definition of harassment and retaliation.

As a significant change, the updated policy now applies to the 54 states and territories of the non-federalized National Guard through the Chief of the National Guard Bureau, under Section 2000d of Title 42, United States Code, to implement DoD harassment prevention and response policies and procedures. Specifically, Service members are to be treated with dignity and respect, and leaders at all levels must be held accountable for fostering a climate of inclusion within their organizations that supports diversity, is free from harassment, and does not tolerate retaliation for reporting harassment allegations.

SELF-ASSESSMENTS OF COMPLIANCE BY MILITARY SERVICE

Each Military Service established and implemented programs that comply with DoD statutory and policy requirements. The following section provides each Military Service's self-assessment of progress and compliance to prevent and respond to incidents of hazing involving Service members under their respective jurisdiction; to track and encourage reporting, incidents of hazing in the Armed Forces including reporting anonymously; and to ensure the consistent implementation of anti-harassment policies.

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Army

STRATEGIC ELEMENT 1: Prevention Messaging. In July 2020, the Army launched its “This is My Squad” campaign, an enhancement to the Army’s previous 2015 “Not in My Squad” campaign. This new campaign addresses emerging issues at the lowest level, promotes the principles of dignity, equity, and honesty, and helps to create a healthy command climate for all units. The main goal of this campaign is to show leaders at all levels, and the families of Soldiers, the Army’s commitment to professionalism.

STRATEGIC ELEMENT 2: Data Collection, Tracking, and Analysis. The Army initiated a new database mechanism to comply with DoDI 1020.03. The Army intends to use this mechanism to collect information on incidents and repeat offenders more effectively and efficiently. The Army is engaged in building a reporting method that will standardize data collection and tracking, and improve reporting accuracy. At present, the Army tracks and reports alleged incidents of hazing in three database management systems as part of its Equal Opportunity (EO) offices, the Inspector General (IG), and the Criminal Investigation Command.

STRATEGIC ELEMENT 3: Reporting Procedures. Soldiers are entitled to file a complaint at different levels of command, as well as with a member of Congress, IG, or a member of a Department audit, inspection, or any other person or organization appropriate to receive such concerns. They are also free to share their concerns anonymously by adding a suggestion to the commander’s suggestion box or calling the IG hotline.

STRATEGIC ELEMENT 4: Victim Assistance and Advocacy Options. Soldiers are entitled to communicate with a member of Congress, an IG, or member of a Department audit, inspection, investigation, or law enforcement organization, according to the Military Whistleblower Protection policy.

STRATEGIC ELEMENT 5: Timely Investigations. The Army requires all claims of hazing to be investigated within five days of a commander becoming aware or receiving a report of a hazing incident, and the Commanding Officer must be notified of any reports. The investigation must be completed not later than 30 days after the date on which the investigation commenced.

STRATEGIC ELEMENT 6: Effective Hazing Prevention and Education Programs. Annual training to promote a healthy environment is done annually as a result of participant comments to improve hazing and bullying prevention and response practices. The Army continues to employ and evolve efforts to prevent future incidents.

STRATEGIC ELEMENT 7: Accountability. Violators of hazing and bullying policies are held appropriately accountable in accordance with the latest Army regulations, which include improved definitions of hazing and bullying. Appropriate actions for commanders responding to incidents of hazing and bullying are outlined in policy.

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Navy

STRATEGIC ELEMENT 1: Prevention Messaging. In February 2020, the Navy Fleet Commanders released the Signature Behaviors of the 21st Century Sailor:

- Treat every person with respect
- Take responsibility for my actions
- Hold others accountable for their actions
- Intervene when necessary
- Be a leader and encourage leadership in others
- Grow personally and professionally every day
- Embrace the diversity of ideas, experiences and backgrounds of individuals
- Uphold the highest degree of integrity in professional and personal life
- Exercise discipline in conduct and performance
- Contribute to team success through actions and attitudes

STRATEGIC ELEMENT 2: Data Collection, Tracking, and Analysis. The Navy's data collection, reporting, and case management processes collect, track, and report hazing and bullying misconduct to leaders. Incidents of hazing and bullying are reported to leadership in an operational report (OPREP). The Navy documents these incidents, including DoD-mandated data elements, on a spreadsheet. The Navy uses this spreadsheet to prepare the annual hazing and bullying data collection report. The Navy developed functional requirements for an upgraded case management system to track all forms of harassment, as defined by DoDI 1020.03. The Navy is also piloting a Commander's Risk Mitigation Dashboard to monitor the command climate and prevent problematic behaviors such as hazing and bullying.

STRATEGIC ELEMENT 3: Reporting Procedures. The Navy continued to establish safe and clear reporting options for complainants and bystanders who report hazing misconduct. Secretary of the Navy Instruction (SECNAVINST) 1610.2A outlines that it is the responsibility of every Sailor to ensure hazing does not occur and every Service member has the responsibility to make the appropriate authorities aware of each violation of this policy.

STRATEGIC ELEMENT 4: Victim Assistance and Advocacy Options. The Navy strives to ensure effective victim advocacy, bystander support, and response and reporting options. SECNAVINST 1610.2A outlines procedures for victim and witness assistance that include DoDI 1020.03 language alignment in which victims/witnesses are advised of their rights immediately and offered legal advice, medical assistance, and counseling as necessary.

STRATEGIC ELEMENT 5: Timely Investigations. The Navy updated training and education for personnel at all levels regarding how to identify, respond to, and report hazing misconduct, including clear hazing definitions. The Navy complies with DoDI 1020.03, directing commencement of an investigation of every reported incident of hazing within five duty days to determine if the case is substantiated or unsubstantiated. This direction is included in the hazing and bullying lessons taught to

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command climate specialists during Navy Service Specific training at DEOMI, as well as to command managed equal opportunity (CMEO) program managers during the CMEO Manager course.

STRATEGIC ELEMENT 6: Effective Hazing Prevention and Education Programs.

SECNAVINST 1610.2A lists a Chief of Naval Operations responsibility to provide annual training and updates on hazing in Professional Military Education courses, leadership training, commander's courses, troop information programs, etc. The Equal Opportunity, Harassment and Resolution Process optional general military training was updated in 2018 to include a hazing module. After graduating boot camp, every Sailor receives a "Life Skills" course which reemphasizes professional behavior and healthy relationships; hazing is a dedicated topic in the course.

STRATEGIC ELEMENT 7: Accountability. SECNAVINST 1610.2A states: (1) no commander or supervisor may, by act, word, deed, or omission, condone or ignore hazing if he or she knows or reasonably should have known that hazing may or did occur; (2) commanders or individuals in supervisory positions are responsible for ensuring that all ceremonies and initiations conducted within their organizations or commands comply with Navy hazing policy; (3) supervisory personnel shall ensure that service members participating in command authorized ceremonies, initiations, and other activities are treated with dignity and respect during these events; and (4) reprisal actions against any victim or witness of hazing incidents are strictly prohibited.

Marine Corps

STRATEGIC ELEMENT 1: Prevention Messaging. This year, to ensure timely prevention messaging, the Marine Corps continued to assess the effectiveness of the implementation of the 27 June 2018 Marine Corps Order (MCO) 5354.1E, "Marine Corps Prohibited Activities and Conduct Prevention and Response Policy." This MCO furthers the Marine Corps policy to preserve dignity and promote respect for all Marines and other Armed Forces personnel, uniformed and civilian. In addition, during FY 2020, the Marine Corps partnered with the Department to identify necessary updates to DoDI 1020.03 that would aid the Services and DoD in furthering their efforts to prevent and respond to hazing.

STRATEGIC ELEMENT 2: Data Collection, Tracking, and Analysis. In 2020, the Marine Corps continued to use a restricted access repository called the Discrimination and Sexual Harassment (DASH) system to track all prohibited activities and conduct (PAC) complaints from initial reporting until final command action. The DASH system ensures oversight of PAC reporting across the Service. The information reported in the DASH system is used primarily to provide oversight of the PAC process. It is also used to provide statistical data for congressional reports and to assist in identifying trends that may exist in the organizational climate of the Marine Corps. DASH collects and securely stores a number of Personally Identifiable Information entries in order to meet reporting requirements.

STRATEGIC ELEMENT 3: Reporting Procedures. Per MCO 5354.1E, the Marine Corps continues to provide several avenues to report or initiate a PAC complaint. The most effective avenue of initiating a complaint will depend upon the circumstances surrounding the situation and personnel involved. After complainants are briefed on the available options to file a complaint, the individual filing the complaint,

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or reporter, shall determine which avenue to use. Complaints may be initiated in writing or orally. All such communications are considered “protected communications.” The following are the available avenues to report all PAC (including hazing):

- Chain of Command
- Communications with the Equal Opportunity Advisor (EOA)
- Communications with the Command Equal Opportunity Representative (commander’s designee)
- Inspector General of the Marine Corps (IGMC) Hotline
- Naval Criminal Investigative Service Web and Mobile App Tip Line (anonymous reporting tool)
- Equal Opportunity (EO) Advice Line (Phone Number 1-844-818-1674)

STRATEGIC ELEMENT 4: Victim Assistance and Advocacy Options. The Marine Corps continues its commitment to ensure appropriate and responsive care and services for those Marines and Sailors adversely impacted by prohibited activities and conduct. All complainants are advised of available victim services during their initial intake interview with the EOA. Complainants are also advised that they may also qualify for services under the Victim and Witness Assistance Program.

