

10. (ALL) Please describe your Uniformed Sexual Assault Response Coordinator program, including:

10a. Average rank and eligibility criteria;

DOD	<p>DOD SAPRO: Policy and procedures for SARCs (civilian or uniformed) are outlined in DoD Directive 6495.01 and Instruction 6495.02.</p> <ul style="list-style-type: none"> • Per DoDD 6495.01, the SARC (civilian or uniformed) is a person who, as a victim advocate, shall provide non-clinical crisis intervention, referral, and ongoing non-clinical support to adult sexual assault victims. Support will include providing information on available options and resources to victims. The SARC, on behalf of the sexual assault victim, provides liaison assistance with other organizations and agencies on victim care matters and reports directly to the SARC when performing victim advocacy duties. Personnel who are interested in serving as a SARC are encouraged to volunteer for this duty assignment. • Per DoDI 6495.02 SAPR Program Procedures (p49, Enc. 6), the SARC shall: <ul style="list-style-type: none"> ○ Comply with DoD Sexual Assault Advocate Certification requirements. ○ Be trained in and understand the confidentiality requirements of Restricted Reporting and MRE 514. Training must include exceptions to Restricted Reporting and MRE 514. ○ Facilitate care and provide referrals and non-clinical support to adult victims of sexual assault. Support will include providing information on available options and resources so the victim can make informed decisions about his/her case. The SAPR VA will be directly accountable to the SARC in adult sexual assault cases (not under the FAP jurisdiction) and shall provide victim advocacy for adult victims of sexual assault. ○ Acknowledge understanding of their advocacy roles and responsibilities using DD Form 2909, Victim Advocate and Supervisor Statements of Understanding. <p>Questions 10 (a), (b), and (d) thru (i) are specific to the Military Services and National Guard Bureau SAPR program policies.</p>
USA	<p>The requirements for the Army’s Uniformed Sexual Assault Response Coordinator program are provided at the following URL: http://www.apd.army.mil/pdffiles/r600_20.pdf, Army Regulation 600-20, Army Command Policy, paragraph 8-5o/p; paragraph 8-6; paragraph 8-7e; and Appendix I. The Army’s program is in-line with the following requirements: DoD Sexual Assault Advocate Certification Program (D-SAACP); SHARP Program Synchronization Order 221-12, dated 23 Jun 12, Annexes B/D/G; and Memorandum, Secretary of the Army, dtd 28 May 2013, Ensuring the Quality of Sexual Assault Response Coordinators, Sexual Assault Prevention and Response Victim Advocates and Others in Identified Positions of Significant Trust and Authority.</p> <p>Per AR 600-20, paragraph 8-5o(11), the pay grade for Uniformed Sexual Assault Response Coordinator is NCO (SFC or higher) and officer (MAJ/CW3 or higher). The eligibility criteria is provided at the following URL: http://www.apd.army.mil/pdffiles/r600_20.pdf, Army Regulation 600-20, Army</p>

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	Command Policy, paragraph 8-6, page 77; DoD Sexual Assault Advocate Certification Program (D-SAACP); and in SHARP Program Synchronization Order 221-12, dated 23 Jun 12, Annexes B/D/G.
USAF	<p>Current Air Force policy does not require installation or MAJCOM SARCs to track the average rank of their military SARC. However, they must be at least an O-3. Per AFI 36-6001, para. 2.3.1.1.: “Because of the potential for legal, professional, or community conflicts of interest, the following military members cannot serve as SARCs, Alternate SARCs, or VAs: individuals on G-series orders, first sergeants, chief master sergeants, individuals associated with law enforcement or investigations, individuals assigned to the Office of the SJA, MTF personnel working in clinical roles with whom assault victims may come in contact, individuals assigned to Equal Opportunity (EO) offices, individuals assigned to the Office of the Installation Staff Chaplain, or individuals assigned to the wing’s Inspector General staff.”</p> <p>AFI 36-6001, para. 2.3.3.2.2.: “At installations where there is a civilian and a military SARC, the civilian will hold the position of SARC and the military SARC will serve as the deputy.”</p> <p>AFI 36-6001, para. 2.3.3.1.: “Military SARCs must be in the grade of captain or above, designated as deployable resources, and support the Air Force’s commitment to expeditionary missions, ensuring that SAPR capability is transferable to the battlefield (real or exercise)”</p>
USN	There are no rank/rate requirements to serve as a Uniformed SARC. Effective working relationships between a particular victim and his/her SARC are built on rapport and how comfortable a victim is with their SARC. The SARC’s rank, gender, age, or any number of other factors may affect a victim’s preference in working a particular SARC. Having a broad spectrum of SARCs in the Region allows the RSARC the flexibility to reassign another SARC according to the victim’s preference. SARCs also serve as the SAPR VA when needed and based on victim’s preference.
USMC	Active-duty Command SARCs (collateral duty) are selected based on the same criteria as a UVA, however, due to the level of responsibility, they must be in the officer ranks of Major or above or CWO3-CWO5, or their civilian equivalent (NF-4 or above, utilizing the standardized position descriptions provided by HQMC SAPR). O-6 level commands and Marine Expeditionary Units (MEUs) are authorized to fulfill this requirement with a Captain or higher due to the limited staffing available on a MEU.
USCG	The Coast Guard does not have a Uniformed SARC program.

10b. Screening and selection process (including databases checked for background misconduct);

DOD	DoD SAPRO: Questions 10 (a), (b), and (d) thru (i) are specific to the Military Services and National Guard Bureau SAPR program policies.
USA	The responses for screening/selection (b), training (c), demographics (e), caseload (f), reporting structure (g), and evaluation (h) are the same as for military VAs in Q#8.

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	<p>“Screening and selection process are provided in AR 600-20, paragraph 8-6; SHARP Program Synchronization Order 221-12, dated 23 Jun 12, Annexes B/D/G; and in Memorandum, Secretary of the Army, dtd 28 May 2013, Ensuring the Quality of Sexual Assault Response Coordinators, Sexual Assault Prevention and Response Victim Advocates and Others in Identified Positions of Significant Trust and Authority. The Army integrates the DoD Sexual Assault Advocate Certification Program (D-SAACP) into its screening and selection process. The Army records check process includes data as identified in the Department of Defense definition for "Installation Records Check" in Department of Defense Instruction 1402.5 (Criminal History Background Checks on Individuals in Child Care Services), January 19, 1993; U.S. Department of Justice National Sex Offender Registry; Army Military Human Resource Record; Department of the Army Inspector General files; and U.S. Army Criminal Investigation Command/Crime Records Center databases.”</p>
USAF	<p>AFI 36-6001, para. 2.3.3.1.2. “SARC responsibilities are part of the 38F (Force Support) core competencies. Other officers or civilians, except those noted in paragraph 2.3.1.1., may serve as SARCs provided they are released by their career field program manager, successfully complete requisite training identified in paragraph 2.8., and are approved by AFPC Assignments Branch.”</p>
USN	<p>Commanders select Uniformed SARCs whom they believe will be an appropriate fit for the role, attesting to their good moral character, professional abilities and willingness to perform the duties of a SARC. Another SARC facilitates ongoing assessment of the candidate’s suitability throughout the training process. The Regional SARCs also verify that the Uniformed SARC is not currently under investigation for any criminal offense; does not carry a conviction for a sexual offense; is not required to register as a sexual offender; and has completed the National Agency Check (NAC).</p>
USMC	<p>All Command SARCs must receive a local background check prior to credentialing and appointment. The local background check is required within 120 days of submission for credentialing. Additionally, SARCs receive a National Agency Check.</p>
USCG	<p>The Coast Guard does not have a Uniformed SARC program</p>

10c. Training (curriculum, duration, certification, continuing education);

DOD	<p>DoD SAPRO: Training standards are outlined in DoD Instruction 6495.02. Minimum training standards for SARCs includes (pp 66-69, Enc. 10):</p> <ul style="list-style-type: none"> • The range of victim responses to sexual assault; • Deployment issues, including remote location assistance; • Possible outcomes of investigations of sexual assault; • Possible flow of a sexual assault investigation; • Safety and self care; • Scenario-based and interactive training; • Restricted and Unrestricted Reporting options as well as MRE 514; • Critical advocacy skills; • Basic interpersonal and assessment skills;
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- Appropriate relationship and rapport building;
- Sensitivity training to prevent re-victimization;
- Crisis intervention;
- Roles and limitations, to include: command relationship, rights and responsibilities of SARCs, reporting to the SARC, and recognizing personal biases and issues;
- Document retention in Restricted and Unrestricted cases;
- Expedited transfer and MPO/CPO procedures;
- Record keeping rules for protected disclosures relating to a sexual assault
- A discussion of ethical issues when working with sexual assault victims as a victim advocate;
- A discussion of individual versus system advocacy;
- A review of the military justice process and adverse administrative actions;
- Overview of criminal investigative process and military judicial requirements;
- A review of the issues in victimology;
- Health consequences such as mental and physical health
- Victims' rights and the victim's role in holding offenders appropriately accountable and limitations on offender accountability when the victim elects Restricted Reporting;
- Healthcare management;
- Identification of safety issues and their immediate report to the SARC or law enforcement, as appropriate;
- Identification of reprisal and retaliation actions against the victim;
- An explanation of the roles and responsibilities of the VWAP and DD Form 2701.

The Department in coordination with the Services developed consistent SAPR training standards that include core competencies and learning objectives.

- Per USD (P&R) memo dated September 9, 2013, all enhancements to SAPR training for SARCs will be implemented across DoD for FY 2014.
- These enhancements include overarching core competencies which are relevant across the spectrum of SAPR prevention, training and education, and response to sexual assault. They include successfully applying the SAPR program to aid victims of sexual assault, demonstrating awareness of the impact of sexual assault, communicating effectively, and upholding the highest of ethical standards.
- Certification standards are outlined in the Defense Sexual Assault Advocate Certification Program (D-SAACP)
 - D-SAACP is a certification program which professionalizes the victim advocacy roles in alignment with national certification standards.
 - D-SAACP standardizes the requirements for SARCs across the Services. After October 1, 2013, all SARCs must be certified.
 - Applications consist of two letters of recommendation, the SARC/SAPR VA Code of Ethics, and a certificate of completion of 40 hours of victim advocacy training.

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	<ul style="list-style-type: none"> ○ SARCs must also obtain 32 hours of additional training and re-certify every two years. ● The National Organization for Victim Assistance administers the D-SAACP through a contract with the DoD Sexual Assault Prevention and Response Office.
USA	<p>The responses for screening/selection (b), training (c), demographics (e), caseload (f), reporting structure (g), and evaluation (h) are the same as for military VAs in Q#8.</p> <p>“The requirements for the Army’s Victim Advocate training are provided at the following URL: http://www.apd.army.mil/pdf/r600_20.pdf, Army Regulation (AR) 600-20, paragraph 8-7e, and Appendix I. Army Victim Advocates receive certification training as part of the Army SHARP 80-Hour Certification Course. Qualified SARCs and VAs are credentialed by the Department of Defense Sexual Assault Advocate Certification Program (D-SAACP). SARCs and VAs receive annual continuation training as part of the Army SHARP 24-Hour Recertification Online Course. SARCs/VAs must apply every two years under D-SAACP in order to remain credentialed under the National Organization for Victim Assistance. All SARCs/VAs must be credentialed as outlined in the FY12 National Defense Authorization Act (NDAA) in order to have the ability to provide assistance to victims of sexual assault.”</p>
USAF	<p>All SARCs receive specific training at the Sexual Assault Response Coordinator Course at Maxwell AFB. NOVA certified our 40 hour SARC Course held at Air University which is used for SARCs and SAVAs. The total course is 8 days, 64 total hours. All SARCs and SAVAs are NOVA certified after receiving 40 hours of training at this course. SARCs and VAs must submit an application package (http://www.trynova.org/help-crime-victim/dsaacp/), which is reviewed by a Board that meets quarterly, and then are certified based upon a complete package. They are also required to complete 32 hours of advanced Continuing Education every 2 years after initial NOVA certification. Attached are samples from the SARC training: an overview of the curriculum (SARC VA Course – Overview); a Lesson Plan (AF SARC Course Lesson); and Lesson slides (SARC Trng – Utilizing Victim Advocates).</p>
USN	<p>The Navy SAPR Program requires all SARCs to receive 80 hours of NACP approved training (40 hours of online SARC training and 40 hours of in-person initial SAPR VA training provided by a SARC). SARC training consists training on how to supervise staff, Defense Sexual Assault Incident Database (DSAID), case management, trainer skill building, Sexual Assault Case Management Group (SACMG) facilitation, SAPR Command Personnel cross training (SAPR Point of Contact, SAPR Data Collection Coordinator, SAPR Command Liaison), and other advanced sexual assault topics. All SARCs are certified with the D- SAACP prior to providing direct services to sexual assault victims.</p> <p>Every two years, SARCs are required to recertify with D-SAACP by completing a minimum of 32 hours of approved continuing education (including 2 hours of mandatory ethics training).</p>

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	Navy annual SARC Training exceeds the minimum D-SAACP requirements for continuing education. SARCs received a total of 40 hours of in-person training including SAPR program updates, Mock SACMG, Introduction to Victims' Legal Counsel, SARC 101, How to Recruit & Support Unit Victim Advocates UVAs, DSAID & Case Management, Special Victims' Capabilities, Supervision of civilian SAPR VAs, DSAID, Policy Updates, Working in Joint Environments, Working with Navy Operational Support Centers, Preparing for Inspector General (IG) Visits, and Center for Personal and Professional Development Bystander Intervention Training.
USMC	All SARCs receive 40 hours of training certified by the National Organization for Victim Assistance (NOVA). Completion of this 40-hour curriculum, Command SARC training, and Defense Sexual Assault Incident Database (DSAID) training is required before SARCs can be credentialed by NOVA and then appointed in writing. Additionally, all SARCs are required to maintain their certification by completing 16 hours of continuing education annually. After receipt of certification, SARCs are required to provide proof of completion of continuing education to NOVA every two years to maintain their credentials.
USCG	The Coast Guard does not have a Uniformed SARC program.

10d. Number of full-time, part-time, volunteer, and deployable Uniformed SARCs;

DOD	DoD SAPRO: Questions 10 (a), (b), and (d) thru (i) are specific to the Military Services and National Guard Bureau SAPR program policies.
USA	The current number of credentialed military and civilian full-time SARCs is: <ul style="list-style-type: none"> • Active Army Component: 1,214 • National Guard Bureau: 2,394
USAF	There are 46 full-time military SARCS. They are all deployable.
USN	The Navy has 5 Uniformed SARCs. The Navy does not deploy SARCs. The Navy is in the process of hiring Deployed Resiliency Counselors (DRCs) which are licensed Clinical Counselors. The DRC will receive all required SARC training and be D-SAACP certified. The DRC will serve as a liaison to the homeport SARC while deployed providing immediate victim response and coordination of allegations of sexual assault while afloat to their assigned ship, under the guidance and direction of the homeport SARC.
USMC	The Marine Corps has 40 part-time (or collateral duty), deployable, Uniformed SARCs. The Marine Corps also has six part-time (or collateral duty) civilian SARCs. The civilian SARCs are not deployable.
USCG	The Coast Guard does not have a Uniformed SARC program.

10e. Breakdown by age, gender, rank, education, and certification status;

DOD	DoD SAPRO: Questions 10 (a), (b), and (d) thru (i) are specific to the Military Services and National
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	Guard Bureau SAPR program policies.																																																				
USA	All AF military SARCS have 40 NOVA credentialed hours of VA specific training. We currently do not require our installation or Major Command (MAJCOM) SARCS to track and/or report the gender, age and outside education of our SARCS; however, all officers will have a minimum of a bachelor's degree before being commissioned.																																																				
USAF	All AF military SARCS have 40 NOVA credentialed hours of VA specific training. We currently do not require our installation or Major Command (MAJCOM) SARCS to track and/or report the gender, age and outside education of our SARCS; however, all officers will have a minimum of a bachelor's degree before being commissioned.																																																				
USN	There are no age, gender, rank, or education requirements to serve as a Uniformed SARC. All of the Uniformed SARCS are currently males, the highest rank is a LCDR, and the highest education is a Masters of Science. All SARCS are certified with D-SAACP.																																																				
USMC	<p>The Marine Corps does not track active duty SARCS by age, gender, or education. All SARCS are certified (as required by NDAA FY12) and have received 40 hours of certified training, SARC training, and DSAID training.</p> <table border="1"> <thead> <tr> <th>Collateral Duty</th> <th>(Marine)</th> <th></th> <th>(Navy)</th> </tr> </thead> <tbody> <tr> <td>Col</td> <td>2</td> <td>CDR</td> <td>1</td> </tr> <tr> <td>LtCol</td> <td>5</td> <td>LCDR</td> <td>2</td> </tr> <tr> <td>Maj</td> <td>8</td> <td>LT</td> <td>2</td> </tr> <tr> <td>Capt</td> <td>12</td> <td>LTJG</td> <td>1</td> </tr> <tr> <td>CWO-3</td> <td>1</td> <td></td> <td></td> </tr> <tr> <td>MSgt</td> <td>1</td> <td></td> <td></td> </tr> <tr> <td>GS-15</td> <td>1</td> <td></td> <td></td> </tr> <tr> <td>GS-14</td> <td>2</td> <td></td> <td></td> </tr> <tr> <td>GS-13</td> <td>1</td> <td></td> <td></td> </tr> <tr> <td>GS-12</td> <td>1</td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>TOTALS</td> <td>34</td> <td></td> <td>6</td> </tr> </tbody> </table>	Collateral Duty	(Marine)		(Navy)	Col	2	CDR	1	LtCol	5	LCDR	2	Maj	8	LT	2	Capt	12	LTJG	1	CWO-3	1			MSgt	1			GS-15	1			GS-14	2			GS-13	1			GS-12	1							TOTALS	34		6
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USCG	The Coast Guard does not have a Uniformed SARC program.																																																				

10f. Average caseload;

DOD	DoD SAPRO: Questions 10 (a), (b), and (d) thru (i) are specific to the Military Services and National Guard Bureau SAPR program policies.
USA	<p>The responses for screening/selection (b), training (c), demographics (e), caseload (f), reporting structure (g), and evaluation (h) are the same as for military VAs in Q#8.</p> <p>“The Army is not currently tracking average caseload or desired caseload. As installation size, assigned manning and command missions vary, so do the case loads per SHARP personnel at each installation. This variance was considered when assigning full-time assets at brigade and equivalent units to ensure effective services</p>

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	are provided to victims.”
USAF	The range would be from 1-3, depending on location, availability of VA personnel/volunteers, etc. (e.g. INCONUS- remote, or OCONUS- availability of personnel). The current caseloads are manageable by our current SARC.
USN	Average caseloads vary by Region for SARCs, but are approximately 5-10 cases.
USMC	The average caseload for a collateral duty SARCs varies and is dependent upon the number of cases in their command. Additionally, collateral duty SARCs at the Division, Wing, Group and Marine Expeditionary Force levels partner with civilian full-time Command SARCs, which decreases their caseload.
USCG	The Coast Guard does not have a Uniformed SARC program.

10g. Reporting structure;

DOD	DoD SAPRO: Questions 10 (a), (b), and (d) thru (i) are specific to the Military Services and National Guard Bureau SAPR program policies.
USA	The responses for screening/selection (b), training (c), demographics (e), caseload (f), reporting structure (g), and evaluation (h) are the same as for military VAs in Q#8. “The Army is not currently identifying reporting structures, as each command has the flexibility to establish the appropriate structure for their organization and could change under different command teams.”
USAF	All SARCs report to the installation Vice Commander.
USN	The Uniformed SARCs follow the same reporting structure as the civilian SARCs. Regional SARCs (RSARCs) oversee implementation and execution of SAPR program within their AOR. SARCs are required to maintain a SAPR Program that ensures victims have access to a SAPR VA and/or SARC 24 /7 week world-wide including during deployments. SAPR VAs report directly to the SARC regarding all sexual assault cases. The SARC provides case management and data collection for all sexual assault cases in their AOR. The SARC provides the installation commander notification of all Unrestricted and Restricted Reports within 24 hours (48 hours in deployed locations). Personally identifying information (PII) is not provided for the restricted reports.
USMC	Uniformed Command SARCs report directly to their Commanding General or Commanding Officers. All General Court-Martial Convening authorities and Marine Expeditionary Unit Commanders are required to appoint, in writing, a Command SARC. The SARC works directly for the Commanding General or Commanding Officer. Commanders utilize the services of the Installation SARC (a full-time civilian SARC) as a subject matter expert, trainer, and program coordinator in conjunction with the Command SARC. The duties of the Installation SARC are outlined in Chapter 5 of MCO 1752.5B. The Command SARC also provides the Installation SARC with SAPR-related data and case information as requested. Installation SARCs and Command SARCs work together to expedite the flow of SAPR-related information to and from the field and to ensure victim care.
USCG	The Coast Guard does not have a Uniformed SARC program.

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10h. How is performance evaluated and how often; and

DOD	DoD SAPRO: Questions 10 (a), (b), and (d) thru (i) are specific to the Military Services and National Guard Bureau SAPR program policies.
USA	The responses for screening/selection (b), training (c), demographics (e), caseload (f), reporting structure (g), and evaluation (h) are the same as for military VAs in Q#8. “The Army is not currently tracking performance evaluation at the HQDA level.”
USAF	Uniformed SARC, like all military personnel, receive formal initial and annual feedback from their direct supervisor (installation vice commander) as well as annual officer performance reports.
USN	Uniformed SARC receive annual SARC evaluations and military Fitness Reports.
USMC	Uniformed SARC receive Fitness Reports annually. These Fitness Reports evaluate the overall performance of the Marine and includes an evaluation of any collateral duty held. Examples of categories on the Fitness Report include performance, effectiveness under stress, taking care of subordinates, setting the example, judgment, and decision-making ability.
USCG	The Coast Guard does not have a Uniformed SARC program.

10i. Average length of assignment.

DOD	DoD SAPRO: Questions 10 (a), (b), and (d) thru (i) are specific to the Military Services and National Guard Bureau SAPR program policies.
USA	The Army does not track the average length of assignment; however, the Army does require a one-year minimum retainability for deployable SARC in accordance with AR 600-20, paragraph 8-6h. SARC and VAs are either full-time at brigade and higher for which standard assignment policies apply or collateral duty managed at the unit level, with assignment length at commander discretion, subject to standard time on station.
USAF	This varies per the Air Force officer assignment process but averages 3-4 years.
USN	Tours last approximately 3 years.
USMC	The length of assignment for a UVA can vary and will depend on the amount of time attached to a unit. UVAs must be appointed by their Commanding Officer and cannot act in that capacity if not appointed in writing
USCG	The Coast Guard does not have a Uniformed SARC program.

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Command REQ REQ O/H O/H CRED CRED
 SARC VA SARC VA SARC VA

Command	REQ SARC	REQ VA	O/H SARC	O/H VA	CRED SARC	CRED VA	Notes
FORSCOM	101	101	101	101	101	101	100%
TRADOC	37	37	36	34	31	24	Shortages are being covered by personnel from other commands and by the garrison.
AMC	13	12	4	6	4	6	Has fully credentialed C/D (mil/civ) personnel and have established MOAs/MOUs for brigades with installation SHARP personnel. Plan to have issues resolved & be 100% within the next 60 days.
USARAF	0	0	0	0	0	0	N/A
USARCENT	1	1	1	0	1	0	using credentialed C/D individual pending hiring of civ VA.
USARNORTH	0	0	0	0	0	0	N/A
USARSOUTH	1	1	1	0	0	0	awaiting a response on their exception to policy request
USAREUR	8	8	8	7	5	2	submitted exception to policy on 1 SARC/1 VA position. Credentialed C/D personnel covering shortages.
USARPAC	17	17	17	17	16	15	Soldiers filling vacant civilian positions.
USASOC	12	12	12	12	12	12	100%
SDDC	0	0	0	0	0	0	N/A
SMDC	1	1	1	1	0	1	credentialing packet submitted for 24 Sep.
NETCOM	7	7	7	7	7	6	using credentialed C/D individual until hiring pause is lifted.
MEDCOM	34	34	34	34	33	28	credentialing packets submitted for 24 Sep.
INSCOM	11	11	11	10	11	10	SARC covering down until hiring pause is lifted.
CID	3	3	3	2	3	1	Shortage is at Belvoir. Garrison is supporting/assisting.
MDW	3	2	3	1	3	0	Using trained collateral duty personnel. Credentialing packet submitted for 24 Sep board.
ATEC	0	0	0	0	0	0	N/A
USMA	1	1	1	0	0	0	USCC SARC (not authorized on TDA) & garrison SARC provide support.
USARC	35	13	15	1	7	1	Vacant positions are being covered by C/D personnel. Will be at 100% once the SHARP pause is lifted. Most positions have had personnel accept the job offer, but the personnel cannot start due to the SHARP hiring pause.
CYBER	0	0	0	0	0	0	N/A
IMCOM	60	75	41	45	38	43	Hiring pause/requirements for background checks. IMCOM has 18 installations that have not hired personnel. 11 are using C/D military. 4 are using C/D civilians. 3 installations have not hired and have no C/D coverage. IMCOM G-3 tasking those 3 garrisons w/o trained personnel to submit action plan.
HQDA/OPMG	1	1	1	1	1	0	credentialing packet submitted for 24 Sep board
USACE	9	0	7	0	6	0	HQ USACE SARC covering down until hiring pause is lifted. Pursuing exception to hiring pause.
MEPCOM	1	1	0	0	0	0	using trained and credentialed C/D personnel until hiring pause is lifted.
Total	356	338	304	279	279	250	

ARNG	54	54	44	20	39	19
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Command	REQ SARC VA	REQ SARC VA	O/H SARC VA	O/H SARC VA	CRED SARC VA	CRED SARC VA
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FORSCOM	101	101	101	101	101	101
TRADOC	37	37	36	34	31	24
AMC	12	12	4	6	4	6
USARCENT	1	1	1	0	1	0
USARSOUTH	1	1	1	0	0	0
USAREUR	8	8	8	7	5	2
USARPAC	17	17	17	17	16	15
USASOC	12	12	12	12	12	12
SMDC	1	1	1	1	0	1
NETCOM	7	7	7	7	7	6
MEDCOM	34	34	34	34	33	28
INSCOM	11	11	11	10	11	10
CID	3	3	3	2	3	1
MDW	2	2	3	1	3	0
USMA	1	1	1	0	0	0
USARC	13	13	5	2	5	1
IMCOM	60	60	41	41	38	39
HQDA/OPMG	1	1	1	1	1	0
Total	322	322	287	276	271	246

IMCOM has 45 VAs hired, but 4 locations have hired 2 VAs each (exceeding NDAA requirement)

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Subject: ALARACT 147/2013 -HQDA EXORD 161-13 SEXUAL HARASSMENT/ASSAULT RESPONSE AND PREVENTION PROGRAM ARMY STAND-DOWN Originator: ALARACT RELEASE AUTHORITY(UC) DTG: 102347Z Jun 13 Precedence: PRIORITY DAC: General	ANNEX C ENGAGEMENT REFERENCES.doc ANNEX B TRAINING REFERENCES.doc ANNEX G SUSPENSE DATE MATRIX.doc ANNEX A SARC AND VA SCREENING WORKSHEET.doc ANNEX D WAIVERABLE AND NONWAIVE OFFENSES.doc ANNEX E SCREENING MATRIX.doc ANNEX F AUTHORITY MATRIX.doc
To: AL ALARACT(UC), ALARACT	

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THIS MESSAGE HAS BEEN TRANSMITTED BY USAITA ON BEHALF OF DA WASHINGTON DC//ASA(M&RA)/DCS G-1//

SUBJECT: HQDA EXORD 161-13 SEXUAL HARASSMENT/ASSAULT RESPONSE AND PREVENTION PROGRAM ARMY STAND-DOWN.

