

Commandant's Directed Actions – Completed

Name	Description
Senior Executive ATR Implementation Summit	Senior Executive conference held to discuss ATR, OFA, and SASH. Commandant provided commanders intent around Service Culture.
Senior Leader engagement with 2024 Commanding Officer Conferences	“Gray Space Conversation” course conducted at all Commanding Officer conferences and incorporated into CG leadership course training cycle.
Online Mandated Training	Creation of standalone online SAPRR Training.
Victim Mentor Program	Creation of SAPRR mentor program to provide victims of SASH opportunities to connect with mentors with comprehensive knowledge of SAPRR policies and procedures.
Highest Grade Held	Update and enhancement to the highest grade held policy.
Characterization of Service	Update and enhancement to the characterization of service (discharge type) for those who have committed SASH infractions.
“Safe-to-Report” Policy	Update and clarification of policy regarding reporting requirements with regards to collateral misconduct.
Victim participation in administrative Separation Board	Victim Centric Policy to clarify the ability for victims to be present at Administrative Separation Boards.
Academy Reporting Structure	CGA Superintendent made direct report to Vice Commandant.
Cadet Swab Summer	Update and modernization of the CG Academy Swab Summer Program.
Cadet Conduct System	Update of the policies and procedures regarding Cadet Conduct.
Cadet Oversight	Increase to company officers and company chiefs staffing models.
Inter-Academy transfers	Inter-academy Transfer Program availability to SASH victims.
Coast Guard-wide Climate Survey	Workplace Climate survey conducted for all units within the Coast Guard. Closed 31 Jan 2024.
Command Transparency Toolkit	Toolkit designed to facilitate SASH discussions at the unit level.
Resources Hub	One-stop location of on-line resources and tools for SASH, Suicide, and other Work-Life resources.
Workforce In-Person Training Modules	Development of training modules on core values, SASH, leadership expectations, culture, and climate into existing in-person courses.
Academy Board of Visitors and Board of Trustees	Refresh of Board of Trustees/Board of Visitors Programs for CG Academy.

Commandant's Directed Actions – In Progress

Name	Description
Preparatory Course for New Recruits	Post-Boot Camp course for new recruits to include emotional intelligence, core values, interpersonal skills, financial literacy, and resiliency training
Bystander Intervention Training	Updated Bystander Intervention Training provided to entire workforce.
SAPRR Strategic Plan	Promulgation of new/updated SAPRR Strategic Plan.
Develop More Effective Career Leadership Courses	Development of leadership training courses for officers and enlisted members across a member's career.
In-person Sexual Assault Prevention Response and Recovery (SAPRR) Training	New in-person SAPRR Training provided to entire Workforce.
Workforce Resiliency Organizational Structure	Organizational improvements to workforce resiliency and culture components of the enterprise (Work-Life, SAPRR, Anti-Harassment Program, Civil Rights, Management Office, Leadership, Diversity, etc.).
SAPRR Program staffing	Reorganization of the SAPRR program workforce to better align response and recovery efforts for victims.
Core Values Initiative	Enterprise look at the Core Values to include workforce behaviors, attitudes, and actions to provide clarity, expectations, and guidance to the Service.
Enlisted Professional Military Education and Rating Performance Qualifications	Update to existing Enlisted performance requirements to incorporate more overt core value requirements. Informed by the Core Values Directed Action.
Officer Evaluation System	Updates to the Officer Evaluation System.
Enlisted Evaluation System	Updates to the Enlisted Evaluation System.
Addressing Improper Conduct	Changes to the manuals that outline Command accountability authorities to foster full leveraging of accountability tools.
Physical Security in Chase Hall	Improvements to the physical security infrastructure of cadet barracks.
Survey Analysis and Trend Development	Better utilization/application of known survey data.
Direct Access (HR System) and assignment policy update	Direct Access enhancement and policy changes to enable victims greater reassignment flexibility.

ATR Additional/Adjacent Actions – Completed

Completed	Description
VA/IPERMS Connection	Created connection between Coast Guard’s electronic Records system and Veterans Affairs (VA) system to quickly determine service connection when requesting VA services.
Enterprise Victim Advocate	Creation of new position designed to break through bureaucratic processes to ensure more victim-centric service approach across spectrum of SASH policies, procedures, and outreach.
Senior Executive for Communications	Hiring of communication professional.
SAPRR Reports to Congress Alignment	Alignment of SAPRR (Enterprise/CGA) Reports to Congress.
Commandant’s Guidance to Boards and Panels	Update/Refresh to Commandant’s Guidance to Boards and Panels.
Executive Director for Health Services	Creation of new Executive position with the Service responsible for the integration health policy and service delivery.

ATR Additional/Adjacent Actions – In Progress

In Progress	Description
Hire CGIS Investigators	Hire additional CGIS investigators.
First Tour Arrival Survey	Creation of Survey to measure new accessions’ first unit integration.
Continuum of Accountability	Tool outlining the full spectrum of accountability tools to better ensure accountability occurs.
Personnel Service Center staff	Increase to staffing to Coast Guard Personnel Service Center.
CO's 360 Evaluation	Creation of commanding officer 360 evaluation program.
Insider Threat Program	Upgrades and additions to personnel and training for Insider Threat Program.
Behavioral Health Providers	Increase of Behavioral Health Providers.
MMI Instructor Position	Creation of new CG Line Officer Instructor at Marion Military Institute.