



PERSONNEL AND  
READINESS

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

**NOV - 1 2022**

The Honorable Carolyn B. Maloney  
Chairwoman  
Committee on Oversight and Reform  
U.S. House of Representatives  
Washington, DC 20515

Dear Madam Chairwoman:

Thank you for your August 15, 2022 letter to the Secretary of Defense and Secretaries of the Military Departments regarding the Department of Defense and the Military Services' implementation and oversight of their respective Junior Reserve Officers' Training Corps (JROTC) programs.

The Department has an unwavering commitment to the safety and well-being of all program participants, and to holding personnel appropriately accountable for sexual misconduct and abuse.

As indicated in my August 29, 2022 interim response, I am enclosing a coordinated response on behalf of the Department with the information requested.

Thank you for your continued strong support for our students enrolled in JROTC. I am sending a similar letter to the Subcommittee on National Security, Committee on Oversight and Reform of the House of Representatives.

Sincerely,

A handwritten signature in black ink, appearing to read "Gilbert R. Cisneros, Jr.", is located below the "Sincerely," text.

Gilbert R. Cisneros, Jr.

Enclosure:  
As stated

cc:  
The Honorable James R. Comer  
Ranking Member



PERSONNEL AND  
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**UNDER SECRETARY OF DEFENSE**  
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**NOV - 1 2022**

The Honorable Stephen F. Lynch  
Chairman  
Subcommittee on National Security  
Committee on Oversight and Reform  
U.S. House of Representatives  
Washington, DC 20515

Dear Mr. Chairman:

Thank you for your August 15, 2022 letter to the Secretary of Defense and Secretaries of the Military Departments regarding the Department of Defense and the Military Services' implementation and oversight of their respective Junior Reserve Officers' Training Corps (JROTC) programs.

The Department has an unwavering commitment to the safety and well-being of all program participants, and to holding personnel appropriately accountable for sexual misconduct and abuse.

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As stated

cc:  
The Honorable Glenn Grothman  
Ranking Member

## Enclosure

1. *In the last five years, how many notifications or reports have DOD and the military services received from schools hosting JROTC programs, JROTC cadets, parents, state and local law enforcement, or other concerned stakeholders regarding allegations of sexual abuse, harassment, or other misconduct committed by JROTC instructors? For each incident, please provide the year the report was received, the military service the instructor worked for, and the state in which the host school is located.*

In each of the last 5 years, over 7,500 military retirees have served as Junior Reserve Officers' Training Corps (JROTC) instructors across the world. Of those, the Secretaries of the Military Departments have reported 60 allegations of sexual abuse, harassment, and other sexual misconduct over the last 5 years. This represents a change from initial reporting of 33 allegations, which included only sexual assault allegations. The table below indicates the year of the incident, the Service affiliation of the instructor and the State in which the host school was located.

|    | <b>Year of Incident</b> | <b>Service</b>  | <b>Location</b> |
|----|-------------------------|-----------------|-----------------|
| 1  | 2022                    | Air Force JROTC | Ohio            |
| 2  | 2022                    | Air Force JROTC | Florida         |
| 3  | 2020                    | Air Force JROTC | California      |
| 4  | 2019                    | Air Force JROTC | North Carolina  |
| 5  | 2019                    | Air Force JROTC | North Carolina  |
| 6  | 2017                    | Air Force JROTC | Texas           |
| 7  | 2017                    | Air Force JROTC | Texas           |
| 1  | 2022                    | Army JROTC      | Texas           |
| 2  | 2021                    | Army JROTC      | Hawaii          |
| 3  | 2021                    | Army JROTC      | Mississippi     |
| 4  | 2021                    | Army JROTC      | Florida         |
| 5  | 2021                    | Army JROTC      | Texas           |
| 6  | 2021                    | Army JROTC      | Florida         |
| 7  | 2021                    | Army JROTC      | Georgia         |
| 8  | 2020                    | Army JROTC      | Iowa            |
| 9  | 2020                    | Army JROTC      | Florida         |
| 10 | 2020                    | Army JROTC      | Illinois        |
| 11 | 2019                    | Army JROTC      | Illinois        |
| 12 | 2019                    | Army JROTC      | Guam            |
| 13 | 2019                    | Army JROTC      | Texas           |
| 14 | 2019                    | Army JROTC      | Alabama         |
| 15 | 2019                    | Army JROTC      | Nevada          |
| 16 | 2019                    | Army JROTC      | Texas           |
| 17 | 2018                    | Army JROTC      | Illinois        |
| 18 | 2018                    | Army JROTC      | Texas           |
| 19 | 2018                    | Army JROTC      | Illinois        |
| 20 | 2018                    | Army JROTC      | Kansas          |