STRATEGIC ELEMENT 5: Timely Investigations. When required, a commander will initiate an administrative investigation within three duty days to gather enough information to make an advised decision on a PAC issue such as hazing. In such cases, the convening authority is responsible for ensuring a prompt, impartial, and thorough investigation. In addition, a commander may direct, pursuant to Rule for Courts-Martial 303, a criminal investigation into a PAC complaint independent of any administrative investigation and regardless of dismissal of a complaint.

STRATEGIC ELEMENT 6: Effective Hazing Prevention and Education Programs. All Marine Corps personnel receive recurring standardized training that provides clear, easy-to-understand descriptions of PAC covered by MCO 5354.1E. Training is specific to rank, position, and responsibility. However, in FY 2020, COVID-19 hindered in-person training. The Marine Corps is implementing safety measures published by the Centers for Disease Control and Prevention to ensure training is safely delivered.

STRATEGIC ELEMENT 7: Accountability. It is a duty and responsibility of all Marines to take a proactive role against PAC. PAC erodes the trust and cohesion essential to the team, and is incompatible with Service core values. All Marines are instructed that seeing or hearing about these behaviors and doing nothing about them is condoning such conduct. Leaders who condone PAC will be held accountable for their actions and inactions.

Upon completion of all administrative adjudication of an investigation, commanders appropriately document all substantiated PAC incidents in the offender’s official military personnel file. Commanders are evaluated on their ability to set a command climate that is non-permissive of misconduct, to include: sexual assault, sexual harassment, hazing, discrimination, retaliation, and social

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media/internet misconduct. Reporting officials must comment on whether or not a commander, if required, has conducted the appropriate command climate assessment.

Air Force

STRATEGIC ELEMENT 1: Prevention Messaging. Air Force leadership, at all levels, sets the tone in each command for supervisory personnel to follow. Airmen and Space Force Guardians who are not being treated with dignity and respect are encouraged to speak to their chain of command or EO Practitioner, which can provide appropriate avenues of redress for the Service member. The Air Force revised Air Force Instruction (AFI) 36-2710, “Equal Opportunity Program,” dated September 20, 2020, to align with DoDI 1020.03. This policy revision defined harassment to include discriminatory harassment, sexual harassment, hazing, and bullying.

STRATEGIC ELEMENT 2: Data Collection, Tracking, and Analysis. Air Force requires the use of EO software (Entellitrak and iComplaints) to process, track, and report on complaint trends. The system was revised in FY 2019 to include fields for reports of hazing and bullying. This ensures standardization in the way in which the Air Force engages and responds to allegations of both hazing and bullying. The Air Force’s data collection, tracking, and analysis efforts are to track and encourage reporting, including reporting anonymously.

STRATEGIC ELEMENT 3: Reporting Procedures. With the release of AFI 36-2710, Airmen and Space Force Guardians are provided updated complaint procedures to align to DoDI 1020.03. When Airmen and Space Force Guardians allege discriminatory harassment (i.e., hazing, bullying, reprisal,⁵ and retaliation), installation EO personnel offer Airmen and Space Force Guardians the option of filing an informal or formal MEO complaint. As outlined in AFI 36-2710, an informal MEO complaint is handled by the complainant’s commander whereas a formal MEO complaint is processed by the installation-level EO office. Concise timeframes guide the MEO complaint process and interaction with the complainant and the chain of command is prescribed in the complaint processing protocol.

STRATEGIC ELEMENT 4: Victim Assistance and Advocacy Options. The Department of the Air Force is committed to ensuring appropriate and responsive care and services for those Airmen and Space Force Guardians adversely impacted by bullying and hazing. All complainants are advised of available services during their initial intake interview with an EO professional. Appropriate referrals are provided.

STRATEGIC ELEMENT 5: Timely Investigations. Hazing or bullying cases fall under the auspices of EO professionals. AFI 36-2710 provides guidance regarding the processing and resolution of complaints of hazing and bullying. When Airmen or Space Force Guardians allege discriminatory harassment, installation EO personnel will offer the option of filing an informal or formal MEO complaint. EO personnel utilize the existing MEO formal complaint clarification processing procedures and timeframes as the same methodology to process hazing and bullying allegations. The timeframe for

⁵ Currently, reprisal falls within IG’s area of responsibility unless there is a nexus to sexual harassment.

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MEO formal complaints is 20 duty days,⁶ which is more expedient than the timeframes outlined in DoDI 1020.03.

STRATEGIC ELEMENT 6: Effective Hazing Prevention and Education Programs. AFI 90-5001, “Integrated Resilience,” provides guidance on how to provide Airmen and Space Force Guardians with knowledge, skills, and tools that support resilience and violence prevention. This includes guidance on training to build foundational skills designed to help them thrive personally and professionally. The Air Force conducts training on race, color, religion, sex (including gender identity), national origin, sexual harassment, or sexual orientation on various levels through First Duty Station training, Newcomers Orientation training, Basic Military training, various levels of professional military education, and commander's calls. Additionally, when requested by commanders, sexual harassment education and training is available.

STRATEGIC ELEMENT 7: Accountability. The Department of the Air Force takes administrative, non-judicial, and punitive action, as appropriate, against offenders who violate hazing and bullying policies. AFI 36-2710 requires leaders at all levels to be held appropriately accountable for fostering a climate of inclusion within their organizations that supports diversity, is free from harassment, and does not tolerate retaliation for reporting harassment allegations.

HAZING PREVENTION AND RESPONSE EFFORTS AND ACCOMPLISHMENTS

OUSD(P&R)

Efforts

Defense Organizational Climate Survey. The DEOCS is a tool for leaders to assess climate as part of a statutorily-mandated command climate assessment. In July 2020, the DoD released a new survey platform Department-wide in preparation of new survey content. DoD released this new content in January 2021 and includes new questions that measure verified protective and risk factors, including those for hazing. The DEOCS is essential for DoD leadership to measure and assess the Department's policy effectiveness prohibiting hazing.

Tracking and Reporting. Implemented in 2020, the Department will utilize new data collection and tracking mechanism, Advana, which will assist the Department in continuing to refine and automate hazing prevention and response. Advana provides a powerful, flexible, and unified platform that makes data discoverable, understandable, and useful for advanced analytics to meet critical mission and business challenges across all levels of the department. The new data platform aims to streamline hazing incident data analytic and reporting requirements and help to meet the mission to enhance force readiness and resilience in the Department.

⁶ In accordance with AFI 36-2710, MEO formal complaints must be resolved in 20 days.

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Accomplishments

DoD Policy on Preventing and Responding to Problematic Behaviors and Promoting a More Diverse and Inclusive Environment. In an effort to enhance existing policy, DoD updated DoDI 1020.03 on December 29, 2020. Specifically, this update reinforces a zero-tolerance climate for misconduct related to hazing, bullying, sexual harassment, and other problematic behaviors.

Additionally, the Department published:

- DoDI 1020.04, “Harassment Prevention and Responses for DoD Civilian Employees,” on June 30, 2020: Provides guidance for allegations of harassment made by DoD civilian employees, in processing allegations of harassment, including hazing.
- DoDI 1350.02, “DoD Military Equal Opportunity Program,” on September 4, 2020: Replacing a Directive from 1995, this policy updates and strengthens equal opportunity protections for Service members, and bolsters prevention programs for problematic behaviors, including prohibited discrimination, harassment (hazing, bullying, sexual harassment) and sexual assault.
- DoDI 1020.05, “DoD Diversity and Inclusion Management Program,” on September 8, 2020: New policy that promotes a diverse workforce and an inclusive culture, and uses data to evaluate the effectiveness of DoD Diversity and Inclusion efforts.
- DoDI 6400.09, “DoD Policy on Integrated Primary Prevention of Self-Directed Harm and Prohibited Abuse or Harm,” on September 11, 2020: This new policy addresses prevention of all forms of violence including sexual assault, harassment, hazing, bullying, suicide, drug misuse, and interpersonal violence.

DoD Oversight on Preventing and Responding to Problematic Behaviors and Promoting a More Diverse and Inclusive Environment. To strengthen hazing prevention and response, the Department developed new initiatives this year to improve command climate through the assessment of diversity and inclusion in the Department. The Department established an internal *DoD Board on Diversity and Inclusion* to undertake a more comprehensive evaluation and assessment of military policies, processes, and practices to improve racial diversity and inclusion in the Military Services. Additionally, DoD chartered the *Defense Advisory Committee on Diversity and Inclusion* to examine any and all issues that will improve equal opportunity, diversity, and inclusion for military and civilian personnel. Furthermore, as previously mentioned, DoD formally established the PCF to address issues of diversity and inclusion within a holistic framework of violence prevention.

Army

Efforts

Command Climate Assessment Surveys. The Army uses Command Climate Assessment surveys to assess perceptions of organizational effectiveness, EO, equal employment opportunity, fair treatment, and indicators of potential problematic behaviors. The Army also uses the DEOCS to analyze issues

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associated with organizational effectiveness, sexual assault, and equality. These surveys have been conducted on separate online platforms throughout 2020, and will continue to be going forward.

