



### **1. Make USMMA subject to Title IX requirements**

Problem: Unlike civilian college campuses, USMMA is not subject to Title IX, the federal law that prohibits discrimination based on gender. In addition, unlike the other service academies, USMMA midshipmen are not subject to the Uniform Code of Military Justice (UCMJ). Due to USMMA's unique status, the academy's leadership lacks a proper mechanism to enforce sexual harassment and sexual assault policies on campus.

Solution: Remove the Merchant Marine Academy exemption from Title IX requirements.

### **2. Create an Independent Advocate for Victims of Sexual Assault and Harassment**

Problem: Based on surveys of midshipmen at the USMMA, incidents of sexual harassment and sexual assault are significantly underreported. Midshipmen have limited access to information and resources about their options for pursuing justice and receiving assistance from the USMMA community.

Solution: Require the USMMA to designate an Independent Advocate to whom victims of sexual harassment, domestic violence, dating violence, sexual assault, and stalking can confidentially report incidents and receive information about their legal rights, reporting options, available resources, and accommodations.

### **3. Create a 24-hour helpline for sexual assault support**

Problem: USMMA midshipmen do not have access to adequate 24-hour sexual assault support. Due to USMMA midshipmen's unique status as inactive reservists, the Department of Defense SAFE Helpline, as currently designed, is not an appropriate resource for them. USMMA midshipmen need access to services that provide information about the resources available to them.

Solution: Require USMMA to provide 24-hour sexual assault support. The support should be similar to services offered by the Department of Defense SAFE Helpline.

### **4. Provide USMMA staff with more training to handle and prevent sexual assault**

Problem: USMMA has limited access to relevant training materials.

Solution: The Department of Transportation must provide additional training resources at USMMA.

### **5. Hire more staff designated to prevent and respond to sexual assault**

Problem: There is only one sexual assault staff member at USMMA: the Sexual Assault Response Coordinator, who serves over 900 midshipmen.

Solution: The Department of Transportation must provide additional sexual assault response and prevention staff at USMMA.

**6. Create a full-time position to handle Equal Employment Opportunity (EEO) complaints.**

Problem: There is currently no permanent staff to handle EEO complaints.

Solution: The USMMA must hire or designate a full-time faculty member to handle the responsibilities of a Civil Rights Officer.

**7. Create a plan to stop retaliation against midshipmen who report sexual assault so that more midshipmen can feel comfortable reporting these crimes.**

Problem: There are currently no consequences for retaliation. According to the USMMA's most recent survey, 78 percent of female midshipmen who were assaulted but did not report it to the academy said they did not feel comfortable making a report; 71 percent said they did not think their report would be confidential; and 69 percent thought they would be blamed for the assault.

Solution: USMMA must create and implement a plan to combat retaliation against student survivors who report sexual assault. Retaliation will be a violation of the Midshipman Honor Manual.

**8. Provide adequate training to the investigators who investigate sexual assault cases**

Problem: Investigators receive no training on investigating sexual assault.

Solution: The Department of Transportation must mandate specialized sexual assault investigation training for all Department of Transportation Inspector General agents at the New York, NY, office.

**9. Require sexual assault training for USMMA staff**

Problem: There is currently no regular sexual assault training for USMMA staff.

Solution: The USMMA must mandate regular training for USMMA staff, including company officers.

**Sea Year-Specific Proposals**

**10. Give midshipmen satellite communication devices so they can report being sexually assaulted while they are at sea**

Problem: Midshipmen have no way to communicate with a safe reporting source that they have been sexually assaulted while they are at sea.

Solution: Provide adequate funding for the USMMA to purchase satellite communication devices and require the USMMA to provide one for each student during Sea Year.

**11. Make sure the year at sea is safe for midshipmen by ensuring that the ships they are assigned to are safe and meet minimum standards**

Problem: Assaults have occurred at Sea Year. USMMA needs to ensure midshipmen are safe during their time at sea.

Solution: The USMMA must work with industry to ensure that all crew members aboard a ship where there is a Sea Year student serving have a valid Transportation Worker Identification Credential, also known as a TWIC. In addition, the USMMA will develop and impose sexual assault policy standards upon commercial shipping vessels embarking USMMA midshipmen.

**12. Conduct “spot checks” on commercial vessels hosting USMMA midshipmen to ensure that they are safe environments free of sexual assault and harassment**

Problem: Assaults have occurred at Sea Year. USMMA needs to ensure that midshipmen are safe during their time at sea.

Solution: USMMA Sexual Assault Prevention and Response (SAPR) and/or MARAD staff must conduct unannounced “spot checks” on commercial shipping vessels hosting USMMA midshipmen, and have the immediate authority to remove midshipmen if violations are found.

**13. Require sexual assault training for crew aboard vessels hosting USMMA midshipmen**

Problem: Assaults have occurred at Sea Year. USMMA needs to that ensure midshipmen are safe during their time at sea.

Solution: MARAD must require industry entities hosting USMMA midshipmen to maintain and/or verify with unions, records of sexual assault training for all ships’ crews.

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