|    |      |            |                |
|----|------|------------|----------------|
| 21 | 2018 | Army JROTC | Florida        |
| 22 | 2018 | Army JROTC | Texas          |
| 23 | 2018 | Army JROTC | Texas          |
| 24 | 2018 | Army JROTC | North Carolina |
| 25 | 2017 | Army JROTC | Florida        |
| 26 | 2017 | Army JROTC | Louisiana      |
| 1  | 2022 | Navy JROTC | Nebraska       |
| 2  | 2022 | Navy JROTC | Texas          |
| 3  | 2021 | Navy JROTC | Florida        |
| 4  | 2019 | Navy JROTC | New Mexico     |
| 5  | 2019 | Navy JROTC | Texas          |
| 6  | 2019 | Navy JROTC | New York       |
| 7  | 2018 | Navy JROTC | Florida        |
| 8  | 2017 | Navy JROTC | Virginia       |
| 9  | 2017 | Navy JROTC | Texas          |
| 10 | 2017 | Navy JROTC | New York       |
| 11 | 2017 | Navy JROTC | Florida        |
| 1  | 2022 | USMC JROTC | New Mexico     |
| 2  | 2022 | USMC JROTC | Washington     |
| 3  | 2021 | USMC JROTC | Georgia        |
| 4  | 2021 | USMC JROTC | Maryland       |
| 5  | 2021 | USMC JROTC | Arizona        |
| 6  | 2020 | USMC JROTC | New Mexico     |
| 7  | 2019 | USMC JROTC | North Carolina |
| 8  | 2019 | USMC JROTC | North Carolina |
| 9  | 2019 | USMC JROTC | Georgia        |
| 10 | 2018 | USMC JROTC | Georgia        |
| 11 | 2018 | USMC JROTC | Delaware       |
| 12 | 2017 | USMC JROTC | California     |
| 13 | 2017 | USMC JROTC | Arizona        |
| 14 | 2017 | USMC JROTC | Tennessee      |
| 15 | 2017 | USMC JROTC | Missouri       |
| 16 | 2017 | USMC JROTC | Maryland       |

2. *In the last five years, how many investigations have DOD and the military services conducted into allegations of sexual abuse, harassment, or other misconduct committed by JROTC instructors? How many of these allegations have DOD and the military services substantiated? For each incident, please provide the year in which an investigation was conducted, whether the allegation was substantiated, the military service the instructor worked for, and the state in which the host school is located.*

Investigations of school district employees are conducted by local law enforcement and/or school officials. School districts and law enforcement may choose not to release all information regarding the outcome of an investigation because JROTC cadets are high school students and generally are minors.

With regard to instructor certification, substantiation indicates that the initial notification or final findings of the school and local law enforcement investigations reported to the host Military Services were significant enough that the instructor resigned, was terminated, or was otherwise removed from teaching duties and was decertified as a JROTC instructor per JROTC program policies.

Of the 60 reports regarding allegations of sexual abuse, harassment and other sexual misconduct over the last 5 years, the Military Services substantiated 58 allegations based on the results of local law enforcement and/or school investigations. The table below indicates the number of allegations that were substantiated by the school and/or local law enforcement by year of the incident, the Service affiliation of the instructor and the State in which the host school was located.