Listening Sessions. The Army engages every Soldier and civilian employee through regular and recurring listening sessions with senior leadership worldwide. The sessions are devoted to gathering Army unit input on different issues to promote dignity, respect, and diversity. These sessions also aim to tell listeners about concerns and questions related to relevant issues and to clarify the impact of command leadership, atmosphere, ethnicity, race, gender, and other parameters regarding the Army and civilians. The sessions help to ensure coordination between leaders, Soldiers, and civilians and to address and solve emerging issues. Lastly, the sessions clarify how ideas for improvement and practices of diversity, honesty, and equity are performed.

Accomplishments

Updated Army Regulation 600-20. The Army updated Army Regulation (AR) 600-20 on July 24, 2020, to align with DoDI 1020.03. AR 600-20 modifies the Army's MEO Policy, removed sexual harassment from the MEO Program, revises policy on the MEO and harassment (hazing, bullying, or discriminatory harassment) complaint processing system, and adds information to include pregnancy as a form of sex discrimination. The updated AR enhances issues of gender and equity to a greater extent for improved mission readiness.

Navy

Efforts

Cultural Champion Network (CCN). Navy developed CCN, which is an interdisciplinary network maintained by command triads and designed to create an integrated Sailor support system at each command for implementation in Fiscal Year 2021. The role of the CCN is to allow leaders to "connect the dots" on issues impacting a Sailor's overall fitness (i.e., psychological, spiritual, physical, and emotional), and to clearly identify resources that are needed to ensure resilience and foster toughness and connectedness. The CCN helps a command become a unified team that maintains mission readiness and lays a strong foundation for the future by promoting signature behaviors and healthy norms at all levels.

Policy Enhancements. The Navy is currently revising OPNAVINST 5354.1G, "Navy Equal Opportunity Program Manual."

Accomplishment

Culture of Excellence (COE) Campaign Plan. In June 2020, the COE Governance Board approved the COE Campaign Plan. The Campaign Plan seeks to build a more lethal warfighting force by increasing individual Sailor toughness and resilience while improving the trust that Sailors have in each other, their commands, and the Navy as a whole. It is based on the themes of toughness, trust, and connectedness with the Sailor as the center. The campaign plan places emphasis on promoting signature

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behaviors (e.g., dignity and respect for all Sailors), implementing primary prevention and countering destructive behaviors. The Navy is executing the campaign plan.

Marine Corps

Accomplishments

The Marine Corps contributed to policy effectiveness in 2020 by providing input to the Office for Diversity, Equity, and Inclusion (ODEI) on offender accountability of substantiated complaints to the updated DoDI 1020.03, published on December 29, 2020. In addition, the Marine Corps successfully piloted updates to the Hazing and Bullying Report data collection templates and assisted ODEI with data standardization of hazing and bullying data, sexual harassment, and workplace equal opportunity racial/ethnic discrimination data elements.

Air Force

Efforts

The Air Force Sexual Communication and Consent Project. This project provided Basic Military Trainees with tailored training that included skills to prevent hazing and bullying as it related to the sexual violence continuum of harm. Results from last year's feasibility pilot showed trainees demonstrated increased knowledge of sexual assault, decreased endorsement of date rape attitudes, increased self-efficacy to resist unwanted sexual behavior, and decreased risky dating and social behaviors. The Air Force is working towards implementation of this training in FY 2021.

Accomplishments

Implementation of a Bystander Intervention Program. The Air Force continued the use of its evidence-based bystander intervention program to decrease interpersonal violence across the Service. The training is designed to give Airmen, Space Force Guardians, and their leaders the skills they need to make a difference in preventing and reducing power-based interpersonal violence, which includes sexual violence, domestic violence, dating violence, stalking, hazing, and bullying. The program invites all Airmen and Space Force Guardians, as well as DoD civilian employees, to make preventing hazing and other problematic behaviors a priority and to find solutions that decrease episodes of violence.

METHODOLOGY FOR DATA COLLECTION, PROCESSING, AND ANALYSIS

The Department used data from the FY 2019 DoD Hazing Prevention and Response in the Armed Forces Report as a general baseline/point of reference to compare findings as appropriate. In the FY 2019 report, the Military Services reported 216 total complaints.

The Military Services provided FY 2020 hazing data from complaints reported between October 1, 2019, and September 30, 2020. For each hazing complaint, the Military Services provided both

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quantitative and qualitative (narrative) information about the complaint and the involved complainants and alleged offenders. The Department reviewed received data for accuracy, and standardized where feasible across the Military Services for aggregation. DoD processed the data and aggregated at three levels: by complaint, alleged offender(s), and complainant(s).

As part of this process, DoD reviewed the provided narratives to ensure the integrity of the quantitative data. The Department compared quantitative fields to ensure internal consistency, and questions about data structure and content were sent to the Military Services, noting any changes required to achieve standardized, valid data within and across DoD. Updates to submitted data were made only with approval from the Military Service.

In general, comparison of only a few fiscal years of data sets is not enough to appropriately establish a trend; however, the Department will continue data collection and analysis as necessary to establish trends, and resulting analysis, over time. Furthermore, DoD reiterates that the full impact of the COVID-19 pandemic on these and future data will become more apparent in the analysis of future years' data.

DOD HAZING DATA ANALYSIS SUMMARY

Disposition of Fiscal Year 2020 Hazing Complaints

The Military Services reported receiving 183 complaints of hazing in FY 2020, a 15 percent decrease from the 216 complaints of hazing reported in FY 2019.⁷ Of the 183 total hazing complaints the Military Services received in FY 2020, 52 complaints were substantiated by the end of the fiscal year, whereas in FY 2019, 55 of the total complaints received were substantiated by the end of the fiscal year. The Army did not report any substantiated hazing complaints in FY 2020. Of the total 52 FY 2020 substantiated hazing complaints reported, the Air Force reported 4 (7.7 percent), the Navy reported 8 (15.4 percent), and the Marine Corps reported 40 (76.9 percent).

⁷ During this reporting period, the Department responded to the COVID-19 pandemic with increased telework and encouraging social distancing. Although the effects of the COVID-19 pandemic may be a factor to the decrease in the total number of hazing complaints, it is too early for the Department to determine the causal effects at this time.

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Figure 1. Percentage Change in Disposition of Hazing Complaints by Military Service ^a

Military Service	Total			Substantiated			Unsubstantiated			Pending			Dismissed, Referred, or Disposition-Unknown		
	FY 2020	FY 2019	FY 2018	FY 2020	FY 2019	FY 2018	FY 2020	FY 2019	FY 2018	FY 2020	FY 2019	FY 2018	FY 2020	FY 2019	FY 2018
Army	7	10	13	0	1	0	4	9	1	2	0	7	1	0	5
Navy	12	12	17	8	5	10	2	1	3	2	6	4	0	0	0
Marine Corps	152	188	256	40	47	91	31	35	63	73	96	99	8	10	3
Air Force	12	6	5	4	2	1	7	3	4	0	0	0	1	1	0
DoD TOTAL	183	216	291	52	55	102	44	48	71	77	102	110	10	11	8

^a Fiscal year counts are based on data provided by the Military Services each year at the time of ODEI's request for data for the Hazing Prevention and Response in the Armed Forces Annual Summary Report to Congress (approximately September 30) and do not include updates to prior fiscal year pending complaints. Therefore, FY 2019 and FY 2018 data in the table above is the same data reported in the FY 2019 Hazing Prevention and Response in the Armed Forces Annual Summary Report to Congress.

The dispositions of the 183 FY 2020 hazing complaints are as follows.

- Substantiated: 28.4 percent (n=52)
- Unsubstantiated: 24.0 percent (n=44)
- Pending: 42.1 percent (n=77)
- Dismissed/Withdrawn/Referred/Resolved: 5.5 percent (n=10)

Table 2. Disposition of Hazing Complaints by Military Service

A. TOTAL NUMBER OF FY 2020 HAZING COMPLAINTS					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Total Complaints	183	7	12	152	12
Dismissed	6 (3.3%)	0 (0.0%)	0 (0.0%)	6 (3.9%)	0 (0.0%)
Pending	77 (42.0%)	2 (16.7%)	2 (16.7%)	73 (48.0%)	0 (0.0%)
Referred	1 (0.6%)	1 (14.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Resolved	2 (1.1%)	0 (0.0%)	0 (0.0%)	2 (1.3%)	0 (0.0%)
Substantiated	52 (28.4%)	0 (0.0%)	8 (66.7%)	40 (26.3%)	4 (33.3%)
Unsubstantiated	44 (24.0%)	4 (57.1%)	2 (16.7%)	31 (20.4%)	7 (58.3%)
Withdrawn	1 (0.6%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (8.3%)

The majority of complainants and offenders were enlisted Service members of the active component. Approximately 93 percent of offenders were in pay grades E1 to E6.

