



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

NOV - 9 2023

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
COMMANDERS OF THE COMBATANT COMMANDS
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: Department of Defense Actions to Address Findings of the 2023 On-Site Installation Evaluations

On March 30, 2022, in response to the 2021 On-Site Installation Evaluation (OSIE) report and findings, the Secretary of Defense directed future OSIEs be conducted on a biennial basis. In accordance with the Secretary's direction and Department of Defense Instruction (DoDI) 6400.11, "DoD Integrated Primary Prevention Policy for Prevention Workforce and Leaders," December 20, 2022, as amended, OSIEs were conducted in 2023 to identify gaps and best practices to provide the necessary tools to enhance prevention of harmful behaviors including sexual assault, sexual harassment, suicide, retaliation, domestic abuse, and child abuse.

I have reviewed the 2023 OSIE Report and approve the findings and recommendations contained in the report. Prevention capabilities on the ground are still in an early phase of development and, in many cases, prevention efforts do not align with best practices. While the importance of strong prevention systems is recognized by leadership, this importance is not being consistently and effectively communicated throughout the chain of command. It is critical that primary prevention be made a priority throughout the entire chain of command so that primary prevention activities can be more effectively implemented.

In response to the findings of the OSIEs, the Secretaries of the Military Departments and Chief of the National Guard Bureau are to provide to my office a plan of action and milestones to address the findings and recommendations found in this report consistent with their responsibilities under DoDI 6400.11 no later than 90 days from the date of this memorandum. The Office of Force Resiliency Violence Prevention Cell will be providing Military Department-specific templates to assist in completing this task.

Prevention of harmful behaviors is a necessary investment in the Department's future, strengthening readiness, resiliency, and well-being across the Total Force. A consistent, concerted prevention effort, along with institutional and structural changes, is required to meet the sacred obligation of caring for our Service members, and I am confident we will do so.

My point of contact for these efforts is Dr. Andra Tharp, Senior Prevention Advisor, at andra.l.tharp.civ@mail.mil.

A handwritten signature in black ink, appearing to read "Ashish S. Vazirani".

Ashish S. Vazirani
Acting