(U) REFERENCES:

REF/A/ DEPARTMENT OF DEFENSE MEMORANDUM SEXUAL ASSAULT PREVENTION AND RESPONSE STAND-DOWN, 17 MAY 2013//
 REF/B/ (SEC)RETARY OF THE ARMY (SECARMY) MEMORANDUM ENSURING THE QUALITY OF SEXUAL ASSAULT RESPONSE COORDINATORS, SEXUAL ASSAULT PREVENTION AND RESPONSE VICTIM ADVOCATES AND OTHERS IN IDENTIFIED POSITIONS OF SIGNIFICANT TRUST AND AUTHORITY, 28 MAY 2013//
 REF/C/ARMY REGULATION 600-20 ARMY COMMAND POLICY, 18 MAR 2008 (*RAR 9/20/2012)//
 REF/D/ DEPARTMENT OF DEFENSE INSTRUCTION 1402.5 CRIMINAL HISTORY BACKGROUND CHECKS ON INDIVIDUALS IN CHILD CARE SERVICES, 19 JAN 1993.
 REF/E/ PERSONNEL SUITABILITY SCREENING POLICY, 2008//
 REF/F/ (SEC)RETARY OF THE ARMY MEMORANDUM ARMY SEXUAL HARASSMENT/ASSAULT RESPONSE AND PREVENTION STAND-DOWN PLAN
 REF/G/ ARMY REGULATION 614-200, ENLISTED ASSIGNMENTS AND UTILIZATION MANAGEMENT, 11 OCT 2011//
 REF/H/ ARMY REGULATION 614-100, OFFICER ASSIGNMENT POLICIES, DETAILS, AND TRANSFERS, 10 JAN 2006//
 REF/I/ ARMY REGULATION 601-1, 10/12/2007, ASSIGNMENT OF ENLISTED PERSONNEL TO THE U.S. ARMY RECRUITING COMMAND (*RAR 002, 09/06/2011//
 REF/J/HQDA EXORD 221-12, 2012 SEXUAL HARASSMENT ASSAULT RESPONSE AND PREVENTION PROGRAM SYNCHRONIZATION ORDER, 25 JUN 2012//
 REF/K/ARMY REGULATION 340-21, THE ARMY PRIVACY PROGRAM, 5 JULY 1985//

1. (U) SITUATION.

1.A. ON 17 MAY 2013, THE (SEC)RETARY OF DEFENSE (SECDEF) SIGNED

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A MEMORANDUM DIRECTING THE ARMY TO IMPLEMENT A SEXUAL ASSAULT PREVENTION AND RESPONSE STAND-DOWN. THE DIRECTIVE CONTAINS THREE MAJOR REQUIREMENTS FOR THE STAND-DOWN.

1.B. IN ADDITION, ON 28 MAY 2013, THE SECARMY SIGNED A MEMORANDUM PROVIDING ADDITIONAL GUIDANCE ON THE IMPLEMENTATION OF SCREENING FOR THE SEXUAL ASSAULT RESPONSE COORDINATORS (SARC), SEXUAL HARASSMENT/ASSAULT RESPONSE AND PREVENTION (SHARP) VICTIM ADVOCATES (VA), RECRUITERS, DRILL SERGEANTS AND ADVANCED INDIVIDUAL TRAINING (AIT) PLATOON SERGEANTS.

2. (U) MISSION. NLT 01 JUL 2013 FOR THE ACTIVE COMPONENT AND 01 SEP 2013 FOR THE RESERVE COMPONENT, THE ARMY WILL CONDUCT LEADER ENGAGEMENTS, REFRESHER SHARP TRAINING, AND AN ACTIVE REVIEW OF QUALIFICATIONS FOR CURRENT MILITARY SARCS, SHARP VAS, RECRUITERS, DRILL SERGEANTS AND AIT PLATOON SERGEANTS. THE ARMY WILL IMPLEMENT BROADENED SCREENING CRITERIA IN ACCORDANCE WITH (SEC)RETARY OF THE ARMY 28 MAY 2013 MEMORANDUM NLT 15 OCT 13, IN ORDER TO ENSURE THE BEST QUALIFIED ARE ASSIGNED TO THESE SPECIAL POSITIONS OF TRUST.

3. (U) EXECUTION.

3.A. INTENT. THIS ORDER INCORPORATES BOTH THE SECDEF AND SECARMY GUIDANCE. THE INTENT IS THREEFOLD. (1) TO PROVIDE GUIDANCE ON THE IMMEDIATE RECORDS REVIEW OF EXISTING SARC, SHARP VA, RECRUITERS, DRILL SERGEANTS AND AIT PLATOON SERGEANTS AND THE IMPLEMENTATION OF BROADENED SCREENING REQUIREMENTS; (2) PROVIDE GUIDANCE ON THE REFRESHER TRAINING FOR SARCS, SHARP VAS, RECRUITERS, DRILL SERGEANTS AND AIT PLATOON SERGEANTS AND THE LEADER ENGAGEMENT FOR THE TOTAL FORCE; (3) PROVIDE GUIDANCE ON INITIAL ACTIONS TO INSTITUTIONALIZE SCREENING PROCESSES, POLICIES AND PROCEDURES FOR POSITIONS OF TRUST AND AUTHORITY.

3.B. CONCEPT OF OPERATION. THE ARMY WILL IMPLEMENT THESE REQUIREMENTS IN THREE PHASES. THIS ORDER WILL ONLY COVER THE SCREENING OF MILITARY PERSONNEL IN PHASE I. FUTURE FRAGOS WILL PROVIDE GUIDANCE ON PHASES II AND III.

3.B.1. PHASE I BEGINS UPON RECEIPT OF THIS ORDER.

3.B.1.A. IN PHASE I, THE ARMY WILL CONDUCT A REVIEW OF QUALIFICATIONS OF MILITARY SARCS AND SHARP VAS IN THE ACTIVE COMPONENT, NATIONAL GUARD AND ARMY RESERVE (BOTH COLLATERAL AND FULL-TIME). RECRUITERS, DRILL SERGEANTS AND AIT PLATOON SERGEANTS IN THE ACTIVE COMPONENT AND UNITED STATES ARMY RESERVE WILL NOT REQUIRE ANY NEW OR ADDITIONAL SCREENINGS, BUT RATHER A VALIDATION THAT ALL REQUIRED CHECKS WERE ACCOMPLISHED AND QUALIFICATIONS WERE MET BASED ON CURRENT CRITERIA AND

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QUALIFICATIONS. ADDITIONALLY, FOR FULL-TIME SARCS AND VAS, THE ARMY WILL IMPLEMENT BROADENED SCREENING CRITERIA. NATIONAL GUARD SCREENING FOR RECRUITERS AND BROADENED SCREENING FOR RESERVE COMPONENT FULL-TIME SARCS AND VAS WILL BE ADDRESSED IN A FOLLOW-ON FRAGO. CIVILIAN EMPLOYEES AND MILTECHS IN THESE POSITIONS WILL BE ADDRESSED IN A FOLLOW-ON FRAGO.

3.B.1.B. ALL ARMY ORGANIZATIONS WILL CONDUCT REFRESHER SHARP TRAINING FOR SARCS, SHARP VAS, RECRUITERS, DRILL SERGEANTS AND AIT PLATOON SERGEANTS IN ALL COMPOS (MILITARY AND CIVILIAN). TRAINING WILL BE COMMANDER/CIVILIAN SUPERVISOR LED AND DISCUSSION BASED. ALL ARMY ORGANIZATIONS WILL CONDUCT LEADER ENGAGEMENT WITH ALL SOLDIERS AND CIVILIANS ON SPECIFIC SHARP RELATED TOPICS. ENGAGEMENTS WILL BE SMALL GROUP DISCUSSION VERSUS LARGE ONE-WAY FORUMS. PHASE I WILL END ON OR ABOUT 1 SEP 13.

3.B.1.C. PHASE II, WHICH WILL EXPAND BROADENED SCREENING AND IMPLEMENT BEHAVIORAL HEALTH INTERVIEWS FOR ALL SARCS, SHARP VAS, RECRUITERS, DRILL SERGEANTS AND AIT PLATOON SERGEANTS, WILL BE COVERED IN A FOLLOW-ON FRAGO.

3.B.1.D. PHASE III, WHICH WILL UPDATE POLICY, ESTABLISH DEPARTMENT-WIDE WORKGROUPS AND LESSONS LEARNED ANALYSIS, AND PROVIDE GUIDANCE TO THE FIELD ON FREQUENCY OF RESCREENING REQUIREMENTS, WILL BE COVERED IN A FOLLOW-ON FRAGO.

3.C. TASKS TO ARMY STAFF AND SUBORDINATE ORGANIZATIONS.

3.C.1. HQDA G-1.

3.C.1.A. IN COORDINATION WITH DA FOIA AND PRIVACY OFFICE, DEVELOP A CENTRAL REPORTING MECHANISM THAT IS IN COMPLIANCE WITH THE PRIVACY ACT AND THE ARMY PRIVACY PROGRAM AS ESTABLISHED IN REF K, THAT CONSOLIDATES ALL RESULTS OF THIS, AND FUTURE, RECORDS REVIEWS ON AN INSTALLATION-BY-INSTALLATION BASIS, AND ENSURE THAT THE RESULTS INCLUDE A BY-NAME CONFIRMATION THAT THE RECORDS REVIEW HAS BEEN COMPLETED, A LISTING OF THE RECORDS REVIEWED, AND THE RESULTING SUITABILITY DETERMINATION. REPORTING MECHANISM SHALL INCLUDE THE BEHAVIORAL HEALTH INTERVIEW PROCESS. DEVELOP A LONG TERM SOLUTION NLT 1 OCT 13.

3.C.1.B. PROVIDE RECOMMENDATIONS ON THE ROLES, RESPONSIBILITIES, AND QUALIFICATIONS OF THE SARC AND SHARP VA THROUGH THE ASSISTANT (SEC)RETARY OF THE ARMY MANPOWER AND RESERVE AFFAIRS (ASA(M&RA)) TO THE (SEC)RETARY OF THE ARMY NLT 1 JUL 13.

3.C.1.C. DEVELOP AND STAFF A RAPID ACTION REVISION OF AR 600-20 ARMY COMMAND POLICY TO INCLUDE UPDATED QUALIFICATION AND SCREENING CRITERIA FOR SARC AND SHARP VA POSITIONS.

3.C.1.D. UPDATE PERSONNEL SUITABILITY SCREENING POLICY TO INCLUDE BROADENED SCREENING CRITERIA FOR RECRUITERS, DRILL SERGEANTS AND AIT PLATOON SERGEANTS AND ADDITIONALLY ADD SARCS

AND SHARP VAS TO THIS POLICY.

3.C.1.E. DEVELOP AND STAFF RAPID ACTION REVISIONS OF AR 614-200, ENLISTED ASSIGNMENTS AND UTILIZATION MANAGEMENT; AR 614-100, OFFICER ASSIGNMENT POLICIES, DETAILS, AND TRANSFERS; AND AR 601-1, ASSIGNMENT OF ENLISTED PERSONNEL TO THE U.S. ARMY RECRUITING COMMAND TO REFLECT THE CHANGES IN SCREENING REQUIREMENTS.

3.C.1.F. IN CONJUNCTION WITH HQDA G-2, ASSESS WHETHER THE DEPARTMENT OF DEFENSE CONSOLIDATED ADJUDICATION FACILITY (DODCAF) MAY SUPPORT HUMAN RESOURCES COMMAND CENTRALIZED BROADENED SCREENING BY CONDUCTING ADDITIONAL PERSONNEL SECURITY FILE SCREENINGS FOR SARC AND SHARP VAS. IF SUPPORT IS POSSIBLE, UPDATE APPLICABLE MEMORANDA OF AGREEMENT WITH DODCAF.

3.C.2. HQDA G-2.

3.C.2.A. ASSIST HQDA G-1 IN THEIR ASSESSMENT OF DODCAF ABILITY TO SUPPORT HRC AND, IF POSSIBLE, ASSIST IN UPDATING APPLICABLE MEMORANDA OF AGREEMENT WITH DODCAF.

3.C.3. HUMAN RESOURCES COMMAND.

3.C.3.A. INSPECT AVAILABLE RECORDS TO VALIDATE THAT PROPER BACKGROUND SCREENINGS WERE COMPLETED PRIOR TO APPOINTMENT FOR ALL ACTIVE DUTY AND ARMY RESERVE RECRUITERS, DRILL SERGEANTS AND AIT PLATOON SERGEANTS (PHASE I). DO NOT RESCREEN, BUT RATHER INSPECT RECORDS TO ENSURE ALL PROPER SCREENING WAS COMPLETE. WHERE THERE IS NO RECORD OF A VALID AND COMPLETE BACKGROUND SCREENING, INITIATE A NEW BACKGROUND SCREENING AND CORRECT ANY SHORTCOMINGS. COMPLETE REVIEW OF SCREENING NLT 25 JUN 13.

3.C.3.B. PROVIDE A CONSOLIDATED COMPLETE REPORT ON RECRUITERS, DRILL SERGEANTS AND AIT PLATOON SERGEANTS TO HQDA G-1 NLT 28 JUN 13. REPORT FORMAT IS AT [HTTPS://WWW.US.ARMY.MIL/SUITE/FILES/35558988](https://www.us.army.mil/suite/files/35558988).

3.C.3.C. CONDUCT CENTRALIZED BACKGROUND SCREENING USING THE CHECKLIST AT ANNEX A (PART 3) FOR ACTIVE COMPONENT BRIGADE FULL TIME SARC AND SHARP VAS. COMPLETE SCREENING AND PROVIDE FINDINGS TO THE GENERAL OFFICER APPOINTING/REMOVAL AUTHORITY FOR ADJUDICATION NLT 25 JUN 13.

3.C.4. THE INSPECTOR GENERAL.

3.C.4.A. ON ORDER, AFTER COMPLETION OF PHASE I, CONDUCT REVIEW OF COMMAND COMPLIANCE WITH THE TASK TO CONDUCT REFRESHER TRAINER AND LEADER ENGAGEMENT. THIS WILL INCLUDE BOTH A QUALITATIVE AND QUANTITATIVE REVIEW OF THE REFRESHER TRAINING AND LEADER ENGAGEMENTS. THIS IS A PHASE II TASK.

3.C.4.B. SUPPORT THE HRC, USAR AND NGB BROADENED SUITABILITY SCREENS FOR CURRENT AND NOMINATED FULL-TIME MILITARY SARCS AND FULL-TIME/PART-TIME SHARP VAS. THE ARMY IG WILL RELEASE SUMMARIES OF SUBSTANTIATED ALLEGATIONS AGAINST ACTIVE DUTY

PERSONNEL TO HRC. HRC MAY IN TURN RELEASE THESE SUMMARIES TO THE ACTIVE DUTY SARC/VA APPOINTING AUTHORITIES, WHO MAY USE THESE ONLY TO DETERMINE SUITABILITY FOR SARC/VA DUTY AND NOT TO SUPPORT ADVERSE ACTION OR FOR ANY OTHER PURPOSE. THE ARMY IG WILL RELEASE SUMMARIES OF SUBSTANTIATED ALLEGATIONS AGAINST USAR/ARNG PERSONNEL TO THE USAR/NGB G1. THE USAR/NGB G1 MAY IN TURN RELEASE THESE SUMMARIES TO THE USAR/ARNG SARC/VA APPOINTING AUTHORITIES, WHO MAY USE THESE ONLY TO DETERMINE SUITABILITY FOR SARC/VA DUTY AND NOT TO SUPPORT ADVERSE ACTION OR FOR ANY OTHER PURPOSE.

3.C.5. CHIEF, NATIONAL GUARD BUREAU.

3.C.5.A. USE THE CHECKLIST AT ANNEX A (PART ONE ONLY) TO REVIEW THE SCREENING OF ALL MILITARY SARCS AND SHARP VAS (BOTH FULL TIME AND COLLATERAL DUTY) (PHASE I). ENSURE PREVIOUS SCREENINGS USED FOR RECRUITERS ARE REVIEWED. THE INTENT IS NOT TO RESCREEN, BUT RATHER INSPECT RECORDS TO ENSURE ALL PROPER SCREENING WAS COMPLETE AND THEN IDENTIFY AND CORRECT ANY SHORTCOMINGS. SEE COORDINATING INSTRUCTIONS ON STANDARDS FOR LOCAL POLICE CHECKS. FOR SARCS AND SHARP VAS, CURRENT SCREENING STANDARDS ARE OUTLINED IN REFERENCE I. COMPLETE REVIEW OF SCREENING NLT 26 AUG 13.

3.C.5.B. PROVIDE A COMPLETE REPORT TO HQDA G-1 NLT 28 AUG 13. REPORT FORMAT IS AT [HTTPS://WWW.US.ARMY.MIL/SUITE/FILES/35558988](https://www.us.army.mil/suite/files/35558988).

3.C.5.C. CONDUCT REFRESHER TRAINING FOR ALL SARCS, SHARP VAS, AND RECRUITERS (PHASE I). COMMANDERS WILL LEAD THE TRAINING. SEE COORDINATING INSTRUCTIONS FOR A LIST OF REQUIRED TRAINING. A LIST OF TRAINING REFERENCES CAN BE FOUND AT ANNEX B.

3.C.5.D. REFRESHER TRAINING MUST BE COMPLETE NLT 26 AUG 2013. PROVIDE A MEMORANDUM SIGNED BY A GENERAL OFFICER OR EQUIVALENT CERTIFYING COMPLETION OF THE TRAINING NLT 28 AUG 2013 TO HQDA G-1.

3.C.5.E. CONDUCT LEADER ENGAGEMENT ACROSS THE TOTAL FORCE WITH ALL SOLDIERS AND CIVILIANS. COMMANDERS AND SUPERVISORS WILL CONDUCT THESE ENGAGEMENTS IN SMALL GROUPS. SEE COORDINATING INSTRUCTIONS FOR A LIST OF REQUIRED LEADER ENGAGEMENT TOPICS. REFERENCES FOR THESE ENGAGEMENTS CAN BE FOUND IN ANNEX C. SEE 3.D.20. FOR LABOR UNION CONSIDERATIONS.

3.C.5.F. LEADER ENGAGEMENT MUST BE COMPLETE NLT 26 AUG 2013. PROVIDE A MEMORANDUM SIGNED BY A GENERAL OFFICER OR EQUIVALENT CERTIFYING COMPLETION OF THE ENGAGEMENTS TO ALL SOLDIERS AND CIVILIAN EMPLOYEES NLT 28 AUG 2013 TO HQDA G-1.

3.C.6. COMMANDING GENERALS, ARMY COMMANDS (ACOM), COMMANDERS, ARMY SERVICE COMPONENT COMMANDS (ASCC), AND COMMANDERS, DIRECT REPORTING UNITS (DRU).

3.C.6.A. CONDUCT REVIEW (PHASE I). USE THE CHECKLIST AT ANNEX A (PART ONE) TO REVIEW THE SCREENING OF ALL SARCS AND SHARP VAS (BOTH FULL TIME AND COLLATERAL DUTY). THE INTENT IS NOT TO RESCREEN, BUT RATHER INSPECT RECORDS TO ENSURE ALL PROPER SCREENING WAS COMPLETE AND THEN IDENTIFY AND CORRECT ANY SHORTCOMINGS. SEE COORDINATING INSTRUCTIONS ON STANDARDS FOR LOCAL POLICE CHECKS. FOR SARCS AND SHARP VAS, CURRENT SCREENING STANDARDS ARE OUTLINED IN REFERENCE J. COMPLETE ACTIVE DUTY REVIEW OF SCREENING NLT 25 JUN 13 AND THE RESERVE COMPONENT REVIEW NLT 26 AUG 13.

3.C.6.B. CONDUCT PHASE I LOCAL BROADENED SCREENING, FOR ACTIVE, FULL-TIME BRIGADE SARC AND SHARP VAS, (USE PART 2 OF ANNEX A). BROADENED SCREENING INCLUDES: ARMY SUBSTANCE ABUSE PROGRAM (ASAP) FILES AND FAMILY ADVOCACY/THE ARMY CENTRAL REGISTRY. FOR ACTIVE DUTY FULL-TIME SARC AND SHARP VAS, COMPLETE THE LOCAL BROADENED SCREENING NLT 25 JUN 13. GUIDANCE ON THE RESERVE COMPONENT BROADENED SCREENING WILL BE COVERED IN FUTURE FRAGOS.

3.C.6.C. GO/SES APPOINTING/REMOVAL OFFICIALS FOR SARCS AND FIRST GO/SES IN CHAIN OF COMMAND FOR VAS MUST REVIEW THE SCREENING RESULTS FOR ALL SARCS AND VAS. SEE COORDINATING INSTRUCTIONS FOR ACTIONS REQUIRED IF DEROGATORY INFORMATION IS FOUND.

3.C.6.D. GO/SES APPOINTING/REMOVAL OFFICIALS FOR FULL-TIME BRIGADE SARCS AND FIRST GO/SES IN CHAIN OF COMMAND FOR FULL-TIME BRIGADE SHARP VAS MUST REVIEW INPUT FROM HUMAN RESOURCES COMMAND CENTRALIZED BACKGROUND SCREENING, BROADENED LOCAL SCREENING AND REVIEW OF PREVIOUS LOCAL SCREENING (USE CHECKLIST AT ANNEX A). SEE COORDINATING INSTRUCTION FOR ACTIONS REQUIRED IF DEROGATORY INFORMATION IS FOUND.

3.C.6.E. PROVIDE A CONSOLIDATED COMPLETE REPORT TO HQDA G-1 NLT 28 JUN 13. REPORT FORMAT IS AT [HTTPS://WWW.US.ARMY.MIL/SUITE/FILES/35558988](https://www.us.army.mil/suite/files/35558988).

3.C.6.F. CONDUCT PHASE I REFRESHER TRAINING FOR ALL SARCS AND SHARP VAS. COMMANDERS/CIVILIAN SUPERVISOR WILL LEAD THE TRAINING. SEE COORDINATING INSTRUCTIONS FOR A LIST OF REQUIRED TRAINING TOPICS. TRAINING REFERENCES FOR THIS TRAINING CAN BE FOUND IN ANNEX B.

3.C.6.G. COMPLETE REFRESHER TRAINING NLT 26 JUN 2013 FOR THE ACTIVE COMPONENT (AC) AND 26 AUG 2013 FOR THE RESERVE COMPONENT (RC). PROVIDE A MEMORANDUM SIGNED BY A GENERAL OFFICER OR EQUIVALENT CERTIFYING COMPLETION OF THE TRAINING NLT 28 JUN 2013 FOR THE AC AND 28 AUG 2013 FOR THE RC TO HQDA G-1.