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Slightly more than half of substantiated offenders received more than one corrective or disciplinary action. Regardless of the number of corrective or disciplinary actions received, the most common corrective or disciplinary actions administered were non-judicial punishments (NJP), including reduction in pay grade, restriction, forfeiture of pay, and/or extra duty. Administrative actions, specifically letters of reprimand, were also common.

Complainant Characteristics

There were 105 complainants associated with the 52 substantiated complaints. The majority of the complainants were enlisted in pay grades E1 to E4. In all substantiated complaints for which gender and pay grade were reported, all but one of the complainants were male. The 105 complainants by pay grade are as follows:

- E1-E4 (n=104; 99.0 percent)
- E7-E9 (n=1; 1 percent)
- There were no complainants in any of the other pay grades

Nature of Substantiated Complaints⁸

Substantiated complaints may involve multiple allegations of hazing behavior. A total of 73 types of allegations were reported for the 52 substantiated hazing complaints. The most frequently reported allegations involved physical contact (n=41; 56.1 percent of substantiated allegations). The remaining hazing behaviors reported consisted of verbal (n=17; 23.3 percent), non-verbal (n=1; 1.4 percent), and psychological (n=14; 19.2 percent).

Offender Characteristics for Substantiated Complaints

There were 106 substantiated offenders within the 52 substantiated complaints. Enlisted men (n=102) represent the largest grouping (96.2 percent) of offenders. Male commissioned officers (n=1) represent less than 1.0 percent of offenders, Warrant Officers (n=1) represent less than 1.0 percent of offenders, and enlisted females (n=2) represent 1.8 percent of offenders. The 106 offenders by pay grade are as follows:

- E1-E4 (n=73; 68.9 percent)
- E5-E6 (n=26; 24.5 percent)
- E7-E9 (n=5; 4.7 percent)
- O1-O3 (n=1; <1.0 percent)
- W1-W5 (n=1; <1.0 percent)

⁸ Nature of Substantiated Complaints refers to a complaint as being either verbal, non-verbal, or psychological.

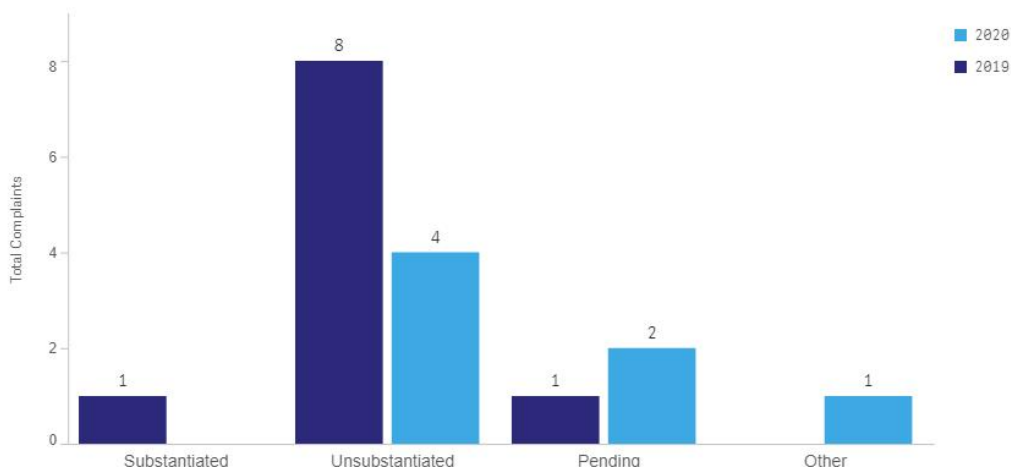
ANALYSIS OF HAZING COMPLAINTS BY MILITARY SERVICE

Army

Disposition of Hazing Complaints

The Army received seven hazing complaints during FY 2020. At the close of the reporting period, there were zero substantiated complaints,⁹ four unsubstantiated complaints, two pending, and one complaint referred to another agency. The Army reported 10 hazing complaints at the close of FY 2019; see Figure 3 below for FY 2020 and FY 2019 complaint dispositions at the end of each respective fiscal year.

Figure 3. Army FY 2019 and FY 2020: Disposition of Hazing Complaints^{a b}



^a Fiscal year counts are based on data provided by the Military Services each year at the time of ODEI's data call for the Hazing Prevention and Response in the Armed Forces Annual Summary Report to Congress (approximately September 30) and do not include updates to prior fiscal year pending complaints. Therefore, FY 2019 and FY 2018 data in the table above is the same data reported in the FY 2019 Hazing Prevention and Response in the Armed Forces Annual Summary Report to Congress.

^b Data from 2018 is unavailable due to a transition in software from the Force Risk Reduction database to the new DoD-wide platform.

As Army did not have any substantiated complaints in FY 2020, this report does not contain any additional breakdown of substantiated complaints.

⁹ Because the Army had no substantiated complaints at the close of the reporting period, complainant and offender characteristics for substantiated complaints are not included in this report.

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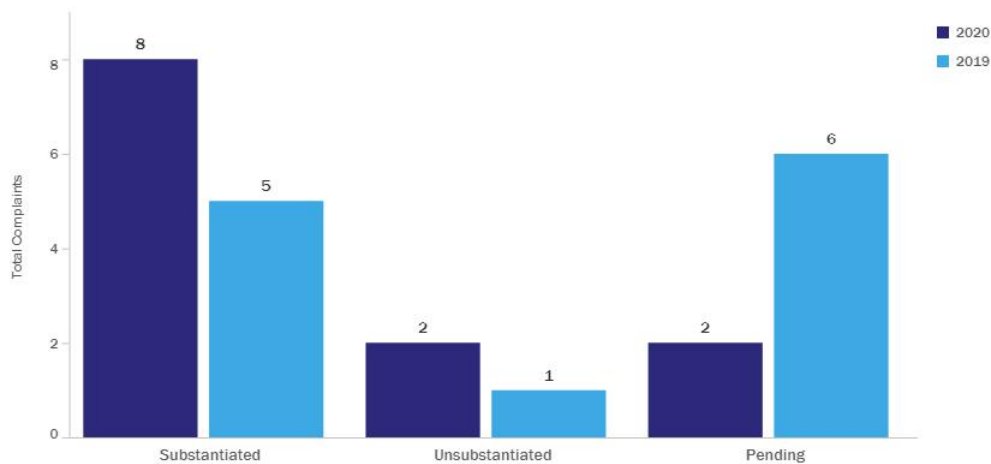
Navy

Disposition of Hazing Complaints

The Navy received 12 hazing complaints during FY 2020. Of the 12 complaints, 8 (66.7 percent) were substantiated, 2 (16.7 percent) were unsubstantiated, and 2 (16.7 percent) remained open and pending resolution at the close of the fiscal year.

From FY 2019 to FY 2020, the overall number of hazing complaints in the Navy did not change. However, the number of substantiated complaints increased by three (60 percent); see Figure 4 below.

Figure 4. Navy FY 2019 and FY 2020: Dispositions of Hazing Complaints



Complainant Characteristics for Substantiated Complaints

Age, Gender, and Pay Grade

In FY 2020, there were eight substantiated complaints involving five complainants. The majority of complainants were aged 18 to 25, except for one complainant whose age was 36 to 45. There were no female complainants. The largest single grouping of complainants by both gender and pay grade was men in pay grades E1-E4 (n=4; 80.0 percent). The other single complainant was a male E7-E9 (n=1; 20.0 percent).

Race, Ethnicity, and Religion

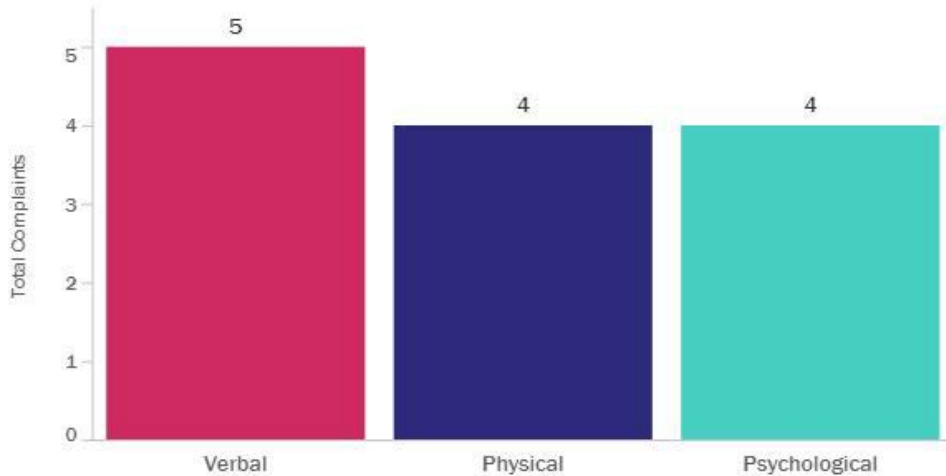
The majority of complainants were White (n=4; 80.0 percent), and one complainant was Black (n=1; 20.0 percent). The ethnicity of four complainants was Non-Hispanic and one was unknown.

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Nature of Substantiated Complaints

When examining each type of hazing behavior, there were a total of 13 types of natures of incident(s) reported for the eight substantiated complaints. Complaints that involved a combination of two or three types of hazing behavior accounted for 62.5 percent (5) of the eight substantiated complaints. Figure 5 provides an illustration of the breakdown of the 13 natures of allegations for the eight substantiated complaints.