|    | <b>Year of Investigation</b> | <b>Local Investigation Result</b> | <b>Service</b>  | <b>Location</b> |
|----|------------------------------|-----------------------------------|-----------------|-----------------|
| 1  | 2022                         | Substantiated                     | Air Force JROTC | Ohio            |
| 2  | 2022                         | Substantiated                     | Air Force JROTC | Florida         |
| 3  | 2020                         | Substantiated                     | Air Force JROTC | California      |
| 4  | 2019                         | Substantiated                     | Air Force JROTC | North Carolina  |
| 5  | 2019                         | Substantiated                     | Air Force JROTC | North Carolina  |
| 6  | 2017                         | Substantiated                     | Air Force JROTC | Texas           |
| 7  | 2017                         | Substantiated                     | Air Force JROTC | Texas           |
| 1  | 2022                         | Substantiated                     | Army JROTC      | Texas           |
| 2  | 2021                         | Substantiated                     | Army JROTC      | Hawaii          |
| 3  | 2021                         | Substantiated                     | Army JROTC      | Mississippi     |
| 4  | 2021                         | Substantiated                     | Army JROTC      | Florida         |
| 5  | 2021                         | Substantiated                     | Army JROTC      | Texas           |
| 6  | 2021                         | Substantiated                     | Army JROTC      | Florida         |
| 7  | 2021                         | Substantiated                     | Army JROTC      | Georgia         |
| 8  | 2020                         | Substantiated                     | Army JROTC      | Iowa            |
| 9  | 2020                         | Substantiated                     | Army JROTC      | Florida         |
| 10 | 2020                         | Substantiated                     | Army JROTC      | Illinois        |
| 11 | 2019                         | Substantiated                     | Army JROTC      | Illinois        |
| 12 | 2019                         | Substantiated                     | Army JROTC      | Guam            |
| 13 | 2019                         | Substantiated                     | Army JROTC      | Texas           |
| 14 | 2019                         | Substantiated                     | Army JROTC      | Alabama         |
| 15 | 2019                         | Substantiated                     | Army JROTC      | Nevada          |
| 16 | 2019                         | Substantiated                     | Army JROTC      | Texas           |
| 17 | 2018                         | Substantiated                     | Army JROTC      | Illinois        |
| 18 | 2018                         | Substantiated                     | Army JROTC      | Texas           |
| 19 | 2018                         | Substantiated                     | Army JROTC      | Illinois        |
| 20 | 2018                         | Substantiated                     | Army JROTC      | Kansas          |
| 21 | 2018                         | Substantiated                     | Army JROTC      | Florida         |
| 22 | 2018                         | Substantiated                     | Army JROTC      | Texas           |
| 23 | 2018                         | Unsubstantiated                   | Army JROTC      | Texas           |

|    |      |                 |            |                |
|----|------|-----------------|------------|----------------|
| 24 | 2018 | Substantiated   | Army JROTC | North Carolina |
| 25 | 2017 | Substantiated   | Army JROTC | Florida        |
| 26 | 2017 | Substantiated   | Army JROTC | Louisiana      |
| 1  | 2022 | Substantiated   | Navy JROTC | Nebraska       |
| 2  | 2022 | Substantiated   | Navy JROTC | Texas          |
| 3  | 2021 | Substantiated   | Navy JROTC | Florida        |
| 4  | 2019 | Substantiated   | Navy JROTC | New Mexico     |
| 5  | 2019 | Substantiated   | Navy JROTC | Texas          |
| 6  | 2019 | Substantiated   | Navy JROTC | New York       |
| 7  | 2018 | Substantiated   | Navy JROTC | Florida        |
| 8  | 2017 | Unsubstantiated | Navy JROTC | Virginia       |
| 9  | 2017 | Substantiated   | Navy JROTC | Texas          |
| 10 | 2017 | Substantiated   | Navy JROTC | New York       |
| 11 | 2017 | Substantiated   | Navy JROTC | Florida        |
| 1  | 2022 | Substantiated   | USMC JROTC | New Mexico     |
| 2  | 2022 | Substantiated   | USMC JROTC | Washington     |
| 3  | 2021 | Substantiated   | USMC JROTC | Georgia        |
| 4  | 2021 | Substantiated   | USMC JROTC | Maryland       |
| 5  | 2021 | Substantiated   | USMC JROTC | Arizona        |
| 6  | 2020 | Substantiated   | USMC JROTC | New Mexico     |
| 7  | 2019 | Substantiated   | USMC JROTC | North Carolina |
| 8  | 2019 | Substantiated   | USMC JROTC | North Carolina |
| 9  | 2019 | Substantiated   | USMC JROTC | Georgia        |
| 10 | 2018 | Substantiated   | USMC JROTC | Georgia        |
| 11 | 2018 | Substantiated   | USMC JROTC | Delaware       |
| 12 | 2017 | Substantiated   | USMC JROTC | California     |
| 13 | 2017 | Substantiated   | USMC JROTC | Arizona        |
| 14 | 2017 | Substantiated   | USMC JROTC | Tennessee      |
| 15 | 2017 | Substantiated   | USMC JROTC | Missouri       |
| 16 | 2017 | Substantiated   | USMC JROTC | Maryland       |