3.C.6.H. CONDUCT LEADER ENGAGEMENT ACROSS THE TOTAL FORCE WITH ALL SOLDIERS AND CIVILIANS. COMMANDERS AND SUPERVISORS WILL CONDUCT THESE ENGAGEMENTS IN SMALL GROUPS. SEE COORDINATING INSTRUCTIONS FOR A LIST OF REQUIRED LEADER ENGAGEMENT TOPICS. REFERENCES FOR THESE ENGAGEMENTS CAN BE FOUND IN ANNEX C. SEE 3.D.20. FOR LABOR UNION CONSIDERATIONS.

3.C.6.I. LEADER ENGAGEMENT MUST BE COMPLETE NLT 26 JUN 2013 FOR THE AC AND 26 AUG 2013 FOR THE RC. PROVIDE A MEMORANDUM SIGNED BY A GENERAL OFFICER OR EQUIVALENT CERTIFYING COMPLETION OF THE ENGAGEMENTS TO ALL SOLDIERS AND CIVILIAN EMPLOYEES NLT 28 JUN 2013 FOR THE AC AND 28 AUG 2013 FOR THE RC TO HQDA G-1.

3.C.7. COMMANDER, TRAINING AND DOCTRINE COMMAND.

3.C.7.A. IN PHASE I, CONDUCT REFRESHER TRAINING FOR ALL RECRUITERS (ACTIVE AND RESERVE), DRILL SERGEANTS AND AIT PLATOON SERGEANTS. COMMANDERS WILL LEAD THE TRAINING. SEE COORDINATING INSTRUCTIONS FOR A LIST OF REQUIRED TRAINING TOPICS. TRAINING REFERENCES FOR REFRESHER TRAINING CAN BE FOUND IN ANNEX B.

3.C.7.B. REFRESHER TRAINING MUST BE COMPLETE NLT 26 JUN 2013. PROVIDE A MEMORANDUM SIGNED BY A GENERAL OFFICER OR EQUIVALENT CERTIFYING COMPLETION OF THE TRAINING FOR AC RECRUITERS NLT 28 JUN 2013 AND RESERVE RECRUITERS NLT 28 AUG 13 TO HQDA G-1. THIS CERTIFICATION MEMORANDUM CAN BE COMBINED WITH OTHER REFRESHER TRAINING REQUIREMENTS IN THE COMMAND.

3.D. COORDINATING INSTRUCTIONS.

3.D.1. REPORTS WILL BE SUBMITTED UTILIZING THE ARMY'S SAFE ACCESS FILE EXCHANGE (SAFE) WEB APPLICATION [HTTPS://SAFE.AMRDEC.ARMY.MIL/SAFE](https://safe.amrdec.army.mil/safe). EMAIL WILL NOT BE USED FOR TRANSMITTING PERSONALLY IDENTIFIABLE INFORMATION. THE RECIPIENT LIST IN THE SAFE WEB APPLICATION SHOULD INCLUDE SARAH.A.BERCAW.CIV@MAIL.MIL (SARAH BERCAW, 703-693-3727) AND ALLISON.L.STEWART2.MIL@MAIL.MIL (LTC ALLISON STEWART, 703-571-5345). PLEASE PROVIDE A CONTACT PHONE NUMBER IN THE DESCRIPTION AND SELECT "REQUIRE CAC FOR PICKUP". ONCE THE FILE IS UPLOADED, THE SAFE WEB APPLICATION WILL NOTIFY THE RECIPIENTS.

3.D.2. FUTURE FRAGOS WILL COVER PHASE II AND III REQUIREMENTS TO ENSURE ALL SECARMY AND SECDEF REQUIREMENTS ARE MET. LONG TERM SCREENING PROCEDURES WILL BE INCORPORATED INTO REVISIONS OF APPLICABLE ARMY REGULATIONS.

3.D.3. THIS INITIAL ORDER ONLY COVERS THE SCREENING OF SOLDIERS IN SARC AND VA POSITIONS. CIVILIAN SCREENING WILL BE COVERED IN FUTURE FRAGOS.

3.D.4. HRC WILL OVERSEE ALL CENTRALIZED SCREENING. FOR ISSUES REGARDING CENTRALIZED SCREENING, CONTACT HRC AT USARMY.KNOX.HRC.MBX.EPMD-EBSS@MAIL.MIL, PHONE 502-613-5859. A FUTURE FRAGO WILL OUTLINE HOW THE CENTRALIZED SCREENING IS CONDUCTED FOR THE RESERVE COMPONENT.

3.D.5. AUTHORITY TO APPOINT OR REMOVE SARCS IS WITH THE FIRST GENERAL OFFICER OR MEMBER OF THE SENIOR EXECUTIVE SERVICE IN THE SARC POSITION'S CHAIN OF COMMAND. AUTHORITY TO APPOINT A SHARP VA IS THE BRIGADE COMMANDER, OR HIS OR HER EQUIVALENT-LEVEL

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COMMANDER OR CIVILIAN SUPERVISOR (SERVING IN A GRADE NO LOWER THAN COLONEL OR GS-15), WITH COGNIZANCE OVER THE POSITION; HOWEVER, REMOVAL AUTHORITY FOR SHARP VAS (AND WAIVER AUTHORITY FOR DEROGATORY INFORMATION) IS WITH THE FIRST GENERAL OFFICER OR SES IN THE CHAIN OF COMMAND/RESPONSIBILITY. DESIGNATION AS AN APPOINTING AUTHORITY MAY NOT BE TRANSFERRED OR DELEGATED. SEE ANNEX F FOR MATRIX SUMMARIZING THESE AUTHORITIES.

3.D.6. FOR THE RESERVE COMPONENT, DEROGATORY INFORMATION WILL BE RELEASED TO THE NATIONAL GUARD BUREAU G-1 AND TO THE USARC G-1. THE USAR/NGB G1 MAY IN TURN RELEASE THESE SUMMARIES TO THE USAR/ARNG SARC/VA APPOINTING AUTHORITIES, WHO MAY USE THESE ONLY TO DETERMINE SUITABILITY FOR SARC/VA DUTY AND NOT TO SUPPORT ADVERSE ACTION OR FOR ANY OTHER PURPOSE.

3.D.7. CG, HRC IS THE APPOINTMENT AUTHORITY AND WAIVER AUTHORITY FOR ALL RECRUITERS, DRILL SERGEANTS AND AIT PLATOON SERGEANTS. THE REMOVAL AUTHORITY FOR DRILL SERGEANTS AND AIT PLATOON SERGEANTS IS CG, TRADOC AND FOR RECRUITERS IS CG, USAREC.

3.D.8. DCS G-1 IS THE WAIVER AUTHORITY FOR RANK REQUIREMENTS FOR SARC AND VAS.

3.D.9. WAIVERABLE AND NON-WAIVERABLE OFFENSES ARE LISTED IN ANNEX D TYPE I / TYPE II OFFENSES.

3.D.10. IF, UPON COMPLETION OF BROADENED LOCAL OR CENTRALIZED BACKGROUND SCREENING, A TYPE I, OR NON-WAIVERABLE, OFFENSE IS DISCOVERED, PERSONNEL CONDUCTING THE SCREENING MUST INFORM THE GENERAL OFFICER REMOVAL AUTHORITY. REMOVAL AUTHORITY MUST IMMEDIATELY REMOVE THE SARC, SHARP VA, RECRUITER, DRILL SERGEANT OR AIT PLATOON SERGEANT FROM THEIR DUTIES. FOR THOSE NOT IN THE POSITION YET, FURTHER SCREENING WILL CEASE AND THE APPOINTING OFFICIAL SHOULD NOMINATE A REPLACEMENT.

3.D.11. IF A SCREENING ITEM IS MISSING DURING THE INITIAL RECORDS REVIEW, THE SCREENING MUST BE DONE IMMEDIATELY. IF THE MISSING SCREENING ITEM CANNOT BE COMPLETED IMMEDIATELY, THE APPOINTING AUTHORITY WILL DETERMINE WHETHER TO TEMPORARILY SUSPEND THE INDIVIDUAL UNTIL THE SCREENING IS COMPLETE.

3.D.12. IF A TYPE II OR WAIVERABLE OFFENSE IS FOUND, THE REMOVAL AUTHORITY WILL DETERMINE WHETHER TO WAIVE THE DEROGATORY INFORMATION. IF A WAIVER IS NOT GRANTED, THE REMOVAL AUTHORITY MUST IMMEDIATELY REMOVE THE SARC, SHARP VA, RECRUITER, DRILL SERGEANT OR AIT PLATOON SERGEANT FROM THEIR DUTIES. FOR THOSE NOT IN THE POSITION YET, FURTHER SCREENING WILL CEASE AND THE APPOINTING OFFICIAL SHOULD NOMINATE A REPLACEMENT. IF A WAIVER IS GRANTED, THE REMOVAL AUTHORITY WILL SIGN A MEMORANDUM FOR RECORD ARTICULATING THE RATIONALE FOR THE WAIVER AND WHY THE INDIVIDUAL IS STILL THE BEST SUITED TO SERVE IN THAT POSITION.

3.D.13. ANY COMMANDER OR SUPERVISOR CONTEMPLATING ADVERSE ACTION AS THE RESULT OF COMPLIANCE WITH THIS ORDER WILL CONSULT WITH HIS/HER SERVICING LEGAL ADVISOR BEFORE TAKING ACTION.

3.D.14. IF A GAP IN SARC OR VA SERVICES IS CREATED BY A SUSPENSION OF A SARC OR SHARP VA, THE COMMAND SHOULD WORK TO DEVELOP A MITIGATION STRATEGY IN CONJUNCTION WITH DCS G-1 TO ENSURE VICTIM CARE IS NOT DEGRADED.

3.D.15. A BY-PHASE MATRIX OF ALL CENTRALIZED BACKGROUND SCREENING AND BROADENED LOCAL SCREENING REQUIREMENTS IS PROVIDED IN ANNEX F.

3.D.16. FUTURE FRAGOS WILL ADDRESS BEHAVIORAL HEALTH REQUIREMENTS. COMMANDS SHOULD AWAIT GUIDANCE BEFORE TAKING ANY ACTION ON THESE INTERVIEWS.

3.D.17. DEPARTMENT OF JUSTICE SEX OFFENDER REGISTRY CAN BE CHECKED AT [HTTP://WWW.NSOPW.GOV](http://www.nsopw.gov).

3.D.18. FOR INITIAL SCREENING ONLY, REFERENCE B AND THIS EXORD WILL SERVE AS AUTHORITY TO RELEASE ADVERSE INFORMATION ON SARCS AND SHARP VA CANDIDATES TO ARMY HUMAN RESOURCES COMMAND, UNITED STATES ARMY RESERVE G-1 AND THE ARMY NATIONAL GUARD G-1. AUTHORITY FOR FUTURE SCREENING WILL BE INCORPORATED INTO APPLICABLE REGULATIONS.

3.D.19. LOCAL POLICE CHECKS IN THE PAST HAVE BEEN ACCOMPLISHED IN MULTIPLE WAYS. TO CONDUCT LOCAL POLICE CHECKS IN A STANDARD MANNER, THE INSTALLATION PROVOST MARSHAL (PM)/DEPARTMENT OF EMERGENCY SERVICES (DES), MUST CHECK THE NAME OF THE SARC AND SHARP VA AGAINST THE STATE LAW ENFORCEMENT DATABASES TO DETERMINE IF THEY HAVE RECORDS OF CRIMINAL OFFENSES AND/OR MOVING VIOLATIONS. THE PM/DES MUST QUERY THEIR AVAILABLE STATE POLICE DATABASES WHERE THE APPLICANT RESIDED DURING THE 2 YEARS PRECEDING THE DATE OF THE SCREENING. IF THE APPLICANT RESIDED IN MORE THAN ONE STATE DURING THE PREVIOUS 2 YEARS, A STATE POLICE RECORD CHECK MUST BE CONDUCTED FOR EACH STATE WHERE PERMITTED BY STATE LAW AND ACCESS IS AVAILABLE TO THE PM/DES.

3.D.20. ACTIVITIES SHOULD COORDINATE WITH THEIR SERVICING CIVILIAN PERSONNEL ADVISORY CENTER (CPAC) TO DETERMINE ASSOCIATED LABOR RELATIONS OBLIGATIONS WITH THIS EFFORT PRIOR TO SCHEDULING OR IMPLEMENTATION.

3.D.21. COMMANDER/CIVILIAN SUPERVISOR LEAD REFRESHER TRAINING WILL INCLUDE, AT A MINIMUM: LEADERSHIP, PROFESSIONAL ETHICS AND THE WARRIOR ETHOS; THE APPLICATION OF ARMY VALUES AND HOW THEY RELATE TO THE PREVENTION AND RESPONSE TO SEXUAL HARASSMENT AND SEXUAL ASSAULT; PRIVACY AND SENSITIVITY WITH VICTIM REPORTS; TRUST AND AUTHORITY INHERENT TO DUTY POSITION; AND EXAMPLES OF HOW SEXUAL HARASSMENT AND ASSAULT DEGRADE ARMY READINESS AND COHESION. THE INTENDED OUTCOME OF THIS TRAINING CAN BE FOUND IN REFERENCE A.

3.D.22. REFRESHER TRAINING IS INTENDED TO BE INTERACTIVE DISCUSSION-BASED RATHER THAN POWERPOINT DRIVEN. COMMANDERS/CIVILIAN SUPERVISORS ARE EXPECTED TO TAKE PROVIDED TRAINING REFERENCES AND DEVELOP A TRAINING PLAN THAT IS

MEANINGFUL TO THEIR PERSONNEL. THERE IS NO TIME REQUIREMENTS ASSOCIATED WITH THIS TRAINING; HOWEVER, COMMANDERS/CIVILIAN SUPERVISORS MUST COVER THE REQUIRED TOPICS LISTED ABOVE.

3.D.23. LEADER ENGAGEMENT, AT A MINIMUM, WILL ADDRESS THE FOCUS AND OPERATION OF THE ARMY SHARP PROGRAM AND I. A.M. (INTERVENE, ACT, MOTIVATE) STRONG SEXUAL HARASSMENT/ASSAULT RESPONSE AND PREVENTION CAMPAIGN; INDIVIDUAL RESPONSIBILITY AND ACCOUNTABILITY FOR MAINTAINING A CLIMATE OF DIGNITY AND RESPECT; IMPORTANCE OF INCULCATING ARMY VALUES IN DAILY OPERATIONS AND HOW THOSE VALUES RELATE TO THE PREVENTION AND RESPONSE TO SEXUAL HARASSMENT AND SEXUAL ASSAULT; POTENTIAL CONSEQUENCES FOR SEXUALLY BASED OFFENSES AND EXAMPLES OF HOW SEXUAL HARASSMENT AND SEXUAL ASSAULT ADVERSELY IMPACT OUR ARMY. THE INTENDED OUTCOME OF THIS ENGAGEMENT CAN BE FOUND IN REFERENCE A.

3.D.24. DURING DISCUSSION OF POTENTIAL CONSEQUENCES FOR SEXUALLY BASED OFFENSES, COMMANDER/SUPERVISORS MUST TAKE CARE TO AVOID POTENTIAL UNLAWFUL COMMAND INFLUENCE. CONSULT SERVICING LEGAL ADVISOR IF NECESSARY.

3.D.25. LEADER ENGAGEMENTS ARE INTENDED TO BE COMMANDER OR SUPERVISOR-LED AND SMALL GROUP DISCUSSION-BASED RATHER THAN LARGE GROUP BRIEFINGS RELYING ON ONE-WAY COMMUNICATION. COMMANDERS/CIVILIAN SUPERVISORS SHOULD WORK WITH THEIR SARC, EQUAL OPPORTUNITY ADVISORS, SHARP PROGRAM MANAGERS, AND STAFF JUDGE ADVOCATES TO PREPARE FOR THEIR ENGAGEMENTS.

3.D.26. ACTIVITIES ARE REMINDED THAT DA CIVILIANS MAY BE EXCUSED FROM REFRESHER TRAINING IF THEY BELIEVE THE TRAINING IS OFFENSIVE OR MAY BE EMOTIONALLY OR PSYCHOLOGICALLY STRESSFUL TO THEM. MANAGERS AND SUPERVISORS WHO EXCUSE DA CIVILIANS FROM THE TRAINING WILL OFFER THOSE EMPLOYEES ALTERNATIVES TO THE TRAINING SUCH AS WRITTEN MATERIALS.

3.D.27. OVERSEAS AND DEPLOYED COMMANDS WILL COORDINATE LEADER ENGAGEMENT AND REFRESHER TRAINING FOR ALL UNITS IN THE FOOTPRINT OR AREA OF RESPONSIBILITY (ALL COMPONENTS).

3.D.28. OFFICE OF THE ADMINISTRATIVE ASSISTANT (OAA), IN CONJUNCTION WITH THE DIRECTOR OF THE ARMY STAFF WILL COORDINATE THE ARMY STAFF'S INPUT.

3.D.29. A SMALL GROUP FOR THIS ORDER IS APPROXIMATELY 25 PEOPLE OR LESS.

3.D.30. PRIOR TO APPOINTMENT OF ANY FULL-TIME BRIGADE SARC OR SHARP VA AFTER THE PUBLICATION OF THIS ORDER, NOMINEES MUST UNDERGO BOTH CENTRALIZED BACKGROUND SCREENING AND THE BROADENED LOCAL SCREENING OUTLINED IN ANNEX A. COMPLETE PROCEDURES WILL BE ADDRESSED IN A SUBSEQUENT FRAGO.

3.D.31. ALL SUSPENSE DATES ARE OUTLINED IN ANNEX G.

4. (U) SUSTAINMENT. NOT USED.

200360

5. (U) COMMAND AND SIGNAL. THE POINT OF CONTACT FOR THIS ORDER IS MS. SARAH BERCAW, 703-693-3727, SARAH.A.BERCAW.CIV@MAIL.MIL.

6. (U) EXPIRATION DATE OF THIS MESSAGE CANNOT BE DETERMINED.

1713 06g

200361

ANNEX A: FULL TIME BDE-LEVEL SARC/VA SCREENING WORKSHEET

LAST NAME, FIRST NAME	
-----------------------	--

IF ANY NON-WAIVERABLE OFFENSES ARE FOUND, THE SCREENING SHOULD CEASE AND THE RESPONSIBLE AUTHORITY SHOULD BE NOTIFIED THAT THE SOLDIER IS NOT QUALIFIED AND MUST BE REMOVED.

NOTES SHOULD BE USED TO TRACK ISSUES FOUND.

PART 1: REVIEW TO ENSURE REQUIRED CHECKS COMPLETE (COMPL NLT 25 JUN 13 FOR AC/26 AUG FOR RC)

	UNIT REQUIREMENTS	YES	NO	PENDING (ADD DATE)
1	APPOINTMENT ORDERS			
2	DEPLOYABLE			
3	TRAINING (80 HOURS)			
4	NOVA CREDENTIALING			
NOTES:				

	UNIT/INSTALLATION CHECKS	NO ISSUE	WAIVERABLE	NON-WAIVERABLE
1	RANK: SARC: SFC OR HIGHER, MAJ/CW3 OR HIGHER, OR GS-11 OR HIGHER. THE SHARP VA WILL BE A SSG OR HIGHER 1LT/CW2 OR HIGHER OR GS-9 OR HIGHER.			
2	DEPARTMENT OF JUSTICE NATIONAL SEX OFFENDER REGISTRY (SEE NOTE 1)			
3	LOCAL POLICE RECORD CHECK (SEE NOTE 2)			
NOTES:				

NOTE 1: [HTTP://WWW.NSOPW.GOV](http://www.nsopw.gov)

NOTE 2: SEE 3.D.19. FOR STANDARD FOR LOCAL POLICE CHECK.

PART 2: CONDUCT BROADENED LOCAL SCREENING AT UNIT/ INSTALLATION LEVEL (COMPLETE NLT 25 JUN 13 FOR AC/26 AUG 13 FOR RC)

	UNIT/INSTALLATION CHECKS	NO ISSUE	WAIVERABLE	NON-WAIVERABLE
1	ASAP			
2	FAMILY ADVOCACY (ARMY CENTRAL REGISTRY)			
NOTES:				

REVIEWER: _____ SIGNATURE: _____

SUPERVISOR: _____ SIGNATURE: _____

PART 3: CONDUCT CENTRALIZED BACKGROUND SCREENING COORDINATED THROUGH HRC (COMPLETE NLT 25 JUN 13 FOR AC/26 AUG 13 FOR RC)

	CENTRALIZED BACKGROUND SCREENING	NO ISSUE	WAIVERABLE	NON-WAIVERABLE
1	OMPF / R-FICHE REVIEW			
2	IG FILES			
3	CID/CRC DATABASES			
4	FAMILY ADVOCACY (ARMY CENTRAL REGISTRY)			
5	DEPARTMENT OF DEFENSE CENTRAL ADJUDICATION FILES			
6	PERSONNEL DATABASE OF RECORD			
NOTES:				

REVIEWER: _____ SIGNATURE: _____

SUPERVISOR: _____ SIGNATURE: _____

PART 4: BEHAVIORAL HEALTH SCREENING (DUE 15 OCT 13)

	CENTRALIZED CHECK	NO ISSUE	WAIVERABLE	NON-WAIVERABLE
1	BEHAVIORAL HEALTH FILE REVIEW			
2	FACE-TO-FACE BH INTERVIEW			
NOTES:				

REVIEWER: _____ SIGNATURE: _____

SUPERVISOR: _____ SIGNATURE: _____

ANNEX A: COLLATERAL SHARP VA SCREENING CHECKLIST

LAST NAME, FIRST NAME	
-----------------------	--

IF ANY NON-WAIVERABLE OFFENSES ARE FOUND, THE SCREENING SHOULD CEASE AND THE RESPONSIBLE AUTHORITY SHOULD BE NOTIFIED THAT THE SOLDIER IS NOT QUALIFIED AND MUST BE REMOVED.

NOTES SHOULD BE USED TO TRACK ISSUES FOUND.

PART 1: REVIEW TO ENSURE REQUIRED CHECKS COMPLETE (COMPLETE 25 JUN 13 FOR AC/26 AUG 13FOR RC)

	UNIT REQUIREMENTS	YES	NO	PENDING (ADD DATE)
1	APPOINTMENT ORDERS			
2	DEPLOYABLE			
3	TRAINING (80 HOURS)			
4	NOVA CREDENTIALING			
NOTES:				

	UNIT/INSTALLATION CHECKS	NO ISSUE	WAIVERABLE	NON- WAIVERABLE
1	RANK: SARC: SFC OR HIGHER, MAJ/CW3 OR HIGHER, OR GS-11 OR HIGHER. THE SHARP VA WILL BE A SSG OR HIGHER 1LT/CW2 OR HIGHER OR GS-9 OR HIGHER.			
2	DEPARTMENT OF JUSTICE NATIONAL SEX OFFENDER REGISTRY (SEE NOTE 1)			
3	LOCAL POLICE RECORD CHECK (SEE NOTE 2)			
NOTES:				

NOTE 1: [HTTP://WWW.NSOPW.GOV](http://www.nsopw.gov)

NOTE 2: SEE 3.D.19. FOR STANDARD FOR LOCAL POLICE CHECK.

PART 2: CONDUCT BROADENED LOCAL SCREENING AT UNIT/ INSTALLATION LEVEL (COMPL ETE NLT 10 OCT 13 FOR AC/10 OCT 13FOR RC)

	UNIT/INSTALLATION CHECKS	NO ISSUE	WAIVERABLE	NON- WAIVERABLE
1	ASAP			
3	FAMILY ADVOCACY (ARMY CENTRAL REGISTRY)			
NOTES:				

REVIEWER: _____ SIGNATURE: _____

SUPERVISOR: _____ SIGNATURE: _____

PART 3: CONDUCT CENTRALIZED BACKGROUND SCREENING COORDINATED THROUGH HRC (COMPLETE NLT 10 OCT 13 FOR AC/10 OCT 13 FOR RC)

	CENTRALIZED CHECK	NO ISSUE	WAIVERABLE	NON-WAIVERABLE
1	OMPF / R-FICHE REVIEW			
2	IG FILES			
3	CID/CRC DATABASES			
4	FAMILY ADVOCACY (ARMY CENTRAL REGISTRY))			
5	DEPARTMENT OF DEFENSE CENTRAL ADJUDICATION FACILITY			
6	PERSONNEL DATABASE OF RECORD			
NOTES:				

REVIEWER: _____ SIGNATURE: _____

SUPERVISOR: _____ SIGNATURE: _____

PART 4: BEHAVIORAL HEALTH SCREENING (DUE 15 OCT 13)

	CENTRALIZED CHECK	NO ISSUE	WAIVERABLE	NON-WAIVERABLE
1	BEHAVIORAL HEALTH FILE REVIEW			
2	FACE-TO-FACE BH INTERVIEW			
NOTES:				

REVIEWER: _____ SIGNATURE: _____

SUPERVISOR: _____ SIGNATURE: _____

ANNEX B: TRAINING REFERENCES FOR COMMANDER-LED REFRESHER TRAINING

IAW Paragraph 3.D.21. COMMANDERS/CIVILIAN SUPERVISORS ARE REQUIRED TO LEAD REFRESHER TRAINING THAT INCLUDES AS A MINIMUM A DISCUSSION OF LEADERSHIP, PROFESSIONAL ETHICS, THE WARRIOR ETHOS, APPLICATION OF ARMY VALUES TO PREVENTION AND RESPONSE TO SEXUAL HARASSMENT AND ASSAULT, PRIVACY AND SENSITIVITY WITH VICTIM REPORTS, TRUST AND AUTHORITY INHERENT TO DUTY POSITION, AND EXAMPLES OF HOW SEXUAL ASSAULT AND HARASSMENT DEGRADE ARMY READINESS AND COHESION.