Figure 5. Navy FY 2020: Nature of Hazing Behavior in Substantiated Complaints



Offender Characteristics for Substantiated Complaints

Age, Gender, and Pay Grade

In FY 2020, a total of 19 unique offenders were associated with the 8 substantiated hazing complaints. The majority of the substantiated offenders were males in pay grades E1-E6 (n=15; 78.9 percent). There were no female substantiated offenders.

The largest single grouping of complainants by both gender and pay grade was males in pay grades E1-E6 (n=15; 78.9 percent) followed by males in pay grades E7-E9 (n=2; 10.5 percent). Offenders of substantiated hazing incidents by pay grade:

- E1-E4 (n=8; 42.1 percent)
- E5-E6 (n=7; 36.8 percent)
- E7-E9 (n=2; 10.5 percent)
- O1-O3 (n=1; 5.2 percent)
- W1-W5 (n=1; 5.2 percent)

Of the 19 offender-complainant relationships, all occurred in same gender relationships (n=19, 100 percent) where there was a male offender and a male complainant (n=19; 100 percent).

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Race, Ethnicity, and Religion

Of the 19 offenders, 17 were White (89.4 percent), 1 was American Indian or Alaska Native (5.3 percent), and 1 was Native Hawaiian or Other Pacific Islander (5.3 percent). The ethnicity for 18 offenders was Non-Hispanic and 1 was unknown. No complaints involved religion.

Duty Status and Working Relationship for Substantiated Complaints

The majority of the 19 offenders (n=12, 63.2 percent) were only on-duty when engaging in hazing behavior. Another 36.8 percent (n=7) were reported to be only off-duty. All 19 offenders were from their active duty component.

The substantiated complaints included 20 offender-complainant relationships. The number of offender-complainant relationships is more than the number of offenders because of the many relationships between multiple offenders and multiple complainants. The offender’s relationship to the complainant was reported as follows.

- Military co-worker (n=4; 20 percent)
- Military person of a higher rank not in the chain of command (n=3; 15 percent)
- Military chain of command (n=1; 5 percent)
- Other/Unknown (n=12; 60 percent)

Disciplinary Actions Administered for Substantiated Complaints

During FY 2020, the 19 substantiated offenders received a combined 48 disciplinary actions, with each offender receiving at least one form of discipline. The majority of the corrective actions (n=41; 85.4 percent) were non-judicial punishment. Three of the corrective actions (6.3 percent) were Administrative Actions (AA) and the other four (8.3 percent) were not listed.

Figure 6. Navy FY 2020: Disciplinary Actions Administered



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Disciplinary Action Type	Total Disciplinary Actions Administered (Navy)
AA – Other	3
NJP – Admonition	1
NJP – Extra Duty	11
NJP – Forfeiture of Pay	11
NJP – Reduction in Grade	7
NJP – Restriction	11
Other	4

Repeat Offenders for Substantiated Complaints

In FY 2020, there were no known repeat offenders of substantiated hazing reported across DoD compared to two repeat offenders reported in FY 2019.

Marine Corps

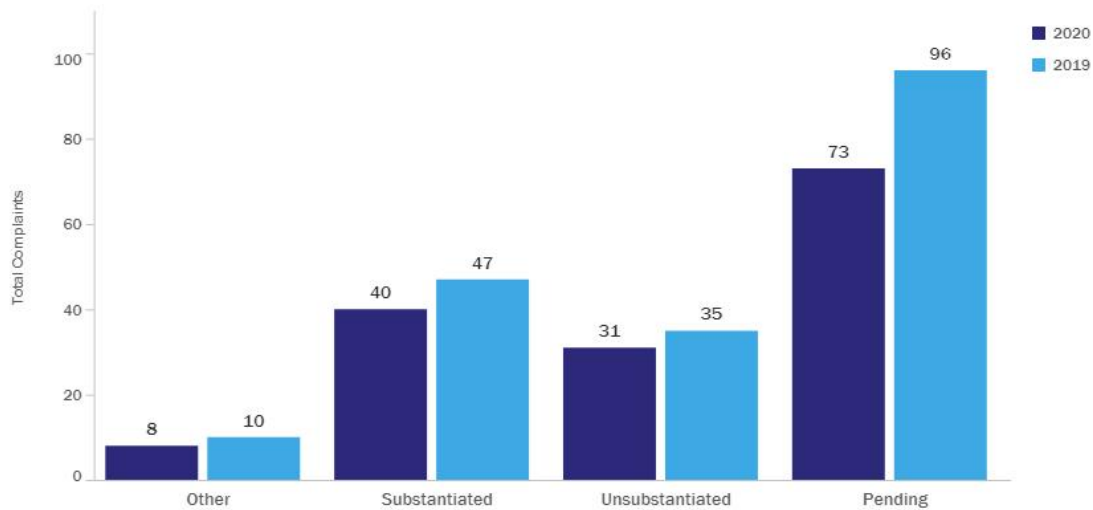
Disposition of Hazing Complaints

The Marine Corps received 152 hazing complaints during FY 2020. Of the 152 complaints, 40 (26.3 percent) were substantiated, 31 (20.4 percent) were unsubstantiated, 6 (3.9 percent) were dismissed, and 73 (48 percent) remained open and pending resolution at the close of the fiscal year.

Complaint reporting for the Marine Corps decreased by approximately 19 percent from FY 2019 to FY 2020. Figure 7 below provides an illustration of the dispositions of FY 2019 and FY 2020 hazing complaints by the end of each respective fiscal year.

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Figure 7. Marine Corps FY 2019 and FY 2020: Disposition of Hazing Complaints



Complainant Characteristics for Substantiated Complaints

Age, Gender, and Pay Grade

In FY 2020, there were 96 complainants associated with the 40 substantiated hazing complaints. All 96 complainants were in pay grades E1-E4, and majority of them (n=91; 94.8 percent) were males. Five complainants were female (5.2 percent). The majority of complainants were aged 18 to 25 (n=88; 96.7 percent), two were aged 26 to 35, and one was under 18.

Race, Ethnicity, and Religion

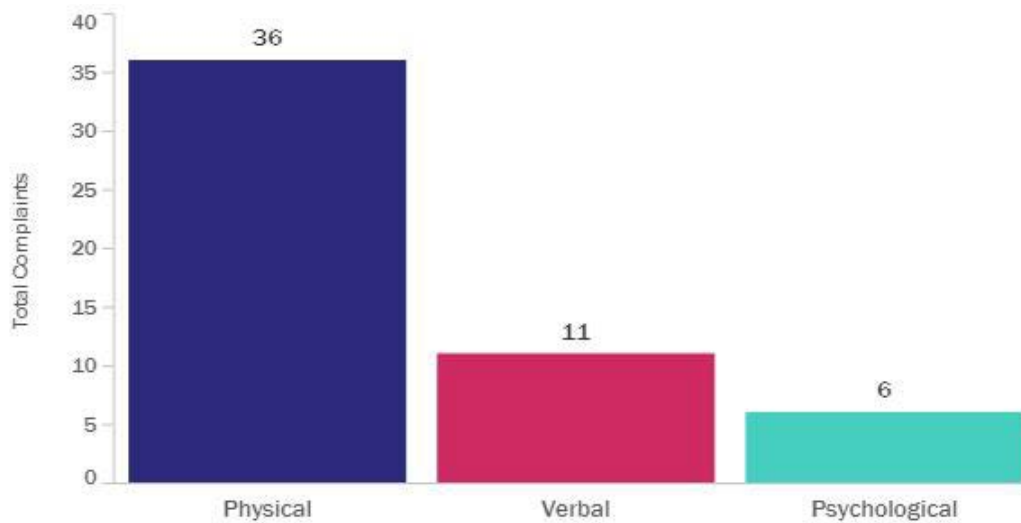
In FY 2020, the majority of complainants were White (n=79; 82.3 percent). Other complainant groups by race included: Black (n=6; 6.3 percent); Asian (n=3; 3.1 percent); Native Hawaiian or Other Pacific Islander (n=1; 1 percent), and American Indian or Alaska Native (n=1; 1 percent). The majority of complainants were reported as non-Hispanic (n=78; 81.2 percent), with 18 individuals of Hispanic ethnicity (18.8 percent). No complaints were reported to have involved religion.

Nature of Substantiated Complaints

When examining each type of hazing behavior, there were a total of 52 natures of incidents in the 40 substantiated FY 2020 complaints. The majority of the substantiated complaints involved physical contact (n=36; 69.2 percent). Verbal hazing represented 21.2 percent (n=11) of the complaints. There were six reports of psychological behavior (11.5 percent). There were no reports of substantiated non-verbal or written behavior. Figure 8 illustrates the nature of hazing behavior(s) within each substantiated complaint.