3. *In the last five years, how many JROTC instructors have DOD and the military services decertified, terminated, or otherwise removed from their JROTC position due to allegations that they sexually abused, harassed, or committed other misconduct against students? For each incident, please provide the year the instructor was decertified, the military service operating the JROTC unit, and the state in which the instructor worked.*

The 60 allegations of sexual abuse, harassment and other sexual misconduct reported over the last 5 years resulted in 58 JROTC instructors initially receiving a suspension of certification. In all such cases where the allegations were substantiated by law enforcement or the host school, or where the JROTC instructor elected to resign without further process, the JROTC instructor was permanently decertified.

The table below indicates the number of allegations that resulted in the suspension of certifications by year of the incident, the Service affiliation of the instructor, and the State in

which the host school was located; subsequently barring any future employment as a JROTC instructor anywhere.

|    | <b>Year of Decertification Decertified</b> | <b>Service</b>  | <b>Location</b> | <b>Local Investigation Result</b> |
|----|--------------------------------------------|-----------------|-----------------|-----------------------------------|
| 1  | 2022                                       | Air Force JROTC | Ohio            | Decertified                       |
| 2  | 2022                                       | Air Force JROTC | Florida         | Decertified                       |
| 3  | 2020                                       | Air Force JROTC | California      | Decertified                       |
| 4  | 2019                                       | Air Force JROTC | North           | Decertified                       |
| 5  | 2019                                       | Air Force JROTC | North           | Decertified                       |
| 6  | 2017                                       | Air Force JROTC | Texas           | Decertified                       |
| 7  | 2017                                       | Air Force JROTC | Texas           | Decertified                       |
| 1  | 2022                                       | Army JROTC      | Texas           | Instructor Suicide                |
| 2  | 2021                                       | Army JROTC      | Hawaii          | Decertified                       |
| 3  | 2021                                       | Army JROTC      | Mississippi     | Decertified                       |
| 4  | 2021                                       | Army JROTC      | Florida         | Decertified                       |
| 5  | 2021                                       | Army JROTC      | Texas           | Decertified                       |
| 6  | 2021                                       | Army JROTC      | Florida         | Decertified                       |
| 7  | 2021                                       | Army JROTC      | Georgia         | Decertified                       |
| 8  | 2020                                       | Army JROTC      | Iowa            | Decertified                       |
| 9  | 2020                                       | Army JROTC      | Florida         | Decertified                       |
| 10 | 2020                                       | Army JROTC      | Illinois        | Decertified                       |
| 11 | 2019                                       | Army JROTC      | Illinois        | Decertified                       |
| 12 | 2019                                       | Army JROTC      | Guam            | Decertified                       |
| 13 | 2019                                       | Army JROTC      | Texas           | Decertified                       |
| 14 | 2019                                       | Army JROTC      | Alabama         | Decertified                       |
| 15 | 2019                                       | Army JROTC      | Nevada          | Decertified                       |
| 16 | 2019                                       | Army JROTC      | Texas           | Decertified                       |
| 17 | 2018                                       | Army JROTC      | Illinois        | Decertified                       |
| 18 | 2018                                       | Army JROTC      | Texas           | Decertified                       |
| 19 | 2018                                       | Army JROTC      | Illinois        | Decertified                       |
| 20 | 2018                                       | Army JROTC      | Kansas          | Decertified                       |
| 21 | 2018                                       | Army JROTC      | Florida         | Decertified                       |
| 22 | 2018                                       | Army JROTC      | Texas           | Decertified                       |
| 23 | 2018                                       | Army JROTC      | Texas           | Unsubstantiated                   |
| 24 | 2018                                       | Army JROTC      | North           | Decertified                       |
| 25 | 2017                                       | Army JROTC      | Florida         | Decertified                       |
| 26 | 2017                                       | Army JROTC      | Louisiana       | Decertified                       |
| 1  | 2022                                       | Navy JROTC      | Nebraska        | Decertified                       |
| 2  | 2022                                       | Navy JROTC      | Texas           | Decertified                       |
| 3  | 2021                                       | Navy JROTC      | Florida         | Decertified                       |
| 4  | 2019                                       | Navy JROTC      | New             | Decertified                       |
| 5  | 2019                                       | Navy JROTC      | Texas           | Decertified                       |
| 6  | 2019                                       | Navy JROTC      | New York        | Decertified                       |