MATERIALS PROVIDED TO ENABLE THIS LEADER EXECUTED TASK CAN BE LOCATED AT:

ARMY AKO SITE FOR SHARP REFRESHER TRAINING: <https://www.us.army.mil/suite/files/40380764>

- RECRUITERS: <https://www.us.army.mil/suite/files/40380961>
- DRILL SERGEANTS: <https://www.us.army.mil/suite/files/40380927>
- AIT PLATOON SERGEANTS : <https://www.us.army.mil/suite/files/40380908>
- TRAINING VIDEOS: <https://www.us.army.mil/suite/files/40380954>

SHARP: <http://www.sexualassault.army.mil/>

SHARP REFRESHER TRAINING (FOR SARCS/VAS)

COMMANDER'S CHECKLIST FOR UN(RES)TRICTED REPORTS

SAPR STANDOWN BRIEFING

TRAINING SUPPORT PACKAGES

ARMY VALUES/WARRIOR ETHOS: <http://www.army.mil/values/#>
<http://www.army.mil/values/warrior.html>

AMERICA'S ARMY OUR PROFESSION: <http://cape.army.mil/AAOP/AAOP%20Overview/overview.php>

ARMY ETHICS: <https://www.jagcnet2.army.mil/85257488005852E3/frmlogin?openform>

ANNEX C: TRAINING REFERENCES FOR LEADER ENGAGEMENTS

IAW Paragraph 3.D.23. LEADERS ENGAGEMENTS WILL, AT A MINIMUM, ADDRESS THE FOCUS AND OPERATION OF THE ARMY SHARP PROGRAM AND I. A.M. (INTERVENE,ACT, MOTIVATE) STRONG SEXUAL HARASSMENT/ASSAULT RESPONSE AND PREVENTION CAMPAIGN; INDIVIDUAL RESPONSIBILITY AND ACCOUNTABILITY FOR MAINTAINING A COMMAND CLIMATE OF DIGNITY AND RESPECT; IMPORTANCE OF INCULCATING ARMY VALUES IN DAILY OPERATIONS AND HOW THOSE VALUES RELATE TO THE PREVENTION AND RESPONSE TO SEXUAL HARASSMENT AND SEXUAL ASSAULT; POTENTIAL CONSEQUENCES FOR SEXUALLY BASED OFFENSES AND EXAMPLE OF HOW SEXUAL HARASSMENT AND ASSAULT ADVERSELY IMPACT OUT ARMY.

MATERIALS PROVIDED TO ENABLE THIS LEADER EXECUTED TASK CAN BE LOCATED AT:

ARMY AKO SITE: <https://www.us.army.mil/suite/files/40380764>

TRAINING VIDEOS: <https://www.us.army.mil/suite/files/40380954>

SHARP: <http://www.sexualassault.army.mil/>

SHARP REFRESHER TRAINING

COMMANDER'S CHECKLIST FOR UN(RES)TRICTED REPORTS

SAPR STANDOWN BRIEFING

ARMY VALUES: <http://www.army.mil/values/#>

<http://www.army.mil/values/warrior.html>

AMERICA'S ARMY OUR PROFESSION - <http://cape.army.mil/AAOP/AAOP%20Overview/overview.php>

ANNEX D: TYPE I AND TYPE II REPORTS OF UNFAVORABLE INFORMATION OR OFFENSES

******THESE CRITERIA APPLY TO MILITARY ONLY******

TYPE I REPORTS: REPORTS OF UNFAVORABLE INFORMATION, OFFENSES, OR DISQUALIFYING CONDITIONS RESULTING IN MANDATORY PERMANENT DISQUALIFICATION FOR APPOINTMENT OR RETENTION AS A SARC, SHARP VA, RECRUITER, DRILL SERGEANT OR AIT PLATOON SERGEANT.

- 1. ANY CREDIBLE EVIDENCE OF CRIMINAL ACTIVITY INVOLVING A SEXUAL HARASSMENT; SEXUAL ASSAULT (ARTICLE 80, 120, AND 125); FAMILY MEMBER OR CHILD ABUSE; PANDERING; PROSTITUTION; ANY CRIMINAL OFFENSE RELATED TO PORNOGRAPHY (EXCEPT ARTICLE 92 VIOLATIONS) INCEST, BESTIALITY, ADULTERY, SEXUAL ACTIVITY WITH A SUBORDINATE OR FRATERNIZATION, STALKING.**
- 2. CREDIBLE EVIDENCE OF CRIMINAL ACTIVITY INVOLVING DRUG ABUSE (USE, POSSESSION, DISTRIBUTION, MANUFACTURING), TO INCLUDE PRESCRIPTION MEDICATION AND SYNTHETIC DRUGS**
- 3. ADVERSELY ADJUDICATED ACTION INVOLVING LARCENY/THEFT/FRAUD**
- 4. ANY COURT-MARTIAL CONVICTION IN A SOLDIER'S CAREER**
- 5. CONDUCT IN VIOLATION OF ARMY'S POLICY REGARDING PARTICIPATION IN EXTREMIST ORGANIZATIONS OR ACTIVITIES**
- 6. ANY RELIEF FOR CAUSE NCOER OR OER**
- 7. PREVIOUS SEPARATION FROM ANY SERVICE FOR ANY TYPE I OFFENSE OR MULTIPLE TYPE II OFFENSES**
- 8. CURRENTLY FLAGGED, BARRED TO REENLISTMENT, OR CODED WITH ANY INFORMATION INDICATING LEGAL INVESTIGATION IS UNDERWAY**
- 9. REPEAT OFFENDER (OR COMBINATION OF) TYPE TWO OFFENSES**
- 10. PENDING MEB/PEB/MAR2.**

TYPE II REPORTS: REPORTS OF UNFAVORABLE INFORMATION OR OFFENSES THAT HAVE OCCURRED IN THE LAST 5 YEARS, OR OTHER DISQUALIFYING CONDITIONS. THESE MAY BE WAIVED BY RESPONSIBLE APPOINTMENT AUTHORITY. AS EXPLAINED IN PARAGRAPH 3.D.12, IF WAIVER IS APPROVED THE REMOVAL AUTHORITY WILL PREPARE AND SIGN A MEMORANDUM FOR RECORD ARTICULATING THE RATIONALE FOR THE WAIVER AND WHY THE INDIVIDUAL IS STILL THE BEST SUITED TO SERVE IN THAT POSITION.

- 1. ANY SUBSTANTIATED ALCOHOL RELATED INCIDENT TO INCLUDE BUT NOT LIMITED TO OPERATING A MOTOR VEHICLE UNDER THE INFLUENCE OR WHILE ABILITY IS IMPAIRED**
- 2. LARCENY/THEFT BELOW \$100 LEVEL**
- 3. MINOR ASSAULT NOT LISTED IN TYPE I ABOVE.**
- 4. SINGULAR DRUG USE OFFENSE BEYOND FIVE YEARS.**
- 5. MISDEMEANOR LEVEL TRAFFIC OFFENSES (E.G., RECKLESS DRIVING)**
- 6. INITIAL ENLISTMENT WAIVERS FOR DEROGATORY INFORMATION (NOT RELATED TO AN OFFENSE LISTED IN TYPE I)**

7. LETTERS OR MEMORANDA OF REPRIMAND FOR OFFENSES OTHER THAN THOSE OFFENSES LISTED ABOVE IN TYPE I.
8. GOOD CONDUCT MEDAL DISQUALIFICATION MEMORANDUMS
9. PREVIOUS REDUCTION IN RANK OR REMOVAL FROM PROMOTION LIST
10. A NO ON ANY ARMY VALUES BLOCK ON NCOER OR OER
11. LINE OF DUTY OR MISCONDUCT REPORTS OF INVESTIGATION FOR OFFENSES OTHER THAN THOSE OFFENSES LISTED ABOVE IN TIER ONE.
12. APFT FAILURE OR NON-COMPLIANCE WITH BODY FAT STANDARDS OF AR 600 WITHIN PAST THREE YEARS
13. REVOKED, DENIED OR SUSPENDED SECURITY CLEARANCE.
14. OTHER UNFAVORABLE INFORMATION: ANY RECORD OF UNFAVORABLE INFORMATION OTHER THAN THE ABOVE IN THE PAST 3 YEARS.

ANNEX E: SCREENING MATRIX

- ALL CURRENT SCREENING WILL BE REVIEWED NLT 1 JUL FOR AC AND 1 SEP 13 FOR RC.
- PHASE 1 ADDED SCREENING WILL BE COMPLETE NLT 1 JUL FOR AC PHASE 2 ADDED SCREENINGS WILL BE COMPLETE NLT 15 OCT 13.
- ARNG BROADENED SCREENING WILL BE COVERED IN FOLLOW-ON FRAGO.

SCREENING CATEGORY	UNIT AC/USAR	STATUS	PHASE 1 SCREENING	PHASE 2 SCREENING	REQUIREMENTS	ADDED SCREENINGS	ADDED SCREENINGS
UNIT	UNIT	N/A	CURRENT	CURRENT	N/A	N/A	N/A
UNIT	UNIT	N/A	CURRENT	CURRENT	N/A	N/A	N/A
UNIT	UNIT	N/A	CURRENT	CURRENT	N/A	N/A	N/A
UNIT	UNIT	ADD PHASE 2	CURRENT	CURRENT	ADD PHASE 2	ADD PHASE 2	ADD PHASE 2
UNIT	UNIT	ADD PHASE 2	ADD PHASE 1	ADD PHASE 2	ADD PHASE 2	ADD PHASE 2	ADD PHASE 2
UNIT	UNIT	ADD PHASE 2	CURRENT	CURRENT	ADD PHASE 2	ADD PHASE 2	ADD PHASE 2
UNIT	UNIT	ADD PHASE 2	ADD PHASE 2	ADD PHASE 2	CURRENT- AC/USAR ADD PHASE 2 ARNG	CURRENT- AC/USAR ADD PHASE 2 ARNG	ADD PHASE 2
UNIT & HRC	UNIT & HRC	ADD PHASE 2 (HRC)	CURRENT- UNIT LONG-TERM BY HRC (AC/USAR)	CURRENT- UNIT LONG-TERM BY HRC (AC/USAR)	CURRENT HRC (AC/USAR)	CURRENT HRC (AC/USAR)	CURRENT HRC (AC/USAR)
HRC	HRC	ADD PHASE 2	ADD PHASE 1 (AC) PHASE 2 (USAR)	ADD PHASE 2	CURRENT (AC/USAR)	CURRENT (AC/USAR)	CURRENT (AC/USAR)
HRC	HRC	ADD PHASE 2	ADD PHASE 1 (AC) PHASE 2 (USAR)	ADD PHASE 2	CURRENT (AC/USAR) ADD PHASE II (ARNG)	CURRENT (AC/USAR) ADD PHASE II (ARNG)	CURRENT (AC/USAR)

SCREENING CRITERIA	RESP AGENCY	SHARP PM	FULL-TIME SARC/SHARP VA	COLLATERAL DUTY SHARP VA	RECRUITERS	DRILL SERGEANTS	AIT PLATOON SERGEANTS
CID/CRC DATABASES	HRC	ADD PHASE 2	ADD PHASE 1 (AC) PHASE 2 (RC)	ADD PHASE 2	CURRENT (AC/USAR)	CURRENT (AC/USAR)	CURRENT (AC/USAR)
DEPT OF DEF CENTRAL ADJ FAC (DoDCAF)	HRC	ADD PHASE 2	ADD PHASE 2	ADD PHASE 2	CURRENT	CURRENT	CURRENT

ANNEX F: AUTHORITY MATRIX

	APPOINTING	WAIVER	REMOVAL
SHARP PM (ALL COMPOS)	GENERAL OFFICER	GENERAL OFFICER	GENERAL OFFICER
SARC (AC)	GENERAL OFFICER	GENERAL OFFICER	GENERAL OFFICER
SARC (ARNG/USAR)	GENERAL OFFICER	NGB/USAR G-1 AND GENERAL OFFICER	GENERAL OFFICER
VA (AC)	O-6 COMMANDER OR GS-15 EQUIVALENT	1 ST GENERAL OFFICER IN CHAIN OF COMMAND	1 ST GENERAL OFFICER IN CHAIN OF COMMAND
VA (ARNG/USAR)	O-6 COMMANDER OR GS-15 EQUIVALENT	NGB/USAR G-1 AND 1 ST GENERAL OFFICER IN CHAIN OF COMMAND	1 ST GENERAL OFFICER IN CHAIN OF COMMAND
RECRUITERS (AC AND USAR)	HRC	HRC	USAREC
DRILL SERGEANTS (AC AND USAR)	HRC	HRC	TRADOC/USARC
RECRUITERS (NG)	TBD	TBD	TBD

ANNEX G: SUSPENSE DATE MATRIX

	ACTIVE UNITS	ARNG	USAR	G-1	HRC
REFRESHER TRAINING COMPLETE	26 JUN 13	26 AUG 13	28 AUG 13	N/A	N/A
LEADER ENGAGEMENT COMPLETE	26 JUN 13	26 AUG 13	28 AUG 13	N/A	N/A
REFRESHER TRAINING MEMORANDUM TO G-1	28 JUN 13	28 AUG 13	28 AUG 13	N/A	N/A
LEADER ENGAGEMENT MEMORANDUM TO G-1	28 JUN 13	28 AUG 13	28 AUG 13	N/A	N/A
REVIEW OF EXISTING SCREENING	25 JUN 13	28 AUG 13	28 AUG 13	N/A	N/A
BROADENED SCREENING COMPLETE (FULL TIME SARCS/SHARP VAS)	25 JUN 13	FRAGO	FRAGO	N/A	25 JUN 13
BY NAME REPORT OF PHASE ONE SCREENING TO G-1	28 JUN 13	28 AUG 13	28 AUG 13	N/A	28 AUG 13
REPORT TO SECDEF ON AC REF A REQUIREMENTS	N/A	N/A	N/A	1 JUL 13	N/A
REPORT TO SECDEF ON RC REF A REQUIREMENTS	N/A	N/A	N/A	1 SEP 13	N/A
RECOMMENDATIONS ON THE ROLE OF THE SARC AND SHARP VA	N/A	N/A	N/A	1 JUL 13	N/A
CENTRAL REPORTING MECHANISM	N/A	N/A	N/A	1 OCT 13	N/A
UPDATE PSSP				TBD	

	ACTIVE UNITS	ARNG	USAR	G-1	HRC
REGULATION UPDATE AR 600-20				TBD	
REGULATION UPDATE AR 600-20, AR 614-100, AR 614-200, AR 601-1				TBD	
DCAF MOA				TBD	

AF, Q. 10-C
11.c.

Utilizing Victim Advocates Block 15

Sexual Assault Response Coordinator Training



918008

Recruit & Screen VA Candidates



- **VA Recruit Marketing**
- **Written Application**
- **Candidate Interview**
- **Background Check**
- **Classroom Training**

2

--This block is designed to discuss Recruiting, Selecting, Training, Supervision, and Recognition of Volunteers

-Guidelines for working with volunteers

--not written in stone/be flexible

--challenge to keep volunteers motivated

--listening

--Candidates are candidates until they have completed training

--Training is more than the 40 hour course. There needs to be practical application

--Having candidates assess the program (provide feedback) can also give you insight into their understanding of the program



*"Victims have discovered that they are treated as appendages of a system appallingly out of balance. They have learned that somewhere along the way, the system has lost track of the simple truth that **it is supposed to be fair and to protect** those who obey the law while punishing those who break it. Somewhere along the way, the system began to serve lawyers and judges and defendants, treating the victim with institutionalized disinterest."*

**President Reagan's Task Force on Victims of Crime,
December, 1982.**

3



“You hear about crime on TV or read it in the newspaper, but the only way you really find out is to have the people who have suffered as victims come and testify in person, and from that you get the real feeling of the horrible suffering that they went through and what we have to do to try to balance the system.”

Task Force Member – Doris Dolan

Recruiting/Marketing for Volunteers



- **Written Word**
 - Base Paper
 - Message from WG/CC
- **By Mouth**
 - Wing Stand-up
 - Commander's Calls
 - 1st Sgts' Council



5

-Recruiting: Before we can train advocates we must recruit volunteers. Some of you will be fortunate enough to have volunteers with little or no recruiting, most will have to work much harder at recruiting.

--Marketing Channels

---Base paper; gives an opportunity to explain in greater detail criteria for VAs.

---Solicit through leadership; commanders and 1st Sgts often know people that would do well as a VA

---Commander's Calls

---Word of mouth – through current VAs

Name some ways or you might recruit volunteers.

You need to tell your story to attract volunteers.

852006

300322

Screening Candidates



- 2.5.1.1. Only active duty military personnel, Reserve or National Guard personnel in active status, and DoD civilian employees may serve as VAs. Reserve Personnel assigned to the MTF may serve as VAs only if they are assigned to a reserve medical squadron and have no patient-related duties. See paragraph 2.3.1.1. regarding conflicts of interest precluding some military members from serving as SARCs—these individuals are likewise precluded from serving as VAs. The SARC will determine if any VA has or develops a conflict of interest and will reassign accordingly.

6

--Supervision is individual (one size does not fit all)

--Feedback, correction or individualized instruction needs to be addressed privately.

--Group instruction is particularly useful for problem solving and for processing critical incidents.

--Group work requires structure and attentive facilitation to avoid the pitfall of meandering conversation or conversation dominated by a few vocal members of the group.

--We take on a whole different dimension with VA's because they are "volunteer." You may need to emphasize to commanders that it is volunteer and not "voluntold."

What are the qualities we want/don't want in VAs?

Discuss who can be a VA. Ref AFI 36-6001 para 2.3.1.1

Application: Cmdr's Statement



AFI36-6001 29 SEPTEMBER 2008

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Attachment 3

COMMANDER'S OR AGENCY HEAD'S STATEMENT OF UNDERSTANDING

VICTIM ADVOCATE VOLUNTEER

1. I know _____ has volunteered to serve as a victim advocate (VA).
2. The Sexual Assault Response Coordinator (SARC) has briefed me on the roles and responsibilities of a VA.
3. I understand the VA position may involve or require a significant amount of time for training and performance of VA duties when assigned to a victim. These duties may include accompanying a victim to various referral appointments, interviews, and judicial proceedings. This time will be in addition to regular duties, and may occur after normal duty hours.
4. I understand a VA will be periodically on call to perform VA duties. While on call, the VA must be available to respond within a reasonable period of the notification to report.
5. I understand that while a VA is performing duties as a victim advocate, the VA reports directly to the Sexual Assault Response Coordinator (SARC).
6. I understand I will be informed of any absences from the work center as soon as possible, and if the mission dictates the VA must report to work for normal duty hours they will be given compensatory time as soon as possible after the event.
7. I and the supervisor will not interfere with, or otherwise attempt to negatively influence, a VA's sexual assault victim advocacy duties. If there is a conflict between a VA's primary duty and advocacy responsibilities, the SARC and I will discuss to resolve the conflict.
8. I will advise the SARC if my volunteer develops any negative quality indicators, and will discuss options regarding continued service as a VA.
9. I understand the VA will not report any details of the case to me nor will I ask them for any details.
10. If I should encounter any problems or concerns, I will contact the SARC or the VA Coordinator.
11. I understand the responsibilities of the VA and am willing to support them.

7

-The paperwork is sometimes overlooked as just a square to be filled but each of the letters or forms have a very important purpose. If as SARCs we don't understand the purpose then our VAs won't understand.

-What is being accomplished by having the Commander/Agency statement of understanding signed?

--How frequently should it be reviewed? Signed?

Who should sign it?

I like to have both the immediate supervisor and the commander sign the statement. It helps to eliminate misunderstanding by the supervisor.

Discuss: Comp-time and change in work circumstances.

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Application: Volunteer Statement



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Attachment 4

VICTIM ADVOCATE VOLUNTEER STATEMENT OF UNDERSTANDING

VICTIM ADVOCATE ROLES AND RESPONSIBILITIES

I volunteer to serve as a victim advocate. My commander or agency head has agreed to make me available to act as a volunteer victim advocate. As such, I understand:

- My duties will be to provide emotional support, liaison services and care to a victim. My responsibilities will include providing crisis intervention, referral and ongoing non-clinical support including information on available options and resources to assist the victim in making informed decisions about the case.
 - VA services will continue until the victim states support is no longer needed or the SARC makes this determination based on the victim's response to offers of assistance. I understand that my duties do not include providing counseling or therapeutic services to victims of sexual assault.
 - My status as a volunteer VA may be terminated at any time at the discretion of the Vice Wing Commander or the Sexual Assault Response Coordinator.
 - I must successfully complete the entire mandatory 40 hours of training before I perform duties as a VA and that continuing education and training will be required.
 - This position may involve or require a significant amount of my time for training and performance of victim advocate duties (when assigned to a victim).
 - I will be periodically on call to perform VA duties and this time will be in addition to my regular duties. While I am on call, I must be available to respond within a reasonable period of the notification to report.
 - While I am performing duties as a victim advocate, I report directly to the Sexual Assault Response Coordinator (SARC) and I must let my supervisor know when I am absent due to VA duties.
 - I have no victim advocate responsibilities or authority regarding a victim unless I am specifically assigned to a victim by a SARC.
 - I understand the need to treat all information, restricted or unrestricted, as sensitive personal information with minimal limited access and effective controls.
- Covered Communications Under Restricted Reporting**
I understand:
- While performing my duties as a VA, I will be told and have access to covered communications (confidential personal information under restricted reporting).
 - Covered communications include any oral, written or electronic communication of personally identifiable information made by the victim to the SARC, assigned VA or a Healthcare Personnel or by and between the individual, SARC, assigned VA and Healthcare Personnel related to the sexual assault or alleged assault.

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- Personal identifying information includes information from and about a victim or alleged assailant in a sexual assault that would disclose or have a tendency to disclose a victim's or alleged assailant's identity. This personal identifying information might include the person's name or particular identifying description (e.g. physical characteristics or identity by position, rank, or organization), or other information about the person or the facts and circumstances involved that could reasonably be understood to identify the person (e.g. a female in a particular squadron or detachment when there is only one female assigned). In contrast, non-identifying personal information includes those facts and circumstances surrounding the sexual assault incident or individuals that generally describe the incident and individuals without tending to disclose an individual's identity.
- I may not reveal personal or other identifying information without the express written consent of the victim or a determination that one of the exceptions to the AFI and Guidance on Sexual Assault Prevention and Response applies. Unless circumstances clearly warrant otherwise, I will disclose this information only after receiving permission from the SARC.

Acknowledgments

- I acknowledge that unauthorized disclosure of a covered communication, improper release of medical information and other violations of this directive may result in administrative action or action under the Uniform Code of Military Justice.
- I acknowledge that I have read and received a copy of the AFI and guidance on Sexual Assault Prevention and Response.

(Signature of Victim Advocate)

(Date)

(Signature of Witness)

(Date)

(Signature of Issuance SARC)

(Date)

8

-Comp-time is not guaranteed to VAs. Needs to be worked out with supervisor ahead of working extra hours.

-Work circumstances sometimes change affecting an individual's ability to function as a VA.

-When can the VA complete the VA Volunteer Statement of Understanding?

--Anytime before they begin working but an option would be to review it at the beginning of the VA classroom work.

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Application: Volunteer VA Application



AFM-600 29 SEPTEMBER 2005 AFM-600 29 SEPTEMBER 2005 AFM-600 29 SEPTEMBER 2005

Attachment 6
VOLUNTEER VICTIM ADVOCATE APPLICATION

Name _____
Address _____
City/State/Zip _____
Organization _____
Home Phone _____ Duty Phone _____

1. Describe why you are interested in becoming a volunteer victim advocate?

2. What skills, education, or life experience do you have that you believe would help you serve effectively as a volunteer victim advocate?

3. In what ways do you think you would benefit personally from your training and service as a volunteer victim advocate?

4. Based on your current understanding of the responsibilities of a volunteer victim advocate, what do you think would be difficult or challenging aspects of this role for you?

5. Are you willing to consent to the mandatory training and on and off-duty time that may be required to attend a VA course?

6. What other volunteer activities are you engaged with?

7. Do you have any current significant stresses in your work or personal life?

8. How do you manage the resultant stress?

9. Have you, or has anyone close to you, experienced a significant personal trauma?
Yes ___ No ___
If yes, the SARC will speak with you in private about this so that he or she can better understand its significance in your life and service to others.
NOTE: A great many victim advocates or caregivers have been made stronger as their service to others by the care they themselves have received, including care from several health professionals. This program utilizes the work of several health professionals, who have helped many individuals to experience growth and healing. A response to this question is requested in order that the SARC who will supervise and manage victim advocates can more effectively match victim advocates with victims.

10. Have you ever been charged with a crime? Yes ___ No ___
If yes, please explain the nature of the charges and subsequent disposition.

11. Please provide the references who are not family members:
1. Name _____
Address _____
Relationship _____
Phone number _____
2. Name _____
Address _____
Relationship _____
Phone number _____

The information I have provided in this application is true and complete to the best of my knowledge. I agree to serve as a volunteer victim advocate and to remain available to the SARC as long as I am not on deployment. I agree to cooperate with the SARC in all my activities, receive a criminal background check, and I understand that I will not be receiving payment in both my professional capacity and during my personal time.