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Figure 8. Marine Corps FY 2020: Nature of Hazing Behavior in Substantiated Complaints



Offender Characteristics for Substantiated Complaints

Age, Gender, and Pay Grade

In FY 2020, a total of 82 offenders were reported in substantiated complaints for engaging in hazing behavior within the 40 substantiated complaints. The ages of the offenders were unknown. The majority of the substantiated offenders were enlisted males (n=80; 97.6 percent). Two of the 82 offenders were females in the pay grade E1-E4. Offenders of hazing incidents by pay grade:

- E1-E4 (n=64; 78 percent)
- E5-E6 (n=16; 19.5 percent)
- E7-E9 (n=2; 2.4 percent)

Of the 258 offender-complainant relationships, the majority occurred in same gender relationships: same gender relationship (n=245, 95 percent) and different gender relationship (n=13; 5 percent).

Race, Ethnicity, and Religion

Of the reported race and ethnicity for the 82 offenders, the majority were White (n=73; 89 percent) and 6.1 percent (n=5) were Black. The rest were reported as Asian (n=2; 2.4 percent), American Indian or Alaska Native (n=1; 1.2), and one offender's race was unknown. The majority of offenders were non-Hispanic (n=62; 75.6 percent), with 22.0 percent (n=18) Hispanic, and (n=2; 2.4 percent) unknown ethnicity. No complaints involved religion.

Duty Status and Working Relationship for Substantiated Complaints

All 82 offenders were on-duty (n=82; 100 percent) when engaging in hazing behavior.

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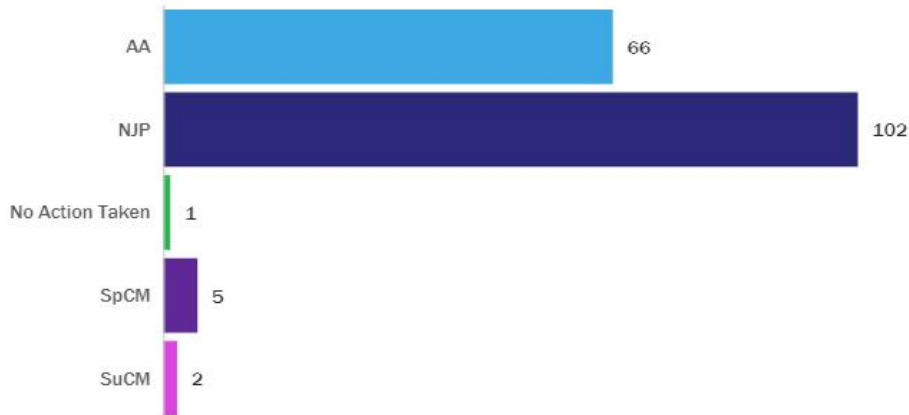
There were 258 offender-complainant relationships reported. This number is more than the number of offenders because it counts the many relationships that one offender can have with multiple complainants. The offender's relationship to the complainant was primarily reported as follows.

- Military coworker (n=41; 15.9 percent)
- Military chain of command (higher rank) (n=104; 40.3 percent)
- Military person of higher rank who was not in the chain of command (n=36; 14 percent)
- Unknown/other (n=77; 29.9 percent)

Disciplinary Actions Administered for Substantiated Complaints

During FY 2020, the 82 offenders received a total of 176 disciplinary actions with no substantiated offender pending disciplinary action at the end of the fiscal year. Of the 82 offenders, 81 received one or more forms of corrective action. Out of the 176 disciplinary actions, 66 (35.9 percent) were Administrative Actions, 102 (60 percent) were non-judicial punishments, five (2.9 percent) were Special Courts Martial (SpCM), and two (1.2 percent) were Summary Courts Martial (SuCM).

Figure 9. Marine Corps FY 2020 Disciplinary Actions Administered



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Disciplinary Action Type	Total Disciplinary Actions Administered (Marine Corps)
AA – Administrative Discharge	5
AA – Letter of Counseling	3
AA – Letter of Reprimand	55
AA – Other	3
NJP – Admonition	1
NJP – Extra Duty	21
NJP – Forfeiture of Pay	29
NJP – Reduction in Pay Grade	26
NJP – Restriction	25
No Action Taken	1
SpCM – Forfeiture of Pay	1
SpCM – Reduction in Pay Grade	2
SpCM – Restriction	1
SuCM – Reduction in Pay Grade	1
SuCM – Restriction	1

Repeat Offenders for Substantiated Complaints

The Marine Corps did not report any repeat offenders in FY 2020.

Air Force

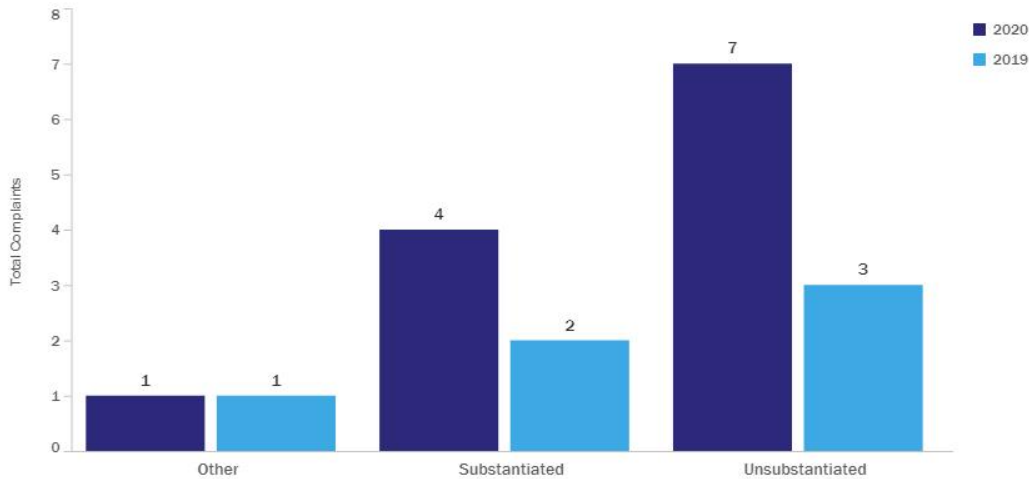
Disposition of Hazing Complaints

In FY 2020, the Air Force reported 12 hazing complaints involving 5 alleged offenders and 4 complainants. Out of the 12 complaints, 4 (30 percent) were substantiated, 7 (58 percent) were unsubstantiated, and 1 (8 percent) was withdrawn.

From FY 2019 to FY 2020, the number of substantiated hazing incidents reported in the Air Force doubled, from two in FY 2019 to four in FY 2020; see Figure 10 below:

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Figure 10. Air Force FY 2019 and FY 2020: Disposition of Hazing Complaints



Complainant Characteristics for Substantiated Complaints

Age, Gender, and Pay Grade

The four complainants were all E1-E4, with three males and one female and unknown ages.

Race, Ethnicity, and Religion

Three complainants were White and one was of unknown race. No complaints involved religion.

Nature of Substantiated Complaints

Of the four substantiated complaints, there were eight total types of allegations in substantiated cases. Four (50 percent) were incidents of psychological behavior, two (25 percent) were incidents of verbal behavior, one incident (12.5 percent) involved physical behavior, and the one incident (12.5 percent) that involved non-verbal behavior also involved social media.

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Offender Characteristics for Substantiated Complaints

Age, Gender, and Pay Grade

Four offenders received Administrative Action as a form of corrective action, and one offender received no corrective action taken.¹⁰ All offenders were enlisted males, with the majority (n=3; 60 percent) in pay grades E5-E6. One was E1-E4 and one was E7-E9. All offenders were active duty.

Race, Ethnicity, and Religion

Two offenders were White, and three were of unknown race. No complaints involved religion.

Duty Status and Working Relationship for Substantiated Complaints

All of the substantiated complaints occurred on duty.

Repeat Offenders for Substantiated Complaints

The Air Force did not report any repeat offenders in FY 2020. Three of the complaints reported the complainant-offender relationship was chain of command and two reported co-worker relationships. Three of the relationships were same gender and two were different gender.

Disciplinary Actions Administered for Substantiated Complaints

For the four complaints, the Air Force took administrative action against the four offenders.

WAY AHEAD

The Department acknowledges that improvement to prevention and response strategies is key to addressing existing and emerging problematic behaviors. Accordingly, the Department will continue collaboration with integrated process teams to identify trends between DoD's prevention and response efforts and the effects of those efforts on reporting complaints of hazing and other problematic behaviors. The Department will also continue to examine military policies and programs to develop strategies to strengthen prevention and response efforts across the Military Services.

The Military Services will continue to employ Service-specific information management systems to collect, analyze, and report hazing complaint data to ODEI. The Department will also continue to refine standardized data tracking and collection of hazing data elements with the Advana platform. Paired with more robust analyses of Service-level trends among substantiated and unsubstantiated allegations, this

¹⁰ Due to the low numbers in substantiated complaints, Air Force did not include administrative action charts, such as figures 6 and 9.

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information could provide further granularity on potential causes of problematic behaviors and inform proposed policy or operational responses.

DoD implemented the DEOCS and assessment tool enhancements in January 2021. The goal of these enhancements is to further improve climate assessment at the unit level, and strengthen leadership's understanding of hazing within their units. The DEOCS serves as a front-line prevention and response strategy for inappropriate behaviors, as it provides critical information regarding the commands' state of human relations.