|    |      |            |            |                    |
|----|------|------------|------------|--------------------|
| 7  | 2018 | Navy JROTC | Florida    | Decertified        |
| 8  | 2017 | Navy JROTC | Virginia   | Unsubstantiated    |
| 9  | 2017 | Navy JROTC | Texas      | Decertified        |
| 10 | 2017 | Navy JROTC | New York   | Decertified        |
| 11 | 2017 | Navy JROTC | Florida    | Decertified        |
| 1  | 2022 | USMC JROTC | New        | Decertified        |
| 2  | 2022 | USMC JROTC | Washington | Decertified        |
| 3  | 2021 | USMC JROTC | Georgia    | Decertified        |
| 4  | 2021 | USMC JROTC | Maryland   | Instructor Suicide |
| 5  | 2021 | USMC JROTC | Arizona    | Decertified        |
| 6  | 2020 | USMC JROTC | New        | Decertified        |
| 7  | 2019 | USMC JROTC | North      | Decertified        |
| 8  | 2019 | USMC JROTC | North      | Decertified        |
| 9  | 2019 | USMC JROTC | Georgia    | Decertified        |
| 10 | 2018 | USMC JROTC | Georgia    | Decertified        |
| 11 | 2018 | USMC JROTC | Delaware   | Decertified        |
| 12 | 2017 | USMC JROTC | California | Decertified        |
| 13 | 2017 | USMC JROTC | Arizona    | Decertified        |
| 14 | 2017 | USMC JROTC | Tennessee  | Decertified        |
| 15 | 2017 | USMC JROTC | Missouri   | Decertified        |
| 16 | 2017 | USMC JROTC | Maryland   | Decertified        |

4. *In the last five years, how many JROTC programs have DOD and the military services disbanded as a result of harassment, abuse, or other misconduct by program instructors? For each incident, please provide the year the program was disbanded, the military service operating the JROTC unit, and the state in which the program was located.*

No JROTC program has been disbanded in the past 5 years as a result of harassment, abuse, or other misconduct by program instructors.

5. *What are the standard procedures by which a host school, cadet, parent, or other concerned stakeholder can report allegations of sexual abuse, harassment, or other misconduct by a JROTC instructor to DOD or the military services?*

In addition to reporting any concerns to local school officials, students, parents, or other concerned stakeholders can report allegations of sexual abuse, harassment, or other misconduct by a JROTC instructor to local law enforcement. The agreements that host schools enter into with the Military Services all require that the school or school district concerned immediately notify their partner Military Service of such allegations. If the Military Service receives a complaint from other than the school, the host school administration is immediately notified to determine the best way forward to protect students and cadets.



6. *What procedures exist for the military services to report allegations of sexual abuse, harassment, or other misconduct by a JROTC instructor or the findings of an investigation into instructor misconduct to the Under Secretary of Defense for Personnel and Readiness and the Assistant Secretary of Defense for Manpower and Reserve Affairs?*

Allegations of sexual abuse, harassment, or other instructor misconduct is reported through the chain of command using Serious Incident Reports or the Commander Critical Information Requirement reporting process.

Currently, Department of Defense Instruction (DoDI) 1205.13 does not require or preclude the Secretaries of the Military Departments from notifying the Under Secretary of Defense for Personnel and Readiness and the Assistant Secretary of Defense for Manpower and Reserve Affairs of serious incident reports.