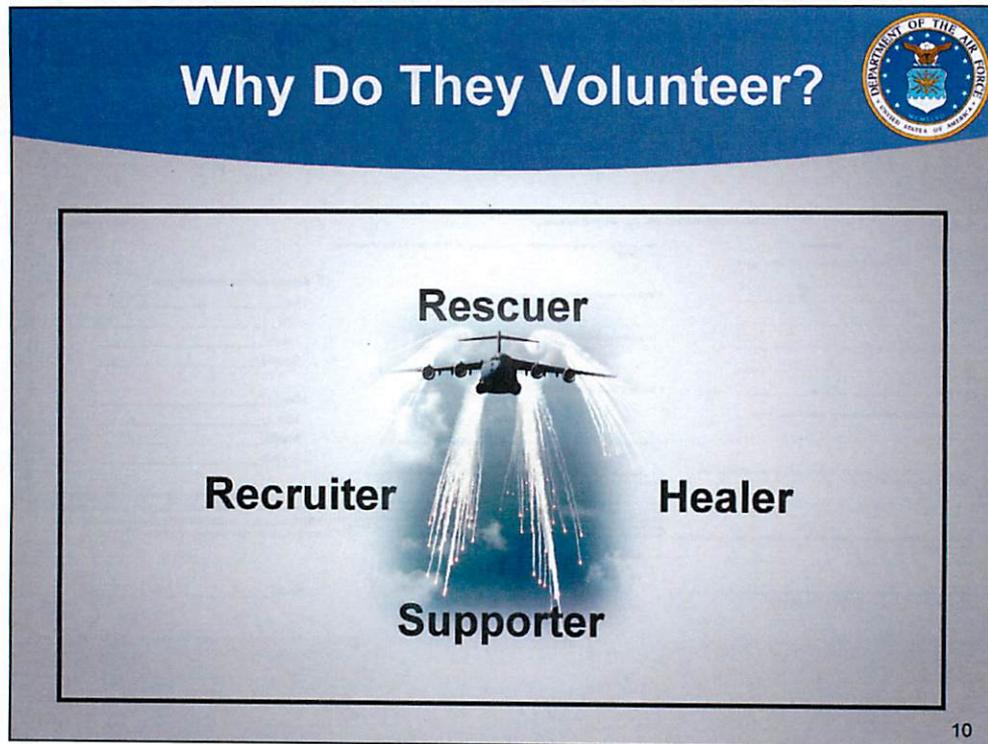
Signature _____ Date _____

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Who is the VA application for? You as the SARC but it also gives the candidate a chance to reflect on some of the reasons they want to be a VA. Most want to be VAs for the same reasons SARCs want to be SARCs.

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Candidates want to join the program for all kinds of reasons, some good, some really good, and some really bad.

How they perceive their role can be a good clue to their motivation.

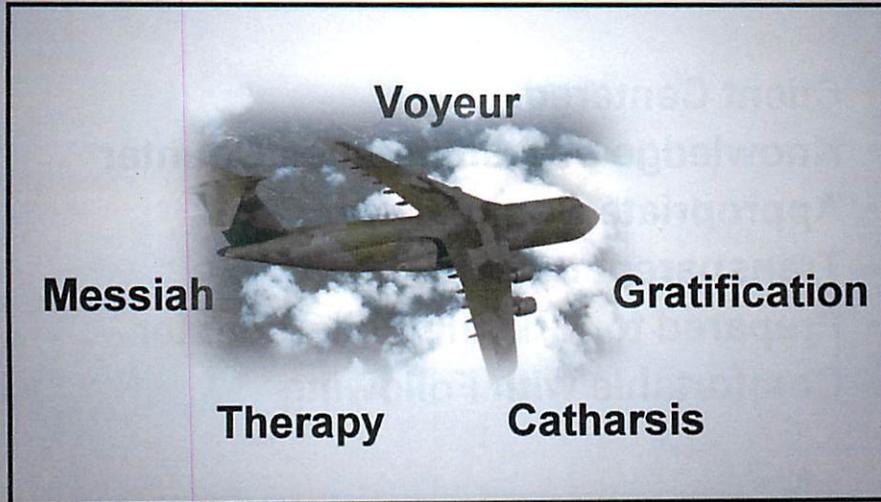
Rescuer: to save others

Recruiter: to recruit to the "club" of SA survivors.

Healer: Playing doctor

Supporter/advocate: which is what I look for

What Needs Maybe Met?



11

Working with clients may meet some need a VA has but, if people do a good job they should get some gratification or satisfaction from giving their time. We still need to realize there are issues that can harm both the VA and the Victim.

Healthy VA



- **Client Centered**
- **Knowledge of Transference/Counter**
- **Appropriate Boundaries**
- **Transparent to SARC**
- **Prepared to Ride the Rollercoaster**
- **Comfortable with Following**

12

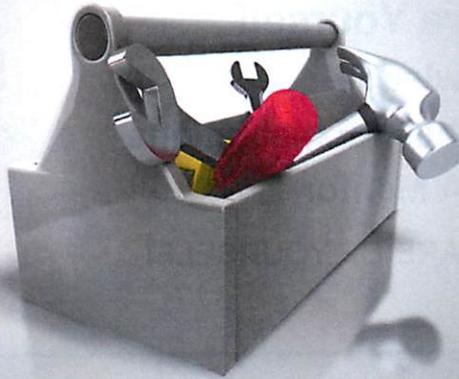
We need to be aware of how our VAs do their jobs, deliver services, but also how the job impacts them personally.

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Successful Advocacy Requires the Right Tools



- <http://www.youtube.com/watch?v=-lriwkazDFE>



13

We are working with volunteers don't take it for granted that they know... be sure.

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Get Ready For Victim Advocates



- **Prepare Yourself**
 - Knowledge
 - Establish Expectations
 - Get A Mentor
- **TAKE CARE OF YOURSELF!**



14

We should be writing input for performance reports.

Poor supervision can result in poor service that may place victims, volunteers, and the program at risk.

Clients/Victims tend to not come back if they get poor service and they talk to others.

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VA RIGHTS



- **Treated with Respect**
- **Trained Adequately/Continuing**
- **Support and Supervision**
- **Safe Personally and Professionally**
- **Recognized for Work**

VA Responsibilities



- Time to Train
- Command Approval
- Be Truthful
- Maintain Proper Boundaries
- Follow Through on Casework
- Know Resources/Access



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VA Responsibilities



- **Be Compassionate**
 - Not Enmeshed
- **On Call/Carry Phone**
- **Risk Screening**
- **Outreach/Ed/Briefings**
- **On your base/at GSUs**



Keeping the Train on the Track



- **Required Minimum/Continued Training**
- **Documented Accountability**
 - Signed Job Descriptions and Policy
- **Regular Feedback**



18

There are policies that you need to put in place to facilitate supervision and quality of direct service. The advocate needs to know what is expected, be trained to provide the service in the way that is expected, and you need to check to make sure that the services are in fact provided as directed.

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Derailers



- **Burn-out**
- **Willful Violation of Policy**
- **Repeated Violations (even unintentional) of Minor Policies**
- **Inadequate Boundaries**
- **Patterns of Conflict**

19

Here are some common problems that you should be alert for in providing supervision to volunteers. Problems associated with burn-out are discussed in detail in other sections. They are quite common in work this demanding. Volunteers need to be given every opportunity to discuss their experience of providing assistance to victims. The SARC should make space for this in group and individual settings on a regular basis.

Policy violations are significant in several ways. A one-time violation of a single policy is usually not problematic. Recurrent or willful violations are another matter. They may signify an intention that does not match your agency's mission or philosophy. They can cause your relationship with the volunteer to be complex and fraught with conflict. While policy violations should not be over-interpreted, the underlying causes and justifications should be closely scrutinized for danger signals.

Recognition



- **Active Recognition Program**
- **Annual/Monthly/Regular Intervals**
- **Feedback to VAs Supervisor/Unit**



20

Recognition, especially with volunteers, is often low on the priority list and sometimes not done at all. A good recognition program serves as positive reinforcement of what people are doing right. Consider different levels of recognition and different intervals for the events.

Annual events should be major productions with the most significant efforts recognized. All along the way, monthly or even weekly there should be public pats on the back. If something big has happened don't wait a year be as timely as possible with the recognition. Certificates, and when possible plaques, are important markers of the occasion.

Recognition does not always need to wait for a ceremony. Tell your VAs that they are doing a great job when they are. Encouraging words mean more than we sometimes imagine. The VAs are volunteers, taking the time to actively listen to them, giving them your full attention, has an impact.

Listening to the VAs, acknowledging that what they think is important, is a form of recognizing their worth and contribution to the program.

Getting Client Feedback



- **Anonymous**
- **Survey a Way to Improve Service**
- **Participation is Voluntary**



Critical to evaluating SAPR services is client input. It is critical that clients know their identities are confidential until they chose to disclose their experience. Seeking input while simultaneously honoring these values is hard to do. Some programs do use anonymous written feedback from their customers. If this method is used, the feedback instrument should make clear that the Advocate will not read it but instead it will be used to improve training and service delivery.

All Advocates will encounter a victim with whom they do not click. The results of one feedback should not be given undue weight in evaluating Advocate performance.

Ethics Problems



- **Poor Boundaries With Clients**
 - Excessive Personal Involvement with Clients
 - Personal, as Opposed to Token, Gifts
 - Rescuing
 - Excessive Self-Disclosure by VA
 - Loans or Barter
 - Inappropriate Touching

Walker, 1999

22

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Ethics Problems



- **Belief that the volunteer is uniquely qualified to work with a client**
 - **Off-duty contact with client**
 - **Failure to make appropriate referrals**
 - **Actively discouraging client to seek other avenues of support appropriate to their circumstances**

23

This slide describes a set of ethical violations.

Supervision of volunteers is an extremely rewarding kind of work. People who offer that which is most precious, their time, are extremely generous people. People who volunteer for work as intense as this are providing a part of themselves as a solution to a problem that can only be healed by many, many people offering parts of themselves. Your life will be enriched by these generous souls. Your gift to them is to nourish them in the work so that they do not use themselves up. A mutually supportive relationship will improve the community that you live in and will improve the lives of the individual victims you serve.

Can Anyone Be A VA?



Putting VA's to Work



- Casework
- Call
- Training
- Outreach



25

Summary



- Successful recruitment begins with a Marketing Plan
- Applications must be fully completed and reviewed
- Be prepared to explain who is not an appropriate candidate IAW AFI



Client-centered

Transparent to SARCs

VAs

Understand boundaries

Flexible

FINAL THOUGHT



“Creating the future that we desire will require tenacious advocates who are willing to commit themselves and their resources for the long term. This is not a program that will be completed in 1 year or a decade but a goal that will yield slowly to a lifetime of effort.”

- RESEARCH & ADVOCACY DIGEST (2003)



27

QUESTIONS?



28

**AIR FORCE SEXUAL ASSAULT RESPONSE COORDINATOR (SARC) COURSE
MAFHRMS 140 LESSON PLAN**

**PART I
COVER SHEET**

COURSE: Air Force Sexual Assault Response Coordinator (SARC)

AREA III: Program Execution at the Installation Level

AREA III OBJECTIVE: To comprehend the duties and responsibility of the SARC in order to have an effective installation-level sexual assault prevention and response program.

LESSON PERIOD/TITLE: (303—2L/Q); Utilizing Victim Advocates

RESOURCE PERSON: SAPR Program Manager—Guest Instructor

TEACHING METHOD: Informal Lecture

REFERENCES: *N/A*

AIDS/HANDOUTS/NOTETAKERS:

PENDING

STUDENT PREPARATION/READING ASSIGNMENT:

PRESENTATION TIME: 2.0 Hour

PART 1A

COGNITIVE LESSON OBJECTIVE:

To comprehend why members volunteer as victim advocates (VA), types of VA outreach and recruitment tools SARCs can use, methods for screening VA volunteers, limitations on who can be a VA, interviewing prospective VA candidates, supervising Victim Advocates, and effective VA training.

COGNITIVE SAMPLES OF BEHAVIOR:

Each student will be able to:

1. Explain Victim Advocate Roles and Responsibilities as compared and contrasted to the SARC.
2. Understand the importance of recruiting and thoroughly screening Victim Advocates, and how their personal biases, personal experiences, perhaps as a victim, can influence their effectiveness as VAs.

3. Summarize the SARC's supervisory role to VAs, and under what conditions the VA reports to the SARC.
4. Understand how to create an effective training environment when conducting initial and refresher VA training.

AFFECTIVE LESSON OBJECTIVE:

Appreciate the importance of Victim Advocates to achieve a successful SAPR program.

AFFECTIVE SAMPLES OF BEHAVIOR:

1. Voluntarily participate in a class discussion to show appreciation that VAs are an extension of the SARC, and must be trained and valued.
2. Exhibit positive non-verbal communication during lesson on the role and importance of Victim Advocates.

PART 1B

ORGANIZATIONAL PATTERN: Topical

STRATEGY: This period consists of an informal lecture and question and answer session followed. The instructor will focus on the importance of these issues as they relate to SARCs. The instructor will attempt to actively involve the students in the lesson through clarifying, illustrating, and discussing specific aspects of the subject. Students will be encouraged to ask questions throughout the presentation to reinforce comprehension of the material presented. A key element of this strategy is to keep the presentation learner-focused vice teacher-focused, i.e., the instructor will keep the students involved and learning. The instructor will make the presentation a participative learning experience. The organizational pattern of this instruction is topical beginning with the most important aspects of the subject.

LESSON OUTLINE:

MAIN POINTS:

- MP1.** The importance of the role and responsibilities of the Victim Advocate and comparison to role of SARC.
- MP2.** Recruiting and thoroughly screening Victim Advocates is critical to their overall effectiveness.
- MP3.** The various goals of Victim Advocate supervision by SARCs.

AIR FORCE SEXUAL ASSAULT RESPONSE COORDINATOR (SARC) COURSE PART II

TEACHING PLAN

Introduction

ATTENTION: Gain the attention of the SARC student by clearly focusing on the lesson objective(s) as contained in Part I (cover sheet) of this lesson. In a compelling, creative manner explore the question: "What do we want to gain from this lesson?"

MOTIVATION: Establish a clear relationship between this lesson and the students' needs. Explain that students learn best when they feel the need to know. Special attention will be given to creating a healthy situation in which students feel a need to know the sexual assault material presented. This will be done in an encouraging, enthusiastic manner.

OVERVIEW: Provide the students with a clear sequence of how this particular lesson will be presented. The instructor will outline for the students the main and subpoints and strategy/presentation as contained in Part I of the lesson plan.

TRANSITIONS: Continuously relate main and subpoints to the objective(s) of this lesson. Ensure that smooth orderly and logical connections are provided throughout the lesson. Transitions will provide the students a sense of lesson unity and prevent any dysfunction in the material presented.

INTERIM SUMMARIES: The lesson will include interim summaries as required to further develop and/or reinforce student learning.

QUESTION AND ANSWER SESSION: Encourage thought-provoking questions throughout the lesson, which strongly reinforce understanding of this lesson. Insightful timing is essential. Responses to student questions will be accurate and complete. Instructor will sense any areas of confusion and anticipate student questions.

Body

The body will consist of: content outline, visual aids used, delivery notes, and other related material actually used by the instructor in the lesson.

Conclusion

Summary: The conclusion of this lesson will include a final summary. This will summarize relevant material from questions and answers raised coupled with a quick review of main points. The final summary will also restate the lesson objective(s) in Part I of the lesson. A remotivation will identify a variety of potential users of the material contained in the lesson plan and encourage student application (use) of the material learned. A closure portion of the lesson will leave the student with a positive sense of completion and challenge to effectively apply the material learned day-by-day, hour-by-hour.

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NATIONAL ORGANIZATION FOR VICTIM ASSISTANCE
NOVA DoD Sexual Assault Advocate Certification Program (NOVA D-SAA)

AIR FORCE: All Applications

As of September 26, 2013 13:18

First Name	MI	LA Rar	LA Position	AC Status
Analie	L	SSgt	SAPR VA	Approved
Roberto	Z	MSgt	SAPR VA	Approved
Rosalind	L	Maj	SARC	Approved
Myla	M	Maj	SAPR VA	Approved
Jennifer	S	TSgt	SAPR VA	Approved
Allan	L	MSgt	SAPR VA	Approved
Nathan	J	A1C	SAPR VA	Approved
Ivan	J	TSgt	SAPR VA	Approved
Kimberly	A	A1C	SAPR VA	Approved
Andrew	C	A1C	SAPR VA	Approved
Amanda	M	SrA	SAPR VA	Approved
Carlos	R	MSgt	SAPR VA	Approved
Phillip	D	TSgt	SAPR VA	Approved
Adegboyega	A	TSgt	SAPR VA	Approved
Ahmad	M	MSgt	SAPR VA	Approved
Ephraim	C	TSgt	SAPR VA	Approved
Joni	L	Capt	SAPR VA	Approved
Valeria	S	SSgt	SAPR VA	Approved
Regina	F	SrA	SAPR VA	Approved
Robert	A	MSgt	SAPR VA	Approved
Paul	R	Lt Col	SARC	Approved
Lisa		Lt Col	SAPR VA	Approved
Tia	M	Capt	SARC	Approved
Olatokunbo	O	1st Lt	SAPR VA	Approved
Tanya	D	TSgt	SAPR VA	Approved
Cathrina	J	SSgt	SAPR VA	Approved
Clinton	R	Capt	SAPR VA	Approved
Jamie		CIV	SAPR VA	Approved
Margaret	L	TSgt	SAPR VA	Approved
Dana	A	SSgt	SAPR VA	Approved
Tameka	D	Maj	SARC	Approved
Ericka	L	Capt	SAPR VA	Approved
Caitlin	I	TSgt	SAPR VA	Approved
Delaine		CIV	SAPR VA	Approved
Twyaka	L	SrA	SAPR VA	Approved
Jazmin		SrA	SAPR VA	Approved
Brandon	J	Capt	SARC	Approved
Dawud		SSgt	SAPR VA	Approved
Anthony		CIV	SAPR VA	Approved
Derek	A	TSgt	SAPR VA	Approved
Charles	E	TSgt	SAPR VA	Approved
Freda	S	MSgt	SAPR VA	Approved
Gary	H	Maj	SARC	Approved
Patrick	J	SSgt	SAPR VA	Approved
Patrick	L	A1C	SAPR VA	Approved
Raesean	D	SSgt	SAPR VA	Approved

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Rhiannon	S	CIV	SAPR VA	Approved
Sean	A	SrA	SAPR VA	Approved
Tanya	I.J.	A1C	SAPR VA	Approved
Tavonne	L	CIV	SAPR VA	Approved
William	C	A1C	SAPR VA	Approved
Joseph	R	AB	SAPR VA	Approved
Eric	D	MSgt	SAPR VA	Approved
Steven	R	Maj	SAPR VA	
Matthew	S	SSgt	SAPR VA	Approved
Angela	M	CIV	SAPR VA	Approved
Ashley	M	SrA	SAPR VA	
Ashlie	N	1st Lt	SARC	Approved
Bradley	E	MSgt	SAPR VA	Approved
Cassandra	J	Capt	SARC	Approved
Marlin	J	MSgt	SAPR VA	Approved
Mindy	D	SSgt	SAPR VA	Approved
Nathan	V	MSgt	SAPR VA	Approved
Devin	N	SrA	SAPR VA	Approved
Melanie		SSgt	SAPR VA	Approved
Merenda	R	A1C	SAPR VA	
Michael	T	TSgt	SAPR VA	Approved
Tiffany	V	MSgt	SAPR VA	Approved
Rhiannon	C	TSgt	SAPR VA	Approved
Justin	N	SSgt	SAPR VA	Approved
Marissa		TSgt	SAPR VA	Approved
Thomas		CIV	SARC	Approved
Alissa	T	A1C	SAPR VA	Approved
Andrew	W	MSgt	SAPR VA	Approved
Pamela	J	MSgt	SAPR VA	Approved
Mellissa	S	SrA	SAPR VA	Approved
Mary	L	CIV	SAPR VA	Approved
Crystal	D	SrA	SAPR VA	Approved
Jeanine	A	CIV	SARC	Approved
Jenilla	C	SrA	SAPR VA	Approved
Patricia	H	CIV	SAPR VA	Approved
William	R	CIV	SAPR VA	Approved
Emily	L	2nd Lt	SAPR VA	Approved
Julio	C	SrA	SARC	Approved
Emily	M	Capt	SAPR VA	Approved
Elizabeth	K	TSgt	SAPR VA	Approved
Kari	M	Capt	SAPR VA	Approved
Anthony	J	TSgt	SAPR VA	Approved
Antwina	R	SSgt	SAPR VA	Approved
Michael	A	SSgt	SAPR VA	Approved
Adam	O	SSgt	SAPR VA	Approved
Tesse	M	MSgt	SAPR VA	Approved
Michael	D	Maj	SARC	Approved
Tristin	L	A1C	SAPR VA	
Linsay	A	Capt	SAPR VA	Approved
Keita	M	SrA	SAPR VA	
Matasa	M	TSgt	SAPR VA	Approved
Robert	R	CIV	SAPR VA	Approved
Carma	L	TSgt	SAPR VA	Approved
Anthony	W	MSgt	SAPR VA	Approved
Jacenda	V	SSgt	SAPR VA	Approved

Jessenia	T	SrA	SAPR VA	Approved
Amaar	A	SSgt	SAPR VA	Approved
Veronica Jean	T	TSgt	SAPR VA	Approved
Danielle	J	CIV	SAPR VA	Approved
Billie	M	MSgt	SAPR VA	Approved
Alicia	R	SSgt	SAPR VA	Approved
Michelle	L	1st Lt	SAPR VA	Approved
Brian	J	SMSgt	SAPR VA	Approved
Kasumi	E	SSgt	SAPR VA	Approved
Rudolph	G	SSgt	SAPR VA	Approved
Carrie	K	CIV	SARC	Approved
Jimal	T	TSgt	SAPR VA	Approved
John	M	TSgt	SAPR VA	
Katelynn	M	SrA	SAPR VA	Approved
Lonnie	M	TSgt	SAPR VA	Approved
Ryan	M	Capt	SAPR VA	Approved
Laura	O	Capt	SARC	Approved
Lianette	M	SSgt	SAPR VA	Approved
Crystal	R	TSgt	SAPR VA	Approved
Tracey	D	SSgt	SAPR VA	Approved
Devika	P	MSgt	SAPR VA	Approved
Alexander Joaquin	B	SMSgt	SAPR VA	Approved
James	J	TSgt	SAPR VA	Approved
Catherine	J	SSgt	SAPR VA	Approved
Terrence	M	TSgt	SAPR VA	Approved
Wanalyn	M	CIV	SAPR VA	
Patricia	C	CIV	SAPR VA	Approved
Jacob	P	MSgt	SAPR VA	Approved
Lorna	G	Capt	SAPR VA	Approved
Dawn	A	CIV	SAPR VA	Approved
Paula		TSgt	SARC	Approved
Wesley	S	SrA	SAPR VA	Approved
Laura	F	Capt	SAPR VA	Approved
Malik	J	MSgt	SAPR VA	Approved
Zorisha	V	SrA	SAPR VA	Approved
Antonio	M	MSgt	SAPR VA	Approved
Tanikie	N	TSgt	SAPR VA	Approved
Nancy	L	SMSgt	SAPR VA	Approved
Nikey	L	TSgt	SAPR VA	Approved
April	N	SSgt	SAPR VA	Approved
Scott				
William	E	SrA	SAPR VA	Approved
Michael	L	SrA	SAPR VA	Approved
Sara	E	TSgt	SAPR VA	Approved
Cassandraey	E	SSgt	SAPR VA	
Christina	M	CIV	SAPR VA	Approved
Clara	F	Capt	SARC	Approved
Christoper	J	SSgt	SAPR VA	Approved
Christopher	M	MSgt	SAPR VA	Approved
DeMarius	S	SSgt	SAPR VA	
Teresa	L	CIV	SARC	Approved
Jonna	W	SSgt	SAPR VA	Approved
Kevin	T	TSgt	SAPR VA	Approved
Carmina		MSgt	SAPR VA	Approved
Lee	A	CIV	SARC	Approved