Although section 549 of the National Defense Authorization Act for FY 2017 requires the annual reports to Congress on hazing to end on 31 January 2021, the Department will continue to collect and track hazing data in 2021 and beyond. In addition to collecting and tracking hazing data from each Secretary of the Military Departments, in consultation with the Chief of Staff of each Military Service under the jurisdiction of such Secretary, the Department will also collect and track hazing data from the Chief of the National Guard Bureau, to continue to prevent and respond to incidents of hazing involving members of the Armed Forces

FY 2020 ANNUAL REPORT FOR HAZING PREVENTION AND RESPONSE
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APPENDIX

FY 2020 DoD Hazing Summary Charts
By Military Service

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A. TOTAL NUMBER OF FY 2020 HAZING COMPLAINTS					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Total Complaints	183	7	12	152	12
Dismissed	6 (3.4%)	0 (0.0%)	0 (0.0%)	6 (3.9%)	0 (0.0%)
Pending	75 (42.4%)	2 (28.6%)	2 (16.7%)	73 (48.0%)	0 (0.0%)
Referred	1 (0.6%)	1 (14.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Resolved	2 (1.1%)	0 (0.0%)	0 (0.0%)	2 (1.3%)	0 (0.0%)
Substantiated	52 (29.4%)	0 (0.0%)	8 (66.7%)	40 (26.3%)	4 (33.3%)
Unsubstantiated	40 (22.6%)	4 (57.1%)	2 (16.7%)	31 (20.4%)	7 (58.3%)
Withdrawn	1 (0.6%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (8.3%)

B. NOTIFICATIONS TO CONVENING AUTHORITY IN FY 2020 SUBSTANTIATED COMPLAINTS					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Total Substantiated Complaints	52	0	8	40	4
More than 3 duty days	5 (9.6%)	0 (0.0%)	1 (12.5%)	1 (2.5%)	3 (75.0%)
Within 3 duty days	47 (90.4%)	0 (0.0%)	7 (87.5%)	39 (97.5%)	1 (25.0%)
Unknown	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

C. DUTY STATUS OF COMPLAINANTS WITH FY 2020 SUBSTANTIATED ALLEGATIONS OF HAZING					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Total Complainants	105	0	5	96	4
On-Duty (i.e., during duty hours)	105 (100%)	0 (0.0%)	5 (100%)	96 (100%)	4 (100%)
Off-Duty	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Both On- and Off-Duty	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unknown	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

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D. DUTY STATUS OF FY 2020 SUBSTANTIATED OFFENDERS					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Total Substantiated Offenders	106	0	19	82	5
Off-Duty	7 (6.6%)	0 (0.0%)	7 (36.8%)	0 (0.0%)	0 (0.0%)
On-Duty (i.e., during duty hours)	99 (93.4%)	0 (0.0%)	12 (63.2%)	82 (100%)	5 (100%)
Both On- and Off-Duty	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unknown	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

E. TOTAL TYPES OF ALLEGATIONS IN FY 2020 SUBSTANTIATED COMPLAINTS					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Total Substantiated Complaints	52	0	8	40	4
Total Types of Allegation(s) in Substantiated Cases	73	0	13	52	8
Substantiated Incidents of Physical Behavior	41 (56.2%)	0 (0.0%)	4 (30.8%)	36 (69.2%)	1 (12.5%)
Substantiated Incidents of Verbal Behavior	17 (23.3%)	0 (0.0%)	5 (38.5%)	10 (19.2%)	2 (25.0%)
Substantiated Incidents of Psychological Behavior	14 (19.2%)	0 (0.0%)	4 (30.8%)	6 (11.5%)	4 (50.0%)
Substantiated Incidents of Nonverbal Behavior	1 (1.4%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (12.5%)
Substantiated Incidents of Written Behavior	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

F. TYPES OF ALLEGATIONS FOR FY 2020 SUBSTANTIATED COMPLAINTS*					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Total Substantiated Complaints	52	0	8	40	4
Substantiated Incidents of Physical Behavior	41 (78.8%)	0 (0.0%)	4 (50.0%)	36 (90.0%)	1 (25.0%)
Substantiated Incidents of Verbal Behavior	17 (32.7%)	0 (0.0%)	5 (62.5%)	10 (25.0%)	2 (50.0%)
Substantiated Incidents of Psychological Behavior	14 (26.9%)	0 (0.0%)	4 (50.0%)	6 (15.0%)	4 (100%)
Substantiated Incidents of Nonverbal Behavior	1 (1.9%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (25.0%)
Substantiated Incidents of Written Behavior	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

*Percentages will sum to more than 100 because there were multiple natures of allegation per complaint.

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G. TOTAL OFFENDER CORRECTIVE ACTIONS FOR FY 2020 SUBSTANTIATED COMPLAINTS					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Substantiated Complaints	52	0	8	40	4
Total substantiated offenders	106	0	19	82	5
Total substantiated offenders with punishment administered	104 (98.1%)	0 (0.0%)	19 (100%)	81 (98.8%)	4 (80.0%)
Total substantiated offenders with No Action Taken	2 (1.9%)	0 (0.0%)	0 (0.0%)	1 (1.2%)	1 (20.0%)
Total corrective / disciplinary actions administered to substantiated offenders	222	0	48	170	4
Administrative Action (AA)	68 (30.6%)	0 (0.0%)	3 (6.3%)	61 (35.9%)	4 (100%)
Non-Judicial Punishment (NJP)	143 (64.4%)	0 (0.0%)	41 (85.4%)	102 (60.0%)	0 (0.0%)
Special Court-Martial (SpCM)	5 (2.3%)	0 (0.0%)	0 (0.0%)	5 (2.9%)	0 (0.0%)
Summary Court-Martial (SuCM)	2 (0.9%)	0 (0.0%)	0 (0.0%)	2 (1.2%)	0 (0.0%)
Other punishment not listed	4 (1.8%)	0 (0.0%)	4 (8.3%)	0 (0.0%)	0 (0.0%)

H. OFFENDERS FOR FY 2020 SUBSTANTIATED COMPLAINTS*					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Substantiated Complaints	52	0	8	40	4
Total substantiated offenders	106	0	19	82	5
Total substantiated offenders with punishment administered	104 (98.1%)	0 (0.0%)	19 (100%)	81 (98.8%)	4 (80.0%)
Total substantiated offenders with No Action Taken	2 (1.9%)	0 (0.0%)	0 (0.0%)	1 (1.2%)	1 (20.0%)
Offenders administered at least one AA	64 (60.4%)	0 (0.0%)	3 (15.8%)	57 (69.5%)	4 (80.0%)
Offenders administered at least one NJP	45 (42.5%)	0 (0.0%)	12 (63.2%)	33 (40.2%)	0 (0.0%)
Offenders administered at least one SpCM punishment	3 (2.8%)	0 (0.0%)	0 (0.0%)	3 (3.7%)	0 (0.0%)
Offenders administered at least one SuCM punishment	1 (0.9%)	0 (0.0%)	0 (0.0%)	1 (1.2%)	0 (0.0%)
Offenders administered at least one other punishment not listed	4 (3.8%)	0 (0.0%)	4 (21.1%)	0 (0.0%)	0 (0.0%)

* Percentages will not sum to 100 if there were multiple categories of corrective actions per offender or if not all offenders were administered a corrective action.

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I. SUBSTANTIATED FY 2020 OFFENDER CHARACTERISTICS					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Female Substantiated Offenders by Pay Grade	2	0	0	2	0
E1-E4	2 (100%)	0 (0.0%)	0 (0.0%)	2 (100%)	0 (0.0%)
E5-E6	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
E7-E9	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
WO1-WO5	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O1-O3	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O4-O6	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O7-O10	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Civilian	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Government Contractor	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Non-DoD	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unknown	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Male Substantiated Offenders by Pay Grade	104	0	19	80	5
E1-E4	71 (68.3%)	0 (0.0%)	8 (42.1%)	62 (77.5%)	1 (20.0%)
E5-E6	26 (25.0%)	0 (0.0%)	7 (36.8%)	16 (20.0%)	3 (60.0%)
E7-E9	5 (4.8%)	0 (0.0%)	2 (10.5%)	2 (2.5%)	1 (20.0%)
WO1-WO5	1 (1.0%)	0 (0.0%)	1 (5.3%)	0 (0.0%)	0 (0.0%)
O1-O3	1 (1.0%)	0 (0.0%)	1 (5.3%)	0 (0.0%)	0 (0.0%)
O4-O6	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O7-O10	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Civilian	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Government Contractor	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Non-DoD	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unknown	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

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J. CHARACTERISTICS OF COMPLAINANTS ASSOCIATED WITH FY 2020 SUBSTANTIATED HAZING ALLEGATIONS AS OF THE DATA CALL					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Female Complainants by Pay Grade	6	0	0	5	1
E1-E4	6 (100%)	0 (0.0%)	0 (0.0%)	5 (100%)	1 (100%)
E5-E6	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
E7-E9	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
WO1-WO5	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O1-O3	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O4-O6	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O7-O10	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Civilian	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Government Contractor	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Non-DoD	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Male Complainants by Pay Grade	99	0	5	91	3
E1-E4	98 (99.0%)	0 (0.0%)	4 (80.0%)	91 (100%)	3 (100%)
E5-E6	1 (1.0%)	0 (0.0%)	1 (20.0%)	0 (0.0%)	0 (0.0%)
E7-E9	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
WO1-WO5	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O1-O3	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O4-O6	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O7-O10	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Civilian	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Government Contractor	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Non-DoD	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unknown	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