7. *What actions do DOD and the military services take if they receive a report alleging sexual abuse, harassment, or other misconduct by a JROTC instructor?*

The Secretaries of the Military Departments all report that in instances of alleged sexual abuse, sexual harassment or other sexual misconduct, the host school is responsible for initiating an investigation of their employee in accordance with district, local, and State law, affording due process to their employees, who are civilians. The school may involve local law enforcement, education union representatives, district personnel, and legal representation depending on the severity or scope of the alleged incident.

When the Military Services are notified (either directly or through the school) of a report alleging sexual abuse, sexual harassment, or other sexual misconduct by a JROTC instructor, after confirming the safety of students and cadets, the Military Service will communicate to the instructor and to the host school the suspension of instructor certification until the allegations can be fully investigated and resolved. In cases where the allegation is substantiated or the instructor resigns while under investigation, the instructor is decertified and permanently removed from their position, pending any appeals from the instructor, and will not be recertified as a JROTC instructor anywhere.

These procedures are established in Military Service regulations and policy and are outlined in the Military Services' agreements with the host school district.

8. *Does each military service require host schools to automatically notify them regarding changes to the employment status of a JROTC instructor? If so, what information are host schools required to submit?*

Pursuant to the agreements that each host school or school district signs with its respective host Military Service, all host schools must send notification of any change in the employment status of a JROTC instructor to the Military Service concerned. In addition to any change in employment status of a JROTC instructor, host schools should also provide a reason for termination or resignation, any disciplinary action, or incident requiring school/law enforcement investigation, and the date the change takes effect.

9. *How often do DOD and the military services conduct inspections of host school JROTC programs? How often do DOD and the military services evaluate JROTC instructors? Which officials are responsible for conducting these inspections and evaluations and what information do they collect?*

DoDI 1205.13 directs that the Secretaries of the Military Departments annually evaluate the operation, administration, and effectiveness of the overall JROTC Program and the individual JROTC units for compliance, cost, and performance objectives. Evaluators must be qualified officials who are not associated with the school district or JROTC unit concerned.

The Secretaries of the Military Departments all report that regional, brigade, area and/or headquarters personnel are primarily responsible for conducting unit assessments to evaluate whether host schools and their respective JROTC Programs are meeting standards as outlined in DoDI 1205.13, Military Service regulations, and the Military Service agreements with the host school. These procedures are established in Military Service regulations and policy and are established in the Military Services' agreements with the host school district. The Secretaries of the Military Departments report the following inspection schedules:

**Air Force:** Headquarters Air Force JROTC currently conducts virtual unit assessments annually and on-site (in-person) unit assessments once every 3.3 years. During on-site unit assessments, Air Force JROTC instructor performance is evaluated as a subset of the unit assessment.

**Army:** United States Army Cadet Command (USACC) conducts accreditation inspections on an annual basis for 1/3 of all programs. USACC conducts what it calls "assist visits" on an annual basis to programs identified as requiring additional attention due to noncompliance issues, failed accreditation inspections, and reported misconduct. Army JROTC instructor performance is evaluated as a subset of the accreditation inspection.

**Navy:** Navy JROTC area managers inspect each Navy JROTC program at least once every other academic school year. During the academic year in which Navy JROTC area managers do not perform an in-person inspection, Navy JROTC units must complete an off-site evaluation with a guest inspector, who is a senior officer and approved by the Navy JROTC area manager. The Navy JROTC program evaluates instructors annually during the area manager inspections and off-site evaluations performed by Navy JROTC area managers and senior officers, respectively.

**U.S. Marine Corps:** Four Regional Directors, with additional support from the Program Director, Deputy Director, and Operations and Instructional Support Manager, conduct official in-person visits once every two years for a Marine Corps Training and Education Command inspection or a command visit.

In addition to JROTC instructor performance evaluations conducted by both the Military Services per policy and the host schools per their respective district policies, Military Service evaluations incorporate numerous reviews that range from: equipment management; leadership development requirements (co-curricular activities); cadet operations; unit operations; and

director's special interest items. Additional areas of review include contractual compliance (the employment contract between the host school and the JROTC Program instructors), host school policies, procedures, program administration, cadet performance, student mentorship, curricula, facilities, and uniforms. Similarly, Military Service inspectors evaluate instructors on program leadership, cadet mentorship, administrative compliance, program instruction, interpersonal relationships, and personal appearance, classroom observations, student / parent feedback, and any program concerns from the host school administrators.