Sharon		CIV	SAPR VA	Approved
Jennifer	B	Maj	SAPR VA	
Dawn	M	CIV	SAPR VA	Approved
Kenneth	L	CIV	SAPR VA	Approved
Lakymbra	D	CMSgt	SAPR VA	Approved
Melody	M	SSgt	SAPR VA	Approved
Stephen	D	2nd Lt	SAPR VA	Approved
Elizabeth	A	Capt	SAPR VA	Approved
Brandon	J	TSgt	SAPR VA	Approved
Cheryl	L	MSgt	SAPR VA	Approved
Linda	K	CIV	SAPR VA	Approved
Deanna	S	CIV	SAPR VA	Approved
Maria	K	1st Lt	SARC	Approved
Tera	R	Capt	SAPR VA	Approved
Nadia		MSgt	SAPR VA	Approved
Echo	R	TSgt	SAPR VA	Approved
Michael	A	TSgt	SAPR VA	Approved
Jeanette		CIV	SAPR VA	Approved
Robin	A	SrA	SAPR VA	Approved
Brandon	R	SrA	SAPR VA	Approved
Melissa	A	1st Lt	SAPR VA	
Carla	L	TSgt	SAPR VA	Approved
Robynn	N	TSgt	SAPR VA	Approved
Jeanne	E	Lt Col	SAPR VA	Approved
Jayne	A	CIV	SAPR VA	Approved
Syan	H.L.	SrA	SAPR VA	Approved
Lianne	M	A1C	SAPR VA	Approved
Paul	F	A1C	SAPR VA	Approved
Christopher	J	SSgt	SAPR VA	Approved
Gregory	L	MSgt	SAPR VA	Approved
Allen	T	CIV	SAPR VA	Approved
Connie	S	MSgt	SAPR VA	Approved
Tava	D	SSgt	SAPR VA	Approved
Angela	M	CIV	SAPR VA	
Kathleen	M		SAPR VA	Approved
Anna	L	SSgt	SAPR VA	Approved
Marcia	J	CIV	SARC	Approved
Dennita	G	TSgt	SAPR VA	Approved
Molly	K	SSgt	SAPR VA	Approved
Desiree	E	SSgt	SAPR VA	Approved
Angela	SD	TSgt	SAPR VA	Approved
Clara	B	SSgt	SAPR VA	Approved
Melissa	S	Capt	SAPR VA	Approved
Lauren		Capt	SAPR VA	Approved
Zachary	D	SrA	SAPR VA	Approved
Brittany	I	SrA	SAPR VA	Approved
Tamika	C	TSgt	SAPR VA	Approved
William	B	Capt	SAPR VA	Approved
Shantel	R	MSgt	SAPR VA	Approved
Angelo	M	Maj	SAPR VA	Approved
James	M	MSgt	SAPR VA	Approved
Jodi	A	CIV	SARC	Approved
Casey	K	TSgt	SAPR VA	Approved
Melissa	S	TSgt	SAPR VA	Approved
Melvin	K	CIV	SAPR VA	Approved

Tiffany	M	TSgt	SAPR VA	Approved
Cynthia	L	SMSgt	SAPR VA	Approved
Kelly		Capt	SAPR VA	Approved
Richard	G	Capt	SARC	Approved
Jessica	J	SrA	SAPR VA	Approved
Sarah	L	MSgt	SAPR VA	Approved
Stephanie	M	SrA	SAPR VA	Approved
Nikki	K	SSgt	SAPR VA	Approved
Savanna	D	SSgt	SAPR VA	Approved
William	R	CIV	SARC	Approved
Jennifer	L	SSgt	SAPR VA	
Kathryn	M	SSgt	SAPR VA	Approved
Maria	R	SSgt	SAPR VA	Approved
Jamey	L	1st Lt	SAPR VA	Approved
Brian	B	TSgt	SAPR VA	Approved
Shauna	L	MSgt	SAPR VA	Approved
Erica	R	TSgt	SAPR VA	Approved
Katie	L	SSgt	SAPR VA	Approved
Nicole	A	SMSgt	SAPR VA	Approved
Theresa	L	TSgt	SAPR VA	Approved
Jessica	F	CIV	SARC	Approved
Alyssia	B	SSgt	SAPR VA	Approved
Monica	L	CIV	SAPR VA	Approved
Jennifer	L	SSgt	SAPR VA	Approved
M	C	SMSgt	SAPR VA	Approved
Frederick		SSgt	SAPR VA	Approved
Julie	A	CIV	SAPR VA	Approved
Ingrid	B	SrA	SAPR VA	Approved
Rozilynn	M	SSgt	SAPR VA	Approved
Daniel	W	MSgt	SAPR VA	Approved
Jennifer	L	SMSgt	SAPR VA	Approved
Ashley	M	A1C	SAPR VA	Approved
Yulaisis		TSgt		
Christine	G	CIV	SAPR VA	Approved
Genevieve	M	CIV	SAPR VA	
Laure		CIV	SARC	Approved
Antonio	G	A1C	SAPR VA	Approved
Brittany	A	SrA	SAPR VA	Approved
Ebony	H	SSgt	SAPR VA	Approved
Randi	A	SSgt	SAPR VA	Approved
Sherry	L	CIV	SAPR VA	
Dana	E	TSgt	SAPR VA	Approved
Ashley	N	A1C	SAPR VA	Approved
Ashley	N	SSgt	SAPR VA	Approved
Brenda	K		SAPR VA	Approved
Christopher	S	SrA	SAPR VA	
Donnie	C	TSgt	SAPR VA	Approved
Earon	E	2nd Lt	SAPR VA	Approved
Gerami	E	SSgt	SAPR VA	
Jennifer	P	SrA	SAPR VA	Approved
Katrina	Y	MSgt	SAPR VA	Approved
Kimberly	C	Capt	SARC	Approved
Ligel		1st Lt	SAPR VA	Approved
Mary	R	CIV	SARC	Approved
Paula	J	CIV	SAPR VA	Approved

Rondelian	G	CIV	SAPR VA	Approved
Serpeca	S	TSgt	SAPR VA	Approved
Stephanie	N	TSgt	SAPR VA	Approved
Talana	J	MSgt	SAPR VA	Approved
Wendy	Y	TSgt	SAPR VA	Approved
Yucari	S	TSgt	SAPR VA	Approved
Sandra	M	CIV	SARC	Approved
Diane	K	TSgt	SAPR VA	Approved
Kelly	M	TSgt	SAPR VA	Approved
Nathaniel	E	A1C	SAPR VA	Approved
Danielle	R	SSgt	SAPR VA	Approved
Juliana	T	Capt	SAPR VA	Approved
Janelle	L	SSgt	SAPR VA	Approved
Debra	M	2nd Lt	SAPR VA	Approved
Clarissa	M	SrA	SAPR VA	Approved
Natasha	J	TSgt	SAPR VA	Approved
Nicole	R	SSgt	SAPR VA	Approved
Herlinda		CIV	SAPR VA	
Kendra	D	CIV	SAPR VA	Approved
Lashelle	C	TSgt	SAPR VA	Approved
Keely	P	SSgt	SAPR VA	Approved
Lashunda		TSgt	SAPR VA	Approved
James	C	Capt	SAPR VA	Approved
Robert	C	SMSgt	SAPR VA	Approved
Thressa	M	SMSgt	SAPR VA	Approved
Robin	P	CIV	SARC	Approved
Christine	K	CIV	SARC	Approved
Kathryn	M	Capt	SAPR VA	Approved
Abigail	S	SrA	SAPR VA	Approved
Chandra	Y	MSgt	SARC	
Ahsley	N	SSgt	SAPR VA	Approved
Patricia	A	MSgt	SAPR VA	Approved
Andrea	M	SSgt	SAPR VA	Approved
Armagan	S	TSgt	SAPR VA	Approved
Daniel	E	MSgt	SAPR VA	Approved
LaQuettia	D	TSgt	SAPR VA	Approved
Natalie	F	SSgt	SAPR VA	Approved
Renee	M	CIV	SAPR VA	Approved
Cristina	R		SAPR VA	Approved
Beraiah	G	SSgt	SAPR VA	Approved
Jonathan	P	SrA	SAPR VA	Approved
Quinn	G	MSgt	SAPR VA	Approved
Yecenia		SSgt	SAPR VA	Approved
Stephanie	A	TSgt	SAPR VA	Approved
Yyolany	P	CIV	SAPR VA	Approved
Edward	A	SrA	SAPR VA	Approved
Anna	L	SSgt	SAPR VA	Approved
Dominique	N	SrA	SAPR VA	Approved
Amanda	L	SSgt	SAPR VA	Approved
Philip	B	CIV	SAPR VA	Approved
Robert	D	A1C	SAPR VA	Approved
Matthew	J	SSgt	SAPR VA	Approved
Amanda	P	TSgt	SAPR VA	Approved
Elisha	M	SSgt	SAPR VA	Approved
Julie	K	SrA	SAPR VA	Approved

Erin	M	Capt	SAPR VA	
Brandi	R	SSgt	SAPR VA	Approved
Hannah	A	2nd Lt	SAPR VA	Approved
Heather	R	MSgt	SAPR VA	Approved
Mark	K	SrA	SAPR VA	
Tranita		MSgt	SAPR VA	Approved
Natalie	M	1st Lt	SARC	Approved
Angela	F	CIV	SAPR VA	Approved
David	P	MSgt	SAPR VA	Approved
Monica	G	A1C	SAPR VA	Approved
Abigail	B	1st Lt	SAPR VA	Approved
Nicholas	J	TSgt	SAPR VA	Approved
Jessica	P	SrA	SAPR VA	Approved
Renee	N	SrA	SAPR VA	Approved
Juan	V	A1C	SAPR VA	Approved
Brandon	M	SSgt	SAPR VA	Approved
Jennifer	A	TSgt	SAPR VA	Approved
Sean		SrA	SAPR VA	Approved
Timothy		CIV	SAPR VA	Approved
Angela	V	Maj	SAPR VA	Approved
Nicole	L	SSgt	SAPR VA	Approved
Karol		SSgt	SAPR VA	Approved
Alexandria	L	SrA	SAPR VA	Approved
Dorothy	A	A1C	SAPR VA	Approved
Gina	K	MSgt	SAPR VA	Approved
NneNna	C	SSgt	SAPR VA	Approved
Ambar		1st Lt	SAPR VA	Approved
Debra	L	CIV	SAPR VA	Approved
Crystal	R	SrA	SAPR VA	Approved
Latonya	C	TSgt	SAPR VA	Approved
Tammara	N	MSgt	SAPR VA	Approved
Theresa	M	SSgt	SAPR VA	
Katherine	M	CIV	SAPR VA	Approved
Donna	L	CIV	SARC	Approved
Dahnyell	M	Maj	SAPR VA	Approved
Kristen	M	TSgt	SAPR VA	Approved
ChaeAnn	S	SrA	SAPR VA	Approved
Ramiro	A	MSgt	SAPR VA	Approved
Robert	C	CIV	SAPR VA	Approved
Laura	K	CIV	SAPR VA	Approved
Andrew	L	1st Lt	SAPR VA	Approved
Shannon	M	TSgt	SAPR VA	Approved
Steven	S	SrA	SAPR VA	Approved
Siobhan	C	Maj	SAPR VA	Approved
Sandra		SSgt	SAPR VA	Approved
Melissa	Y	MSgt	SAPR VA	Approved
Sandra	A	CIV	SAPR VA	Approved
Nyasia	N	SrA	SAPR VA	Approved
Evelyn	M	SSgt	SAPR VA	Approved
Tanisha	M	SSgt	SAPR VA	Approved
Maria	T	CIV	SAPR VA	Approved
Joshua	A	TSgt	SAPR VA	Approved
Lisa	B	CIV	SAPR VA	Approved
Kathleen	C	1st Lt	SAPR VA	Approved
Kristine	J	SrA	SAPR VA	

Erik	K	TSgt	SAPR VA	Approved
Jennifer		CIV	SAPR VA	Approved
Crystal	M	TSgt	SAPR VA	Approved
Kristine	N	TSgt	SAPR VA	
Shaniqua	L	SrA	SAPR VA	Approved
Gina	L	SMSgt	SAPR VA	Approved
Dana	F	CIV	SAPR VA	Approved
Katrina		1st Lt	SAPR VA	Approved
Shelymar		SrA	SAPR VA	Approved
Chaywan	N	A1C	SAPR VA	Approved
Michael	H	SSgt	SAPR VA	Approved
Saniel	M	SSgt	SAPR VA	Approved
Anna	L	SrA	SAPR VA	Approved
Logan	A	1st Lt	SAPR VA	
Monte	M	SrA	SAPR VA	Approved
Nathan	P	MSgt	SAPR VA	Approved
Patricia	A	CIV	SAPR VA	Approved
Sara	J	MSgt	SAPR VA	Approved
Felicia	M	CIV	SAPR VA	Approved
Diane	B	CIV	SARC	Approved
Erica	J	TSgt	SAPR VA	Approved
Bradley	J		SAPR VA	Approved
Angelina	D	TSgt	SAPR VA	Approved
April	L	A1C	SAPR VA	Approved
Ryan	A	SrA	SAPR VA	Approved
Michael	A	SSgt	SAPR VA	Approved
Peggy		CIV	SAPR VA	Approved
Tiffany	J	TSgt	SAPR VA	Approved
April	L	Capt	SARC	Approved
Brittany	R	CIV	SARC	Approved
Melissa	N	SSgt	SAPR VA	Approved
Sondra	M	SSgt	SAPR VA	Approved
Sean	E	MSgt	SAPR VA	Approved
Tawny	L	SSgt	SAPR VA	Approved
Michael	E	CIV	SAPR VA	Approved
Blair	L	SSgt	SAPR VA	Approved
Diaysha	A	Capt	SAPR VA	Approved
Karen	S	CIV	SAPR VA	Approved
Iris	P	Maj	SARC	Approved
Robert	J	SSgt	SAPR VA	Approved
Sean	D	MSgt	SAPR VA	Approved
Tiffany	B	TSgt	SAPR VA	Approved
Susan	M	CIV	SARC	Approved
Jamison	C	A1C	SAPR VA	Approved
John	N	1st Lt	SAPR VA	Approved
Jana	R	MSgt	SAPR VA	Approved
Kimberly	W	TSgt	SAPR VA	Approved
Dylan	B	A1C	SAPR VA	Approved
Kristi	R	Maj	SARC	Approved
Muhammed	I	MSgt	SAPR VA	Approved
Bennie	D	A1C	SAPR VA	Approved
Stephen		A1C	SAPR VA	Approved
Debra	D		SAPR VA	Approved
Valerie	J	CIV	SARC	Approved
Shaunte	Y	Lt Col	SARC	Approved

Staci	L	SrA	SAPR VA	Approved
Frank	H	CIV	SARC	Approved
Jillian	C	SSgt	SAPR VA	Approved
Christie	L	CIV	SARC	Approved
Maggie	A	A1C	SAPR VA	Approved
Cassandra	L	SSgt	SAPR VA	Approved
Dawn	M	MSgt	SAPR VA	Approved
William	D	SMSgt	SAPR VA	Approved
Christina	M	TSgt	SAPR VA	Approved
LaDonna	M	CIV	SAPR VA	Approved
Jessica	A	TSgt	SAPR VA	Approved
Jessica	A	SSgt	SAPR VA	Approved
Hope Ann	W	SrA	SAPR VA	Approved
Jaimie	L	CIV	SAPR VA	Approved
Kevin	A	TSgt	SAPR VA	Approved
Rachel	L	1st Lt	SARC	Approved
Shiela	R	MSgt	SAPR VA	
Amy	L		SAPR VA	Approved
Demetria	E	TSgt	SAPR VA	Approved
Dawn	A	CIV	SAPR VA	
Bonnie	J	CIV	SARC	Approved
Marcus	LJ	SSgt	SAPR VA	Approved
Tanisha	M	MSgt	SAPR VA	Approved
Amy	L	Maj	SARC	Approved
Krista	A	TSgt	SAPR VA	Approved
Robyn	L	CIV	SAPR VA	Approved
Scott	C	Maj	SARC	Approved
Courtnee	R	Capt	SARC	Approved
Debbie	A	CIV	SAPR VA	Approved
Ruth	A	TSgt	SAPR VA	Approved
Yvette				
Eric	W	TSgt	SAPR VA	Approved
Karen	M	MSgt	SAPR VA	Approved
Josh	C	TSgt	SAPR VA	Approved
Sylvia	J	CIV	SAPR VA	Approved
Hassahn	K	SSgt	SAPR VA	Approved
Tiphani	Q	SSgt	SAPR VA	Approved
Mary	H	MSgt	SAPR VA	Approved
Cori		CIV	SAPR VA	Approved
Ma Gertrudes Novem	H	MSgt	SAPR VA	Approved
Alejandra		Maj	SAPR VA	Approved
Mariko	A	Capt	SARC	Approved
James	A	Maj	SAPR VA	Approved
Christopher	B	SrA	SAPR VA	Approved
Ashley	M	1st Lt	SAPR VA	Approved
Shannon	L	TSgt	SAPR VA	Approved
Rhonda	S	MSgt	SAPR VA	Approved
Susan	R	MSgt	SAPR VA	Approved
Denisha	L	Capt	SARC	Approved
Tania	E	SSgt	SAPR VA	Approved
Maria	P	TSgt	SAPR VA	Approved
Benjamin	A	CIV	SAPR VA	Approved
Ramona	S	Capt	SARC	Approved
James	P	Capt	SARC	Approved
Sara	E	SSgt	SAPR VA	Approved

Amber	B	TSgt	SAPR VA	Approved
Angela	D	CIV	SAPR VA	Approved
Anthony	G	SSgt	SAPR VA	Approved
Antuanette	Y	CIV	SAPR VA	Approved
Charles	B	SSgt	SAPR VA	
Gabriel	U	Amn	SAPR VA	Approved
Mark			SAPR VA	Approved
Medreka		TSgt	SAPR VA	Approved
Randon	S	Capt	SARC	Approved
Sereese	M	SSgt	SAPR VA	Approved
Terri	L	MSgt	SAPR VA	Approved
Cleo		1st Sgt	SARC	Approved
Sylvia	A	CIV	SAPR VA	Approved
Gary	L	TSgt	SAPR VA	Approved
Amanda	R	SSgt	SAPR VA	Approved
Nickolas	D	A1C	SAPR VA	Approved
Loretta	L	MSgt	SAPR VA	Approved
Elizabeth	R	2nd Lt	SAPR VA	Approved
Susan	M	MSgt	SAPR VA	Approved
Stephanie	A	SrA	SAPR VA	Approved
Sandra	A	Capt	SARC	Approved
Kathleen	B	2nd Lt	SAPR VA	Approved
Yelida		SSgt	SAPR VA	Approved
Frederick	C	SSgt	SAPR VA	Approved
Michael	D	MSgt	SAPR VA	Approved
Ashley	A	SSgt	SAPR VA	Approved
Kari	B	SSgt	SAPR VA	Approved
Michelle	A	SSgt	SAPR VA	Approved
Stephanie	M	CIV	SAPR VA	Approved
Carley	I	SSgt	SAPR VA	Approved
Danielle	C	CIV	SAPR VA	Approved
Laura		MSgt	SAPR VA	Approved
Dominique	A	MSgt	SAPR VA	Approved
Darbi	F	A1C	SAPR VA	Approved
Briana	Y	Capt	SAPR VA	Approved
LaTina	A	CIV	SAPR VA	Approved
Audra	M	SSgt	SAPR VA	
Mersadies	N	Maj	SARC	Approved
Carlos	R	SSgt	SAPR VA	Approved
Kristen	R	SrA	SAPR VA	Approved
Michael	C	A1C	SAPR VA	Approved
Kimberly	S	CIV	SARC	Approved
Sara	M	TSgt	SAPR VA	Approved
Michelle	R	SMSgt	SAPR VA	Approved
Samantha	L	TSgt	SAPR VA	
Snezhana		SrA	SAPR VA	Approved
Christopher	G	TSgt	SAPR VA	Approved
Melissa	L	MSgt	SAPR VA	Approved
Theresa	M	MSgt	SAPR VA	Approved
Ashley	N	SSgt	SAPR VA	Approved
Zachary	R.L.	SrA	SAPR VA	Approved
Valerie	M	SSgt	SAPR VA	Approved
Barbara	ML	Capt	SARC	Approved
Steven	M	MSgt	SAPR VA	Approved
Qiana	R	TSgt	SAPR VA	Approved

Dana	L	CIV	SAPR VA	Approved
Keisha	D	2nd Lt	SAPR VA	Approved
Courtney	M	A1C	SAPR VA	Approved
Kevin	M	MSgt	SAPR VA	Approved
James	P	Capt	SAPR VA	Approved
Jessica	E	2nd Lt	SAPR VA	Approved
Kelly	N		SARC	Approved
Stephanie	N	SSgt	SAPR VA	Approved
Tena	M	CIV	SAPR VA	Approved
Susan	J	CIV	SAPR VA	Approved
Andrea	L	TSgt	SAPR VA	Approved
Brittany	R	SSgt	SAPR VA	Approved
Katelyn	M	1st Lt	SAPR VA	Approved
Pamela	D	CIV	SARC	Approved
Meghann	L	SSgt	SAPR VA	Approved
Dwain	M	SSgt	SAPR VA	Approved
Elizabeth	A	MSgt	SAPR VA	Approved
Stevon	Z	TSgt	SAPR VA	Approved
Trina	D	CIV	SAPR VA	Approved
Felicia	N	CIV	SAPR VA	Approved
Shawn	M	Capt	SARC	Approved
Robert	P	Capt	SAPR VA	Approved
Carolyn	K	CIV	SAPR VA	Approved
Karen	M	Lt Col	SAPR VA	Approved
Mark	A	CMSAF	SARC	Approved
Jenna	L	SrA	SAPR VA	Approved
Cindi	L	CIV	SARC	Approved
Sherron	R	TSgt	SAPR VA	Approved
Dianne	A.N	Maj	SAPR VA	Approved
Judy	P	CIV	SAPR VA	Approved
Steven	J	Maj	SAPR VA	Approved
Denton	T	MSgt	SAPR VA	Approved
Nicole	D	SSgt	SAPR VA	Approved
Monique	N	TSgt	SAPR VA	Approved
Erica	L	SSgt	SAPR VA	Approved
Elizabeth	M	Capt	SAPR VA	Approved
Mimi	L	CMSgt	SAPR VA	
Floyd	E	TSgt	SAPR VA	Approved
Nicole	M	SSgt	SAPR VA	Approved
Phylista	I	CIV	SARC	Approved
Tamara	A	2nd Lt	SAPR VA	Approved
Tristan	J	SSgt	SAPR VA	Approved
Cathy		CMSgt	SAPR VA	Approved
Alison	A	CIV	SARC	Approved
George	R	Maj	SAPR VA	
Kathi	J	CIV	SAPR VA	Approved
Heather	K	SSgt	SAPR VA	Approved
Kerry	R	Lt Col	SAPR VA	Approved
Kimberly		CIV	SAPR VA	Approved
Solomon	E	SrA	SAPR VA	Approved
Emily	A	1st Lt	SAPR VA	
Shaquasia	M	SrA	SAPR VA	Approved
Tiawanna	A	SSgt	SAPR VA	Approved
Alicia	N	CIV	SAPR VA	Approved
Shutesia	A	MSgt	SAPR VA	Approved

Erica	M	Capt	SAPR VA	Approved
Caterina	J	MSgt	SAPR VA	Approved
Avriel	G	TSgt	SAPR VA	Approved
Jill	M	Capt	SAPR VA	Approved
Kimberly	A	Maj	SAPR VA	Approved
Michael	A	MSgt	SAPR VA	Approved
Andrew	M	SrA	SAPR VA	
Lyndsy	B	TSgt	SAPR VA	
Taneisha	L	SrA	SAPR VA	
Sarah	N	TSgt	SAPR VA	Approved
Mitzi	A	TSgt	SAPR VA	Approved
Mandy	L	TSgt	SAPR VA	Approved
Mikaela	M	SSgt	SAPR VA	Approved
Phillip	E	SMSgt	SAPR VA	Approved
Staci	L	SSgt	SAPR VA	Approved
Tonya	P.M.		SAPR VA	
Cynthia	B	TSgt	SAPR VA	Approved
Elizabeth	F	SSgt	SAPR VA	
Navora	S	TSgt	SAPR VA	Approved
Joanna	C	1st Lt	SAPR VA	Approved
Alysia	A	Capt	SAPR VA	Approved
Joshua	D	SSgt	SAPR VA	Approved
Letitia	L	SSgt	SAPR VA	Approved
Robert	M	2nd Lt	SAPR VA	Approved
Terri	L.S	MSgt	SAPR VA	Approved
Alex	W	SrA	SAPR VA	
Tammy	R	CIV	SAPR VA	Approved
Mitzi	L	TSgt	SAPR VA	Approved
Paige	R	SSgt	SAPR VA	
Miranda	C	TSgt	SAPR VA	Approved
Daniel	J	Capt	SAPR VA	Approved
Israel		TSgt	SAPR VA	Approved
Jon	M	SSgt	SAPR VA	Approved
Sarah		SSgt	SAPR VA	Approved
Tammie	N	Capt	SAPR VA	
Nicole	M	TSgt	SAPR VA	Approved
Chelsea	A	A1C	SAPR VA	Approved
Shari	N	SSgt	SAPR VA	Approved
Senaah	E	CIV	SAPR VA	Approved
Stephen	J	A1C	SAPR VA	
Frances	T	CIV	SARC	Approved
Barrie	R	SSgt	SAPR VA	Approved
Andrew	C	2nd Lt	SAPR VA	Approved
Anne	E	SSgt	SAPR VA	Approved
Catherine	M	TSgt	SAPR VA	Approved
Kelley	E	CIV	SAPR VA	Approved
Marveline		SSgt	SAPR VA	Approved
Tasha	D	CIV	SAPR VA	Approved
Victoria		TSgt	SAPR VA	Approved
Barbarita	N	SSgt	SAPR VA	
Jose	C	MSgt	SAPR VA	Approved
Jeannette	V	SrA	SAPR VA	Approved
Ashley	A	SSgt	SAPR VA	
Racquel	M	CIV	SAPR VA	Approved
Rachelle	K	SSgt	SAPR VA	