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K. RELATIONSHIP OF OFFENDER(S) TO COMPLAINANT(S) FOR FY 2020 SUBSTANTIATED COMPLAINTS AS OF THE DATA CALL					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Working Relationship	283	0	20	258	5
Chain of command	108 (38.2%)	0 (0.0%)	1 (5.0%)	104 (40.3%)	3 (60.0%)
Co-worker	47 (16.6%)	0 (0.0%)	4 (20.0%)	41 (15.9%)	2 (40.0%)
Higher rank/pay grade not in chain of command	39 (13.8%)	0 (0.0%)	3 (15.0%)	36 (14.0%)	0 (0.0%)
Other	24 (8.5%)	0 (0.0%)	12 (60.0%)	12 (4.7%)	0 (0.0%)
Unknown	65 (23.0%)	0 (0.0%)	0 (0.0%)	65 (25.2%)	0 (0.0%)
Gender Relationship	283	0	20	258	5
Same gender	267 (94.3%)	0 (0.0%)	19 (95.0%)	245 (95.0%)	3 (60.0%)
Different gender	16 (5.7%)	0 (0.0%)	1 (5.0%)	13 (5.0%)	2 (40.0%)

L. FY 2020 POPULATION STRENGTH BY STATUS* AS OF THE DATA CALL					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
Status					
Active Duty	1,330,325	477,594	341,969	181,673	329,089
Civilian	611,116	228,940	202,270	17,973	161,933
Reserve and Guard (Selected)	796,564	524,832	59,152	35,501	176,470
Guard (Selected)	444,152	336,129			107,414
Reserve (Selected)	352,412	188,703	59,152	35,501	69,056

* Strength is calculated using Defense Manpower Data Center data at end of FY20 (September 2020). Data are from the new DoD-wide data system as of December 2020.

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FY 2020 MALE Substantiated Offenders by Pay Grade	DoD			Army			Navy			Marine Corps			Air Force		
	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL
<i>Pay Grade</i>															
E1-E4	70	1	71	0	0	0	8	0	8	61	1	62	1	0	1
E5-E6	26	0	26	0	0	0	7	0	7	16	0	16	3	0	3
E7-E9	5	0	5	0	0	0	2	0	2	2	0	2	1	0	1
W1-W5	1	0	1	0	0	0	1	0	1	0	0	0	0	0	0
O1-O3	1	0	1	0	0	0	1	0	1	0	0	0	0	0	0
O4-O6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O7-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-DoD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	103	1	104	0	0	0	19	0	19	79	1	80	5	0	5

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FY 2020 MALE Substantiated Offender(s) by Race, Ethnicity, and Age	DoD			Army			Navy			Marine Corps			Air Force		
	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL
<i>Race</i>															
American Indian or Alaska Native	2	0	2	0	0	0	1	0	1	1	0	1	0	0	0
Asian	2	0	2	0	0	0	0	0	0	2	0	2	0	0	0
Black or African American	4	0	4	0	0	0	0	0	0	4	0	4	0	0	0
Native Hawaiian or Other Pacific Islander	1	0	1	0	0	0	1	0	1	0	0	0	0	0	0
White	90	1	91	0	0	0	17	0	17	71	1	72	2	0	2
Unknown	4	0	4	0	0	0	0	0	0	1	0	1	3	0	3
<i>Ethnicity</i>															
Hispanic	18	1	19	0	0	0	0	0	0	17	1	18	1	0	1
Non-Hispanic	80	0	80	0	0	0	18	0	18	60	0	60	2	0	2
Unknown	5	0	5	0	0	0	1	0	1	2	0	2	2	0	2
<i>Age</i>															
< 18 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18 – 25 years	79	1	80	0	0	0	9	0	9	70	1	71	0	0	0
26 – 35 years	13	0	13	0	0	0	7	0	7	6	0	6	0	0	0
36 – 45 years	6	0	6	0	0	0	3	0	3	3	0	3	0	0	0
46 – 55 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
56 – 65 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	5	0	5	0	0	0	0	0	0	0	0	0	5	0	5
TOTAL Offenders	103	1	104	0	0	0	19	0	19	79	1	80	5	0	5

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FY 2020 FEMALE Substantiated Offender(s) by Pay Grade	DoD			Army			Navy			Marine Corps			Air Force		
	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL
<i>Pay Grade</i>															
E1-E4	2	0	2	0	0	0	0	0	0	2	0	2	0	0	0
E5-E6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E7-E9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W1-W5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O1-O3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O4-O6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O7-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-DoD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL Offenders	2	0	2	0	0	0	0	0	0	2	0	2	0	0	0

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FY 2020 FEMALE Substantiated Offender(s) by Race, Ethnicity, and Age	DoD			Army			Navy			Marine Corps			Air Force		
	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL
<i>Race</i>															
American Indian or Alaska Native	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American	1	0	1	0	0	0	0	0	0	1	0	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	1	0	1	0	0	0	0	0	0	1	0	1	0	0	0
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Ethnicity</i>															
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Hispanic	2	0	2	0	0	0	0	0	0	2	0	2	0	0	0
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Age</i>															
< 18 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18 – 25 years	2	0	2	0	0	0	0	0	0	2	0	2	0	0	0
26 – 35 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 – 45 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
46 - 55 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
56 - 65 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL Offenders	2	0	2	0	0	0	0	0	0	2	0	2	0	0	0

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FY 2020 MALE Substantiated Complainant(s) by Pay Grade	DoD			Army			Navy			Marine Corps			Air Force		
	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL
<i>Pay Grade</i>															
E1-E4	98	0	98	0	0	0	4	0	4	91	0	91	3	0	3
E5-E6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E7-E9	1	0	1	0	0	0	1	0	1	0	0	0	0	0	0
W1-W5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O1-O3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O4-O6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O7-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL Complainants	99	0	99	0	0	0	5	0	5	91	0	91	3	0	3

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FY 2020 MALE Substantiated Complainant(s) by Race, Ethnicity, and Age	DoD			Army			Navy			Marine Corps			Air Force		
	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL
<i>Race</i>															
American Indian or Alaska Native	1	0	1	0	0	0	0	0	0	1	0	1	0	0	0
Asian	3	0	3	0	0	0	0	0	0	3	0	3	0	0	0
Black or African American	7	0	7	0	0	0	1	0	1	6	0	6	0	0	0
Native Hawaiian or Other Pacific Islander	1	0	1	0	0	0	0	0	0	1	0	1	0	0	0
White	85	0	85	0	0	0	4	0	4	79	0	79	2	0	2
Unknown	2	0	2	0	0	0	0	0	0	1	0	1	1	0	1
<i>Ethnicity</i>															
Hispanic	18	0	18	0	0	0	0	0	0	18	0	18	0	0	0
Non-Hispanic	77	0	77	0	0	0	4	0	4	72	0	72	1	0	1
Unknown	4	0	4	0	0	0	1	0	1	1	0	1	2	0	2
<i>Age</i>															
< 18 years	1	0	1	0	0	0	0	0	0	1	0	1	0	0	0
18 – 25 years	94	0	94	0	0	0	4	0	4	88	0	88	2	0	2
26 – 35 years	2	0	2	0	0	0	0	0	0	2	0	2	0	0	0
36 – 45 years	1	0	1	0	0	0	1	0	1	0	0	0	0	0	0
46 - 55 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
56 - 65 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1
TOTAL Complainants	99	0	99	0	0	0	5	0	5	91	0	91	3	0	3

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FY 2020 FEMALE Complainant(s) by Pay Grade	DoD			Army			Navy			Marine Corps			Air Force		
	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL
<i>Pay Grade</i>															
E1-E4	6	0	6	0	0	0	0	0	0	5	0	5	1	0	1
E5-E6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E7-E9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W1-W5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O1-O3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O4-O6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O7-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL Complainants	6	0	6	0	0	0	0	0	0	5	0	5	1	0	1

FY 2020 ANNUAL REPORT FOR HAZING PREVENTION AND RESPONSE
IN THE ARMED FORCES: APPENDIX

FY 2020 FEMALE Substantiated Complainant(s) by Race, Ethnicity, and Age	DoD			Army			Navy			Marine Corps			Air Force		
	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL
<i>Race</i>															
American Indian or Alaska Native	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	6	0	6	0	0	0	0	0	0	5	0	5	1	0	1
Unknown	1	0	1	0	0	0	1	0	1	0	0	0	0	0	0
<i>Ethnicity</i>															
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Hispanic	6	0	6	0	0	0	0	0	0	5	0	5	1	0	1
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Age</i>															
< 18 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18 – 25 years	5	0	5	0	0	0	0	0	0	5	0	5	0	0	0
26 – 35 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 – 45 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
46 - 55 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
56 - 65 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1
TOTAL Complainants	6	0	6	0	0	0	0	0	0	5	0	5	1	0	1