Ariana	N	SrA	SAPR VA	Approved
Cynthia	B	CIV	SARC	Approved
Jasmen	M	SrA	SAPR VA	Approved
Josia	C	SSgt	SAPR VA	Approved
Tamica	Y	MSgt	SAPR VA	Approved
Arlinda	L	CIV	SAPR VA	Approved
Daniel	W	SSgt	SAPR VA	Approved
Katelyn	R	1st Lt	SARC	Approved
Shannon	D	TSgt	SAPR VA	Approved
Crystal	D	TSgt	SAPR VA	Approved
Amy	M	SSgt	SAPR VA	Approved
Katrina	O	SSgt	SAPR VA	Approved
Aleene	M	CIV	SAPR VA	Approved
Christina	M	SSgt	SAPR VA	Approved
Tammi	L	TSgt	SAPR VA	Approved
Debbie	A	CIV	SAPR VA	Approved
Stephanie	M	TSgt	SAPR VA	Approved
Allison	B	1st Lt	SAPR VA	Approved
Travis	R	SSgt	SAPR VA	Approved
Karena	J	Capt	SARC	
Bryant	A	SSgt	SAPR VA	Approved
Amanda	M	SrA	SAPR VA	Approved
Dana	D	CIV	SAPR VA	Approved
Adriana	M	Maj	SARC	Approved
Annie	K	MSgt	SAPR VA	
Monique	E	TSgt	SAPR VA	Approved
Rachel	L	SSgt	SAPR VA	Approved
Jordan	M	SrA	SAPR VA	Approved
Lauren	H	A1C	SAPR VA	Approved
Charmaine	A	TSgt	SAPR VA	Approved
Joeli	R	Capt	SAPR VA	Approved
Lucrecia	M	SrA	SAPR VA	Approved
Latesha	N	TSgt	SAPR VA	Approved
Rysheiyara	D	A1C	SAPR VA	Approved
Iris		TSgt	SAPR VA	Approved
Jeremiah	R	TSgt	SAPR VA	Approved
Patricia	K	CIV	SAPR VA	Approved
Tara	M	TSgt	SAPR VA	Approved
Amanda	L	Capt	SAPR VA	Approved
Patricia	A	CIV	SARC	Approved
Cathrine	S	TSgt	SAPR VA	Approved
Nathaniel	L	A1C	SAPR VA	
Sarah	L	SSgt	SAPR VA	Approved
Antoinette	D	Capt	SARC	
Francesca	J	SSgt	SAPR VA	Approved
Rashaun	L	MSgt	SAPR VA	Approved
Shiela	H	1st Lt	SARC	Approved
Charmaine	D	SSgt	SAPR VA	Approved
Andrea	T	TSgt	SAPR VA	Approved
Victoria	G	TSgt	SAPR VA	Approved
Vikki	R	SrA	SAPR VA	Approved
Trinette		Maj	SAPR VA	Approved
Mary "Gail"	G	CIV	SAPR VA	Approved
Eleanor	K	SSgt	SAPR VA	Approved
Denise	A	Maj	SAPR VA	Approved

Gail	S	TSgt	SAPR VA	Approved
Alicia	M	1st Lt	SAPR VA	Approved
Stephanie	R	TSgt	SAPR VA	Approved
Rodney	D	MSgt	SAPR VA	
Ryan	R	TSgt	SAPR VA	Approved
Adrienne	V	SSgt	SAPR VA	Approved
Bonnie	E	CIV	SAPR VA	Approved
Eileen	M	CIV	SAPR VA	Approved
Scott	M	SSgt	SAPR VA	Approved
Lisa	M	SrA	SAPR VA	Approved
James	B	TSgt	SAPR VA	Approved
Amanda	L	SrA	SAPR VA	Approved
John	J	2nd Lt	SAPR VA	Approved
Keri	L	MSgt	SAPR VA	Approved
Andrea	S	TSgt	SAPR VA	Approved
Cynthia	L	MSgt	SAPR VA	Approved
James	W	CIV	SAPR VA	Approved
Joy	L	CIV	SAPR VA	Approved
Linda	K		SAPR VA	Approved
Michele	A	CIV	SAPR VA	Approved
Nicole	S	TSgt	SAPR VA	Approved
Courtney	N	1st Lt	SAPR VA	Approved
Chiquita	M	SSgt	SAPR VA	Approved
Tomeiks	P	MSgt	SAPR VA	
Jermel	K	MSgt	SAPR VA	Approved
Alisha	R	SSgt	SAPR VA	Approved
Meghan	M	Maj	SAPR VA	Approved
Courtney	M	SrA	SAPR VA	Approved
Linda	M	CIV	SARC	
Timothy	J	TSgt	SAPR VA	Approved
Holly	R	MSgt	SAPR VA	Approved
Jaime	S	A1C	SAPR VA	Approved
Reagan	J	CIV	SARC	Approved
Christina	L	SSgt	SAPR VA	Approved
Charlson	M	MSgt	SAPR VA	Approved
Reynaldo		1st Lt	SAPR VA	Approved
Vanessa	A	SSgt	SAPR VA	Approved
Tekiela	A	MSgt	SAPR VA	Approved
Jaimie	D	Maj	SAPR VA	Approved
Andrea	C	1st Lt	SAPR VA	Approved
Jessica	M	Capt	SARC	
Monique	J	SSgt	SAPR VA	Approved
Shaun	D	A1C	SAPR VA	Approved
Valda	Y	CIV	SAPR VA	Approved
Jeremy	L	SSgt	SAPR VA	Approved
Juan	Z	MSgt	SAPR VA	
Micah	J	CIV	SAPR VA	
Alexis		MSgt	SAPR VA	Approved
Clara	I	A1C	SAPR VA	Approved
Cristen	H	SSgt	SAPR VA	Approved
December	BM	Capt	SARC	Approved
Dominic	J	TSgt	SAPR VA	Approved
Luis	C	A1C	SAPR VA	Approved
Madawnda	A	CIV	SAPR VA	Approved
Shelly	L	MSgt	SARC	Approved

Christy	L	SSgt	SAPR VA	Approved
Crystal	D	TSgt	SAPR VA	Approved
Tawny	R	2nd Lt	SAPR VA	Approved
Katherine	S	SSgt	SAPR VA	Approved
Jasmine	J	SSgt	SAPR VA	Approved
Kristina	L	Maj	SARC	Approved
Reanada	N	TSgt	SAPR VA	Approved
Ashley	N	SSgt	SAPR VA	Approved
Brice	H	SSgt	SAPR VA	Approved
Jane	K	CIV	SAPR VA	Approved
Sarah	S	Capt	SAPR VA	Approved
Letasha	S	TSgt	SAPR VA	Approved
Kerry Ann	L	TSgt	SAPR VA	Approved
Christopher		SSgt	SAPR VA	Approved
Garry	R	CIV	SARC	
Haydee	L	Lt Col	SARC	Approved
Michael	A	TSgt	SAPR VA	Approved
Zandria	AM	TSgt	SAPR VA	Approved
Kevin	M	TSgt	SAPR VA	
Daniel		Maj	SARC	Approved
Kory	D	TSgt	SAPR VA	Approved
Rikki	L	SrA	SAPR VA	Approved
Rodney	T	CIV	SAPR VA	Approved
Jennifer	M	Maj	SAPR VA	Approved
Terrance	J	TSgt	SAPR VA	Approved
Kira	D	TSgt	SAPR VA	Approved
Jennifer	L	TSgt	SAPR VA	Approved
Joy	E	SSgt	SAPR VA	Approved
Tyree	S	TSgt	SAPR VA	Approved
Julian	T	CIV	SAPR VA	Approved
Karrie	A	CIV	SAPR VA	Approved
Sheila	A	CIV	SAPR VA	Approved
Barbara	D	CIV	SAPR VA	Approved
Miranda	K	2nd Lt	SAPR VA	Approved
Freddie	M	Maj	SAPR VA	Approved
Alejandro	A	SSgt	SAPR VA	Approved
Debra	A	SSgt	SAPR VA	Approved
Ashley	T	SSgt	SAPR VA	Approved
Tiana	A	A1C	SAPR VA	Approved
Vanessa	D	SSgt	SAPR VA	Approved
David	A	SSgt	SAPR VA	Approved
Ina	J	CIV	SAPR VA	Approved
Sarah	E	SSgt	SAPR VA	Approved
Heidi	L	CIV	SAPR VA	Approved
Shanice	N	SrA	SAPR VA	Approved
Berlinda		Lt Col	SARC	Approved
Lisa	L	MSgt	SAPR VA	Approved
Paul	R	CIV	SAPR VA	Approved
Dexter	L	SSgt	SAPR VA	Approved
Claire	D	SrA	SAPR VA	Approved
Kali	L	SSgt	SAPR VA	Approved
William	M	Capt	SAPR VA	
Charity	E	TSgt	SAPR VA	Approved
David	D	SSgt	SAPR VA	Approved
Cindy	W	CIV	SARC	Approved

Anne	M	MSgt	SAPR VA	Approved
Carolyn		CIV	SAPR VA	Approved
Asha	M	MSgt	SAPR VA	Approved
Ernest	B	CIV	SARC	Approved
Ryan	O	SrA	SAPR VA	Approved
Nikki	M	TSgt	SAPR VA	Approved
Chana	M	Capt	SAPR VA	Approved
Joshua	D	SSgt	SAPR VA	Approved
Joyce	K	Capt	SARC	
LaQuiche	E	A1C	SAPR VA	Approved
Melissa	Z	Capt	SARC	Approved
Danielle	D	SSgt	SAPR VA	Approved
Krista	L	2nd Lt	SAPR VA	Approved
Stephanie	N	TSgt	SAPR VA	Approved
Janet	M	SMSgt	SAPR VA	Approved
Camilla	A	SrA	SAPR VA	Approved
Gloria	T	SrA	SAPR VA	Approved
Jessica	L	TSgt	SAPR VA	Approved
Veronica	Y	CIV	SARC	Approved
Virginia	M	CIV	SARC	
Lance	A	Capt	SAPR VA	Approved
Amber	M	SSgt	SAPR VA	Approved
John	C	MSgt	SAPR VA	Approved
Susan	M	CIV	SAPR VA	Approved
Saul	T	SSgt	SAPR VA	Approved
Frankie	R	SrA	SAPR VA	Approved
Janet	E	CIV	SAPR VA	Approved
Sabina	T	1st Lt	SAPR VA	Approved
Jason	M	Capt	SARC	Approved
Antonio		TSgt	SAPR VA	Approved
Toni		SSgt	SAPR VA	Approved
Katie	L	SSgt	SAPR VA	Approved
Cole	W	Maj	SAPR VA	Approved
Kimberly	A	MSgt	SAPR VA	Approved
Brad	A	SSgt	SAPR VA	Approved
Jamie	M	1st Lt	SARC	Approved
Lance	A	SrA	SAPR VA	Approved
Laura	F	A1C	SAPR VA	Approved
Danielle	M	CIV	SAPR VA	Approved
Katherine	R	CIV	SAPR VA	Approved
Kendrick	L	TSgt	SAPR VA	Approved
Jonathan	D	MSgt	SAPR VA	Approved
Justin	E	SSgt	SAPR VA	Approved
Sarah	K	SSgt	SAPR VA	Approved
Stacey	J	CIV	SAPR VA	Approved
Zachery	S	SrA	SAPR VA	Approved
Diana	L	1st Lt	SARC	Approved
Charles	E	MSgt	SAPR VA	Approved
Cornelie		SrA	SAPR VA	Approved
Monica	L	SSgt	SAPR VA	Approved
Tiffany		SSgt	SAPR VA	Approved
William	J	CIV	SARC	Approved
Lisa	M	CIV	SAPR VA	Approved
Hope	R	A1C	SAPR VA	Approved
Jilan	S.L.	CIV	SAPR VA	Approved

Damien	A	SSgt	SAPR VA	Approved
Denise	M	Lt Col	SAPR VA	Approved
Miranda	K	A1C	SAPR VA	
Robert	M	TSgt	SAPR VA	Approved
Matthew	R	TSgt	SAPR VA	Approved
Rae Ann	S	SSgt	SAPR VA	Approved
Jamee	E	SrA	SAPR VA	Approved
Shakisha	D	SSgt	SAPR VA	Approved
Lucinda		CIV	SAPR VA	Approved
Rochelle	N	MSgt	SAPR VA	Approved
Kelli	M	CIV	SARC	Approved
Michelle	L	TSgt	SAPR VA	Approved
Alison	T	CIV	SAPR VA	
Benjamin	L	SSgt	SAPR VA	Approved
Bernadette	R	CIV	SARC	Approved
Megan	R	Capt	SAPR VA	Approved
Annjeanette	M	TSgt	SAPR VA	Approved
Brandee	J	Capt	SAPR VA	Approved
Christinia	C	Capt	SAPR VA	
Courtney	J	A1C	SAPR VA	Approved
Iesiah	M	Capt	SAPR VA	Approved
James	M	A1C	SAPR VA	Approved
Marlon	D	TSgt	SAPR VA	Approved
Maryjane		TSgt	SAPR VA	Approved
Michele	E	MSgt	SAPR VA	Approved
Monique	Y	MSgt	SAPR VA	Approved
Nikia	P	TSgt	SAPR VA	Approved
Robin	F	1st Lt	SAPR VA	Approved
Shantwanique	D	A1C	SAPR VA	Approved
Tiaj	G	MSgt	SAPR VA	Approved
Byron	A	SrA	SAPR VA	Approved
Kristen	A	CIV	SAPR VA	Approved
Brandi	N	SSgt	SAPR VA	Approved
Kevin	M	SSgt	SAPR VA	Approved
Rebecca	A	Maj	SAPR VA	Approved
Christopher	H	SrA	SAPR VA	Approved
David	R	SSgt	SAPR VA	Approved
David	L	MSgt	SAPR VA	Approved
Chrystle	L	TSgt	SAPR VA	Approved
Kacy	K	TSgt	SAPR VA	
Shane	D	TSgt	SAPR VA	Approved
Ashley	N	SSgt	SAPR VA	Approved
Lena	R	Maj	SAPR VA	Approved
Amanda	C	TSgt	SAPR VA	Approved
Jessica	L	TSgt	SAPR VA	Approved
Amanda	J	SrA	SAPR VA	Approved
Danielle	A	A1C	SAPR VA	Approved
Rowena	M	SSgt	SAPR VA	Approved
Richard	L	CIV	SAPR VA	Approved
Michael	R	MSgt	SAPR VA	Approved
Vickie	S	CIV	SAPR VA	Approved
Anthony		SrA	SAPR VA	Approved
Larissa	A	SrA	SAPR VA	Approved
William	H	MSgt	SAPR VA	Approved
Marc	A	SSgt	SAPR VA	

Natisha	M	SrA	SAPR VA	Approved
Satina	L	TSgt	SAPR VA	Approved
Becky	D	SSgt	SAPR VA	Approved
Antoinette	N	SSgt	SAPR VA	Approved
Sheila	D	CIV	SAPR VA	Approved
Silvia	L	SrA	SAPR VA	Approved
Shanavia	C	MSgt	SAPR VA	Approved
Whitney	K	A1C	SAPR VA	Approved
Heather	T	SSgt	SAPR VA	Approved
Charles	J	2nd Lt	SAPR VA	Approved
Michelle	L	MSgt	SAPR VA	Approved
Andrea	M	MSgt	SAPR VA	Approved
Joshua	J	TSgt	SAPR VA	Approved
Ariel	J	A1C	SAPR VA	Approved
Gregory	A	CIV	SARC	Approved
Amber	L	SrA	SAPR VA	Approved
Tina	A	CIV	SARC	Approved
Kelly	G		SAPR VA	Approved
Vickaline	P	CIV	SAPR VA	Approved
Felicity	L	SrA	SAPR VA	Approved
Courtney	E	Capt	SARC	Approved
Amanda	F	CIV	SAPR VA	Approved
Frank	M	TSgt	SAPR VA	Approved
Irina	P	SSgt	SAPR VA	Approved
Kimberly	D	CIV	SAPR VA	
Kochitia	L	MSgt	SAPR VA	Approved
Nizhoni	D	TSgt	SAPR VA	Approved
Charles	M	CIV	SAPR VA	Approved
Ashley	B	A1C	SAPR VA	Approved
Belinda	D	MSgt	SAPR VA	Approved
Daniel	E	MSgt	SAPR VA	Approved
Dayrone	T	TSgt	SAPR VA	Approved
Delana	K	A1C	SAPR VA	Approved
Dennis	G	CIV	SARC	Approved
Simon		SSgt	SAPR VA	Approved
Stephen	W	A1C	SAPR VA	Approved
Gilbert		SSgt	SAPR VA	Approved
Louis	A	SrA	SAPR VA	Revoked
Tina	M	MSgt	SAPR VA	Approved
Margaret	M	TSgt	SAPR VA	Approved
Lisa	M	Maj	SARC	Approved
Quincey	M	1st Sgt	SAPR VA	Approved
Kelley	M	2nd Lt	SAPR VA	Approved
Katherine	Y	Maj	SAPR VA	Approved
Griselda		SSgt	SAPR VA	Approved
Brittany	R	2nd Lt	SAPR VA	Approved
Denise	M	TSgt	SAPR VA	Approved
Gabrielle	M	SSgt	SAPR VA	Approved
Nicole	D	TSgt	SAPR VA	Approved
Tarrah	S	MSgt	SAPR VA	Approved
Geordie	A	A1C	SAPR VA	Approved
Jamie	M	MSgt	SAPR VA	Approved
Kylie	J	A1C	SAPR VA	Approved
Brandt	W	2nd Lt	SAPR VA	Approved
Jessica	E	TSgt	SAPR VA	Approved

Bradley	M	SSgt	SAPR VA	Approved
Carly	C.M	SSgt	SAPR VA	
Lashieka	C	SSgt	SAPR VA	Approved
Denielle	S	TSgt	SAPR VA	Approved
Bruce	J	TSgt	SAPR VA	Approved
Gregory	S	TSgt	SAPR VA	Approved
Natalie	N	SrA	SAPR VA	
Cynthia	G	SMSgt	SAPR VA	Approved
Jacob	M	A1C	SAPR VA	Approved
Timothy	L	SSgt	SAPR VA	
Katelyn	A	A1C	SAPR VA	
Dannielle	E	SrA	SAPR VA	Approved
Tracy	E	TSgt	SAPR VA	Approved
Heather	K	SSgt	SAPR VA	Approved
Richard	R	MSgt	SAPR VA	Approved
Shane		SrA	SAPR VA	Approved
Tiffany	M	SrA	SAPR VA	Approved
Janice	L	CIV	SARC	Approved
Rebecca	E	A1C	SAPR VA	Approved
Theron	R	TSgt	SAPR VA	Approved
Daniel	R	A1C	SAPR VA	Approved
Kimberly	C	SSgt	SAPR VA	Approved
Andrew	A	MSgt	SAPR VA	Approved
Nicholas	C	SrA	SAPR VA	Approved
Kody	D	SSgt	SAPR VA	Approved
Justin	J	SrA	SAPR VA	
Brian	K	MSgt	SAPR VA	Approved
Michael	T	MSgt	SAPR VA	Approved
Samantha	E	SSgt	SAPR VA	Approved
Crystal	M	TSgt	SAPR VA	Approved
Christopher	L	TSgt	SAPR VA	Approved
Heidi	M	TSgt	SAPR VA	Approved
Akilah	M	SSgt	SAPR VA	Approved
Carrie	J	Maj	SARC	Approved
La Nesa	E	CIV	SARC	Approved
Heather		SSgt	SAPR VA	Approved
Kevin	J	SMSgt	SAPR VA	Approved
Denise	S	CIV	SAPR VA	Approved
Kerry	K	CIV	SAPR VA	Approved
Regina	W	MSgt	SAPR VA	Approved
Heidi	L	MSgt	SAPR VA	Approved
Lorene		MSgt	SAPR VA	Approved
William	J	CIV	SAPR VA	Approved
Loren	A	Capt	SARC	Approved
Dustin	L	TSgt	SAPR VA	Approved
Edward	B	TSgt	SAPR VA	Approved
Audrea	L	MSgt	SAPR VA	Approved
Brianna	L	TSgt	SAPR VA	Approved
Jamie	L	MSgt	SAPR VA	Approved
Annaleis	M	Capt	SAPR VA	
Shirley	A	MSgt	SAPR VA	Approved
DeAnn	A	SrA	SAPR VA	Approved
Ashley	K	SrA	SAPR VA	Approved
Joseph	B	SSgt	SAPR VA	Approved
Clarence	A	CIV	SAPR VA	Approved

Karen	M	TSgt	SAPR VA	Approved
Kathleen	A	SSgt	SAPR VA	Approved
Patrick	P	A1C	SAPR VA	Approved
Torri	K	SSgt	SAPR VA	
Stuart	A	TSgt	SAPR VA	
Deborah	A	MSgt	SAPR VA	Approved
China	E	SrA	SAPR VA	Approved
Karen	P	CIV	SAPR VA	Approved
Diane		CIV	SAPR VA	Approved
Joseph	C	TSgt	SAPR VA	Approved
Kelli	A	TSgt	SAPR VA	Approved
Marlene	D	TSgt	SAPR VA	Approved
Romelia	L	TSgt	SAPR VA	Approved
Shannon	K	TSgt	SAPR VA	Approved
Tiffany	N	TSgt	SAPR VA	Approved
Vanetta	R	SSgt	SAPR VA	Approved
Vernon	D	MSgt	SAPR VA	Approved
Natalie	M	TSgt	SAPR VA	Approved
Donna	S	MSgt	SAPR VA	Approved
Candice	D	MSgt	SAPR VA	Approved
Qymesha	R	SSgt	SAPR VA	Approved
Theresa	D	MSgt	SAPR VA	Approved
Velnette	J	SrA	SAPR VA	Approved
Gerald	A	SMSgt	SAPR VA	Approved
Kevin	L	SrA	SAPR VA	Approved
Ashley	E	SSgt	SAPR VA	Approved
Jose	R	CIV	SARC	Approved
Lindsay	K	SSgt	SAPR VA	Approved
April	N	TSgt	SAPR VA	Approved
Tajuana	P	MSgt	SAPR VA	Approved
Katrina	D	SSgt	SAPR VA	Approved
Michelle		MSgt	SAPR VA	Approved
Melinda	F	MSgt	SAPR VA	Approved
Twan	N	TSgt	SAPR VA	Approved
Yolanda	D	MSgt	SAPR VA	Approved
Catherine	A	A1C	SAPR VA	Approved
Caley	S	SrA	SAPR VA	Approved
Barbara	J	Capt	SARC	Approved
Rosenda	L	A1C	SAPR VA	Approved
Levette	A	TSgt	SAPR VA	Approved
Jennifer	A	TSgt	SAPR VA	Approved
Allison	M	1st Lt	SAPR VA	Approved
Ardaesha	M	SrA	SAPR VA	Approved
Cassandra	R	MSgt	SAPR VA	Approved
Christeena	G	CIV	SAPR VA	Approved
Christine	A	TSgt	SAPR VA	Approved
Curtis	A	TSgt	SAPR VA	Approved
Danyelle	M	TSgt	SAPR VA	Approved
Dominique	A	SSgt	SAPR VA	Approved
Eric	S	MSgt	SAPR VA	
Gabriel	C	TSgt	SAPR VA	Approved
Glenna	V	1st Lt	SARC	Approved
Jacinta	K	SSgt	SAPR VA	Approved
Jennifer	R	MSgt	SAPR VA	Approved
Katherine	S	CIV	SAPR VA	Approved

Kimberly	D	MSgt	SAPR VA	Approved
Mary	A	Capt	SAPR VA	Approved
Ollen		TSgt	SAPR VA	Approved
Renee		CIV	SAPR VA	Approved
Robert	A	TSgt	SAPR VA	Approved
Roxanna	M	TSgt	SAPR VA	Approved
Shanquitta	L	SSgt	SAPR VA	Approved
Stefanie	S	SSgt	SAPR VA	Approved
Vanessa	M	SMSgt	SAPR VA	Approved
Elias	A	A1C	SAPR VA	Approved
Sheila	N	Capt	SAPR VA	Approved
Kristin	M	SSgt	SAPR VA	Approved
Aisha	C	SSgt	SAPR VA	Approved
Cheryl	D	CIV	SARC	Approved
Crystal	A	SSgt	SAPR VA	Approved
Daicia	S	SSgt	SAPR VA	Approved
Daniel	A	CIV	SAPR VA	Approved
Dante	A	SrA	SAPR VA	Approved
Jenny	D	SSgt	SAPR VA	Approved
Kevin	T	MSgt	SAPR VA	Approved
Kristin	M	TSgt	SAPR VA	Approved
Natalie	N	A1C	SAPR VA	Approved
Persian	B	SSgt	SAPR VA	Approved
Shaneeeka	L	MSgt	SAPR VA	Approved
Suzanne	E	Lt Col	SAPR VA	Approved
Sylvia	J	CIV	SARC	Approved
Tierra	D	SrA	SAPR VA	Approved
Tiffany	N	SSgt	SAPR VA	Approved
Valicia	R	MSgt	SAPR VA	Approved
Donald	B	MSgt	SAPR VA	Approved
Daisy	A	CIV	SARC	Approved
Karen	M	CIV	SAPR VA	Approved
Traci	C	TSgt	SAPR VA	Approved
Shana	E	SrA	SAPR VA	Approved
Ivan		Capt	SARC	Approved
Angelique	D	MSgt	SAPR VA	Approved
Rashonda	T	TSgt	SAPR VA	Approved
Sara	K	1st Lt	SAPR VA	Approved
Tamara	C	TSgt	SAPR VA	Approved
William	J	CIV	SAPR VA	
Bobbi	N	SrA	SAPR VA	Approved
Shonda	L	TSgt	SAPR VA	Approved
Jaclyn	M	SSgt	SAPR VA	Approved
Poonsak		1st Lt	SARC	Approved
Carol	A	Capt	SAPR VA	Approved
Magdolin		SrA	SAPR VA	Approved
Carey	L	TSgt	SAPR VA	Approved
James		TSgt	SAPR VA	Approved
Courtney	M	SrA	SAPR VA	
Daniel	R	Maj	SARC	Approved
Robyn	K	TSgt	SAPR VA	Approved
Jasreen		A1C	SAPR VA	Approved
Lisa	A	Capt	SARC	Approved
Christine		TSgt	SAPR VA	Approved
Mary		MSgt	SAPR VA	Approved

Danielle	J	SSgt	SAPR VA	Approved
Mary	L	TSgt	SAPR VA	
Alexis	L	Maj	SARC	Approved
Debra	A	CIV	SAPR VA	Approved
Edward	R	Maj	SAPR VA	Approved
Chevon	D	TSgt	SAPR VA	Approved
Joshua	A	SSgt	SAPR VA	Approved
Deborah	A	Maj	SAPR VA	Approved
Nancy	B	SrA	SAPR VA	Approved
Jasmine	J	SrA	SAPR VA	Approved
Joseph	M	1st Lt	SAPR VA	Approved
Taylor	M	A1C	SAPR VA	Approved
Olivia		1st Lt	SAPR VA	Approved
Ruthanne	R	CIV	SAPR VA	Approved
Mary	A	CIV	SARC	Approved
Tammy	C	MSgt	SAPR VA	Approved
Paul	Y	Maj	SARC	Approved
Nichole	D	SSgt	SAPR VA	Approved
Tammy	L	1st Sgt	SAPR VA	Approved
Damian	M	TSgt	SAPR VA	Approved
Elisabeth	C	Maj	SAPR VA	Approved
Florine		CIV	SARC	Approved
Gregory	C	TSgt	SAPR VA	Approved
Javarick	C	TSgt	SAPR VA	Approved
Tresse	Z	1st Sgt	SAPR VA	Approved
Tyeshia	N	Maj	SARC	Approved
Virginia	N	MSgt	SAPR VA	Approved
Laketa	I	SrA	SAPR VA	Approved
Valerie	C	SSgt	SAPR VA	
Keith	D	TSgt	SAPR VA	Approved
Josephine	R	SSgt	SAPR VA	Approved
Christopher	D	SSgt	SAPR VA	
Yvette	D	TSgt	SAPR VA	Approved
Tony	V	CIV	SAPR VA	Approved
Christopher	J	TSgt	SAPR VA	Approved
Tammy	M	Col	SAPR VA	Approved
Cathy	R	CIV	SARC	
Sara	L	Capt	SAPR VA	Approved
Joshua	D	SrA	SAPR VA	Approved
Alaina	M	SSgt	SAPR VA	Approved
Jason	K	Capt	SARC	Approved
Sherry	R	CIV	SAPR VA	Approved
Lemaun		TSgt		
Kalan	A	CIV	SAPR VA	Approved
Meghan	E	SrA	SAPR VA	Approved
Simone	L	CIV	SARC	Approved
Venessa	D	SSgt	SAPR VA	
Amy	D	SSgt	SAPR VA	Approved
Corey	S	SrA	SAPR VA	Approved
Paula	D		SARC	Approved
Alessandra		Capt	SAPR VA	Approved
Richard	L	SrA	SAPR VA	Approved
Phoebe	J	SrA	SAPR VA	Approved
Vanessa	S	TSgt	SAPR VA	Approved
Amber	N	TSgt	SAPR VA	

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Heather	N	CIV	SAPR VA	Approved
Tiffany	A	TSgt	SAPR VA	Approved
Amanda	S	TSgt	SAPR VA	Approved
Samantha	J	SSgt	SAPR VA	Approved
Christina	M	Capt	SAPR VA	Approved
Vanessa	M	SSgt	SAPR VA	Approved
Quintin	M	A1C	SAPR VA	Approved
Araceli		SMSgt	SAPR VA	Approved
Lynette	M	CIV	SARC	Approved
Jackson	O	A1C	SAPR VA	
Casey	M	SSgt	SAPR VA	Approved
Alisha	G	CIV	SAPR VA	Approved
Christopher	M	MSgt	SAPR VA	Approved
Daniella	M	Capt	SAPR VA	Approved
Joshua	T	SSgt	SAPR VA	Approved
Michael	J	SSgt	SAPR VA	Approved
Corri	L	SrA	SAPR VA	Approved
Ashlei	M	SrA	SAPR VA	Approved
Joshua	D	SSgt	SAPR VA	Approved
Marguerite	A	TSgt	SAPR VA	Approved
Dinean	H	Capt	SAPR VA	Approved
Dioneshia	N	TSgt	SAPR VA	Approved
Tania	M	TSgt	SAPR VA	Approved
Dorothy	A	CIV	SAPR VA	Approved
Stephanie	C	TSgt	SAPR VA	Approved
Evan	K	A1C	SAPR VA	Approved
John	P	A1C	SAPR VA	Approved
Brian	P	1st Lt	SARC	Approved
Suzanne	M	CIV	SARC	Approved
Thomas	E	MSgt	SAPR VA	Approved
Sherresa	D	TSgt	SAPR VA	Approved
Lauren	T	SSgt	SAPR VA	Approved
Stacey	M	SSgt	SAPR VA	Approved
Jill	M	MSgt	SAPR VA	Approved
Cheryl	L	TSgt	SAPR VA	
Rebecca	L	TSgt	SAPR VA	Approved
Vincent	L	TSgt	SAPR VA	Approved
Jennifer	M	SSgt	SAPR VA	Approved
Jennifer	A	SMSgt	SAPR VA	Approved
Elbert	N	Capt	SARC	Approved
Destinee	A	A1C	SAPR VA	Approved
Lynda	R.M.	SSgt	SAPR VA	Approved
Theresa	L	CIV	SAPR VA	Approved
Heather	A. I.	TSgt	SAPR VA	Approved
Dawn	M	TSgt	SAPR VA	Approved
Allen	M	A1C	SAPR VA	Approved
Vickie	L	MSgt	SAPR VA	Approved
Amber	A	SSgt	SAPR VA	Approved
Barbara	Y	Col	SAPR VA	Approved
Brandi	K	SSgt	SAPR VA	Approved
David	D	SSgt	SAPR VA	Approved
Jeong	H	SSgt	SAPR VA	Approved
Katherine	E	CIV	SAPR VA	Approved
Maria	S	SSgt	SAPR VA	
William	T	SMSgt	SAPR VA	Approved

Ebony	M	TSgt	SAPR VA	Approved
Lisa	M	Maj	SAPR VA	
Gail	L	Capt	SAPR VA	Approved
Nicole	A	A1C	SAPR VA	Approved
Andrew	J	MSgt	SAPR VA	Approved
Jessica	A	SSgt	SAPR VA	Approved
Adam	R	MSgt	SAPR VA	Approved
Victoria		SMSgt	SAPR VA	Approved
John	N	MSgt	SAPR VA	Approved
Jesse	R	SSgt	SAPR VA	Approved
Susan	L	Maj	SAPR VA	Approved
Michele	T	Lt Col	SAPR VA	Approved
Adam	C	SrA	SAPR VA	Approved
Brittany	L	SrA	SAPR VA	Approved
Kimberly	N	SrA	SAPR VA	
Ricky	L	CIV	SAPR VA	Approved
Sandra	M	CIV	SAPR VA	Approved
Travis	S	Capt	SAPR VA	Approved
Jimmy	D	SrA	SAPR VA	
RaeLynn	P.R.	TSgt	SAPR VA	Approved
Laura	J	SSgt	SAPR VA	Approved
Nadine	N	SSgt	SAPR VA	Approved
Matthew	A	SSgt	SAPR VA	
Donna		CIV	SAPR VA	Approved
Deolinda		Amn	SAPR VA	Approved
Drew	M	2nd Lt	SAPR VA	Approved
Diana	S	CIV	SAPR VA	Approved
Hayley	E	CIV	SAPR VA	Approved
Kyle	T	SSgt	SAPR VA	
Sandy	K	CIV	SAPR VA	Approved
Ericka	L	MSgt	SAPR VA	Approved
Christina	P	1st Lt	SAPR VA	Approved
Jason	B	SrA	SAPR VA	
Travis	A	A1C	SAPR VA	Approved
Bianca		MSgt	SAPR VA	Approved
Daniel	E	TSgt	SAPR VA	Approved
Marta	A	Capt	SARC	Approved
Winnie		Lt Col	SARC	Approved
Mark	A	1st Sgt	SAPR VA	Approved
Tracy	J	CIV	SARC	Approved
Christopher	M	SSgt	SAPR VA	Approved
Dakota	L	SrA	SAPR VA	Approved
Bonnie	M	MSgt	SAPR VA	
Falon	N	SSgt	SAPR VA	Approved
Kristine	I	SSgt	SAPR VA	Approved
Marina	E	TSgt	SAPR VA	Approved
Roseanna		Capt	SAPR VA	Approved
Jennifer	N	SrA	SAPR VA	Approved
Richard		TSgt	SAPR VA	Approved
Michelle		CIV	SARC	Approved
Dana	M	1st Lt	SAPR VA	Approved
Sara	L	CIV	SAPR VA	
Angelo	D	SrA	SAPR VA	Approved
Cynthia	G	SrA	SAPR VA	Approved
Franz Therese	R	A1C	SAPR VA	Approved

Jennifer	L	Maj	SAPR VA	Approved
Kaidy	M	SSgt	SAPR VA	Approved
Cynthia	V	CIV	SAPR VA	Approved
Albin	S	MSgt	SAPR VA	Approved
Gary	M	MSgt	SAPR VA	Approved
Kandis	R	1st Lt	SARC	Approved
Dion		MSgt	SAPR VA	Approved
Krystley-Lauren	J	A1C	SAPR VA	
Walter	O	TSgt	SAPR VA	Approved
Elizabeth	J	CIV	SAPR VA	Approved
Keome	L	TSgt	SAPR VA	
La Shauna	M	CIV	SAPR VA	Approved
Sara	B	TSgt	SAPR VA	Approved
Tiffany	D	Maj	SAPR VA	Approved
Anna Pauline	M	A1C	SAPR VA	Approved
Jennifer	A	1st Sgt	SAPR VA	Approved
Malynda	K	MSgt	SAPR VA	Approved
Debra	A	CIV	SAPR VA	Approved
Michelle	L	MSgt	SAPR VA	
Nancy	E	CIV	SAPR VA	Approved
Jesse	M	MSgt	SAPR VA	Approved
Brandon	S	SSgt	SARC	Approved
Michell	D	TSgt	SAPR VA	Approved
Megan	E	SrA	SAPR VA	Approved
Consuella	M	TSgt	SAPR VA	Approved
Christine	A	MSgt	SAPR VA	Approved
Michael	B	TSgt	SAPR VA	
Dean		SrA	SAPR VA	Approved
Joshua	W	AB	SAPR VA	Approved
Patricia		MSgt	SAPR VA	Approved
Maureen	K	Capt	SARC	Approved
Monica	S	TSgt	SAPR VA	Approved
Nathan	M	SSgt	SAPR VA	
Michaela	G	A1C	SAPR VA	Approved
Jill	C	CIV	SARC	Approved
Nina	A	1st Lt	SAPR VA	Approved
Michael	P	CIV	SAPR VA	Approved
James	M	SrA	SAPR VA	Approved
Nicholas	S	TSgt	SAPR VA	
Leslie	A	2nd Lt	SAPR VA	Approved
Chloe	A	SSgt	SAPR VA	Approved
Jenevia	M	SrA	SAPR VA	Approved
Sujan	L	MSgt	SAPR VA	Approved
Benjamin	B	CIV	SAPR VA	Approved
Christina	B	TSgt	SAPR VA	Approved
Edwin	J	SSgt	SAPR VA	Approved
Kazue	H	TSgt	SAPR VA	Approved
Megan	A	SSgt	SAPR VA	Approved
Melissa	L	A1C	SAPR VA	Approved
Christy	L	CIV	SAPR VA	Approved
Deborah	M	CIV	SAPR VA	Approved
Ashley	R	SSgt	SAPR VA	Approved
Michael	C	SSgt	SAPR VA	Approved
Jean	M	CIV	SARC	Approved
Karina	M	SrA	SAPR VA	Approved

Michele	J	TSgt	SAPR VA	Approved
Lisa	D	CIV	SARC	Approved
Rebecca	L	SSgt	SAPR VA	Approved
Laurel	L	CIV	SAPR VA	Approved
Jessica	N	SSgt	SAPR VA	Approved
Christina	R	SrA	SAPR VA	Approved
Tracy	A		SAPR VA	Approved
Whitney	M	Capt	SARC	
Habibah	A	SrA	SAPR VA	Approved
Glenjulita	A	TSgt	SAPR VA	Approved
Bretta	M	SSgt	SAPR VA	Approved
Jessica	L	TSgt	SAPR VA	Approved
Jennifer	A	CIV	SARC	Approved
Shannon	K	CIV		
Amy		SSgt	SAPR VA	Approved
Lorelei	R	A1C	SAPR VA	
Anthony	M	TSgt	SAPR VA	Approved
Kourtney	D	1st Lt	SAPR VA	Approved
Lynne		CIV	SAPR VA	Approved
Pamela	L	CIV	SAPR VA	Approved
Lila	C	Capt	SAPR VA	Approved
Jennifer	R	SSgt	SAPR VA	Approved
Burrel	C	SMSgt	SAPR VA	Approved
Susan	M	CIV	SAPR VA	Approved
Robin	A	SMSgt	SAPR VA	Approved
Shaliea	C	SSgt	SAPR VA	Approved
Mary	K	CIV	SARC	Approved
Yalandis	E	A1C	SAPR VA	Approved
Diarra	A	A1C	SAPR VA	Approved
Kathy	M		SAPR VA	Approved
Alexandria	M	A1C	SAPR VA	Approved
Tara	L	MSgt	SAPR VA	Approved
Kristen	L	SSgt	SAPR VA	Approved
Richard	J	SMSgt	SAPR VA	Approved
Aisha	G	SSgt	SAPR VA	Approved
Chrystal	A	SSgt	SAPR VA	Approved
Amanda	L	TSgt	SAPR VA	Approved
Anique	S	TSgt	SAPR VA	Approved
Mary	P	SMSgt	SAPR VA	Approved
Hannah	H	SrA	SAPR VA	Approved
Ebony	T	TSgt	SARC	Approved
Amanda	L	SSgt	SAPR VA	Approved
Sarah	L	SrA	SAPR VA	Approved
Adrienne	D	1st Sgt	SAPR VA	Approved
Christine	G	CIV	SAPR VA	Approved
Todd	M	MSgt	SAPR VA	Approved
Clinton	R	SSgt	SAPR VA	Approved
Emily	I	SrA	SAPR VA	Approved
Lisa	L	SSgt	SAPR VA	Approved
Roberta	A	CIV	SAPR VA	Approved
Gayle		CIV	SAPR VA	Approved
Cathy	L	CIV	SAPR VA	
Angela	M	SSgt	SAPR VA	Approved
Lisa	N	A1C	SAPR VA	
Andrea		CIV	SARC	Approved

Kelly	S	TSgt	SAPR VA	Approved
Kindal	T	Maj	SAPR VA	Approved
Breyana	G	A1C	SAPR VA	Approved
Kimberlee	A	MSgt	SAPR VA	Approved
Nketia	CH	MSgt	SAPR VA	Approved
Tiffany	M	Capt	SAPR VA	Approved
Michael	G	TSgt	SAPR VA	Approved
Audreuna	L	A1C	SAPR VA	Approved
Richard	J	Capt	SARC	Approved
Adrian	N	SSgt	SAPR VA	Approved
Scott	R	MSgt	SAPR VA	Approved
Patrick	B	TSgt	SAPR VA	Approved
Sonya	R	SrA	SAPR VA	Approved
Eden	A	SrA	SAPR VA	Approved
Karen	A	Capt	SAPR VA	Approved
Denise	L	MSgt	SAPR VA	Approved
Melissa	L	TSgt	SAPR VA	Approved
Nicholas	A	SSgt	SAPR VA	Approved
Monica	E	Capt	SAPR VA	Approved
Megan	E	1st Lt	SAPR VA	Approved
Christopher	M	MSgt	SAPR VA	Approved
Anna	G	TSgt	SAPR VA	Approved
Julie		CIV	SAPR VA	Approved
Latisha	R	MSgt	SAPR VA	Approved
Anna	A	SSgt	SAPR VA	Approved
Lawrence	V	Capt	SAPR VA	Approved
Pauline	S	A1C	SAPR VA	Approved
Cipriano		TSgt	SAPR VA	Approved
Rolando	A	SSgt	SAPR VA	Approved
Norbert	R	MSgt	SARC	Approved
Amy	E	MSgt	SAPR VA	Approved
Tammra	L	TSgt	SAPR VA	Approved
Emily	J	Capt	SARC	Approved
Anthony	R	A1C	SAPR VA	Approved
Zita	C	TSgt	SAPR VA	Approved
Bobbie	G	CIV	SAPR VA	Approved
India	S	SrA	SAPR VA	Approved
Daniela	C	MSgt	SAPR VA	Approved
Gregory	T	TSgt	SAPR VA	Approved
Carrie	A	CIV	SAPR VA	Approved
Karis	W	Capt	SAPR VA	Approved
Roger	L	SSgt	SAPR VA	Approved
Timothy	J	MSgt	SARC	Approved
Alissa	S	TSgt	SAPR VA	Approved
Candace	T	TSgt	SAPR VA	Approved
Carla	M.C.	SSgt	SAPR VA	Approved
Donna	R	SSgt	SAPR VA	Approved
Hailey	M	A1C	SAPR VA	Approved
Jason	R	TSgt	SAPR VA	Approved
Jennifer	L	CIV	SAPR VA	Approved
Jennifer	M	TSgt	SAPR VA	Approved
Jeremy	E	Capt	SAPR VA	Approved
Katherine	L	CIV	SAPR VA	Approved
Lana	R	MSgt	SAPR VA	Approved
Makeda	I	A1C	SAPR VA	Approved

Marina	L	CIV	SAPR VA	Approved
Mary	S	TSgt	SAPR VA	Approved
Max	A		SAPR VA	Approved
Michael	D	SSgt	SAPR VA	Approved
Nikolas	A	SrA	SAPR VA	Approved
Patricia	L	CIV	SAPR VA	Approved
Rebecca	A	TSgt	SAPR VA	Approved
Renee	A	SMSgt	SAPR VA	Approved
Stephanie	B	SrA	SAPR VA	Approved
Walter	L	Maj	SAPR VA	Approved
Kelton	V	A1C	SAPR VA	Approved
Katherine	G	CIV	SAPR VA	Approved
Spring	R	CIV	SAPR VA	Approved
Daniyel	M	TSgt	SAPR VA	Approved
Charles		AB	SAPR VA	Approved
Shelby	A	SrA	SAPR VA	Approved
Danielle	N	TSgt	SAPR VA	Approved
Danielle	R	SrA	SAPR VA	Approved
Tywund	J	TSgt	SAPR VA	Approved
Kristen	M	2nd Lt	SAPR VA	Approved
Erin	C	Capt	SARC	Approved
Harmony	M	CIV	SAPR VA	Approved
Donald	R	SSgt	SAPR VA	Approved
Charlotte	L	CIV	SARC	Approved
Sydney	A	A1C	SAPR VA	Approved
Samantha	D	SrA	SAPR VA	Approved
Diana	C	TSgt	SAPR VA	Approved
Amanda	J	SSgt	SAPR VA	Approved
Meghan	E	SSgt	SAPR VA	Approved
Michael	A	CIV	SARC	Approved
Jolene	I	TSgt	SAPR VA	Approved
Jean-Paul	R	TSgt	SAPR VA	Approved
Charlette	M	CIV	SAPR VA	Approved
Emily	G	CIV	SARC	Approved
John	C	A1C	SAPR VA	Approved
Katrece	G	SMSgt	SAPR VA	Approved
Laquita	D	SrA	SAPR VA	Approved
Nathaniel	S	A1C	SAPR VA	Approved
Roger	L	Capt	SARC	Approved
Peggy	R	CIV	SARC	Approved
Jared	D	MSgt	SAPR VA	Approved
Melinda	K	Lt Col	SAPR VA	Approved
Alexander	Z	TSgt	SAPR VA	Approved
Amy	G		SAPR VA	Approved
Shymeka	L	TSgt	SAPR VA	Approved
Desiree	M	SrA	SAPR VA	Approved
Kashara	R	SSgt	SAPR VA	Approved
Aaris	P	TSgt	SAPR VA	Approved
Erica	M	2nd Lt	SAPR VA	Approved
Michael	J	TSgt	SAPR VA	Approved
Steven	C	Lt Col	SAPR VA	Approved
Wayne	H	MSgt	SAPR VA	Approved
Janet	P	CIV	SARC	Approved
Diana	M	SMSgt	SAPR VA	Approved
Andrea	M	SSgt	SAPR VA	Approved

Christa	N	A1C	SAPR VA	Approved
Shani	L	TSgt	SAPR VA	Approved
Allison	M	SrA	SAPR VA	Approved
Michael	T	A1C	SAPR VA	Approved
Amanda	R	TSgt	SAPR VA	
Amanda	R	TSgt	SAPR VA	Approved
Hank	A	SSgt	SAPR VA	Approved
Ashley	A	SSgt	SAPR VA	Approved
Shelita	C	SSgt	SAPR VA	Approved
Ryan	S	A1C	SAPR VA	Approved
Sarah	E	SSgt	SAPR VA	Approved
LaShana	A	SrA	SAPR VA	Approved
Ingrid	C	Capt	SAPR VA	Approved
Diane	M	CIV	SAPR VA	Approved
Kalana	M	MSgt	SAPR VA	Approved
Estelle	R	Maj	SARC	Approved
Nisha	L	CIV	SAPR VA	Approved
Thomas	P		SAPR VA	Approved
Sarah	K	CIV	SAPR VA	Approved
Lori	L	CIV	SARC	Approved
Christopher	J	1st Lt	SARC	Approved
Nikki	M	SSgt	SAPR VA	Approved
Heather	M	SSgt	SAPR VA	Approved
Rekesha	L	TSgt	SAPR VA	Approved
Gerald	L	TSgt	SAPR VA	Approved
Patricia	A	Capt	SAPR VA	Approved
Danielle	S	TSgt	SAPR VA	Approved
Tigha	M	A1C	SAPR VA	Approved
Jennifer	L	MSgt	SAPR VA	Approved
Nichole	D	TSgt	SAPR VA	Approved
Jennifer	L	TSgt	SAPR VA	Approved
Natalie				
Terri	L	CIV	SAPR VA	Approved
Angela	E	Capt	SARC	Approved
Carla	T	CIV	SAPR VA	Approved
Donna	J	SMSgt	SAPR VA	Approved
Fabien	L	SSgt	SAPR VA	Approved
Stephanie	A	SSgt	SAPR VA	Approved
Beau	W	TSgt	SAPR VA	Approved
Charlton	R	SSgt	SAPR VA	Approved
Christina	R	1st Sgt	SAPR VA	Approved
Christopher	A	CIV	SAPR VA	Approved
Eric	C	SSG	SAPR VA	
Adam	J	SrA	SAPR VA	Approved
Quatrell	R	SSgt	SAPR VA	Approved
Amanda	J	SrA	SAPR VA	Approved
Erika	D	SSgt	SAPR VA	Approved
Barry	L	CIV	SAPR VA	Approved
Rachel	A	SSgt	SAPR VA	Approved
Letesha	N	TSgt	SAPR VA	Approved
Brande	C	CIV	SARC	Approved
Nathan	C	A1C	SAPR VA	Approved
Edmond		TSgt	SAPR VA	Approved
Kalixta	J	SrA	SAPR VA	Approved
Lindsey	R	Capt	SAPR VA	Approved

Kristen	A		SAPR VA	Approved
Deidre	E	SMSgt	SAPR VA	Approved
Lalani	N	TSgt	SAPR VA	Approved
Brandy		MSgt	SAPR VA	Approved
Scott	C	SrA	SAPR VA	Approved
Donald	O	TSgt	SAPR VA	Approved
Vicki	R	CIV	SAPR VA	Approved
Robert	T	MSgt	SAPR VA	Approved
Roman	M	SSgt	SAPR VA	Approved
Stephanie	A	A1C	SAPR VA	
Morgan	B	SSgt	SAPR VA	Approved
Montrice	D	SSgt	SAPR VA	Approved
Ustem	H	2nd Lt	SAPR VA	Approved
Shareef	O	SSgt	SAPR VA	Approved
Jennifer	L	MSgt	SAPR VA	Approved
Warren	D	SSgt	SAPR VA	Approved
Matthew	H	TSgt	SAPR VA	Approved
Oluwatobiloba	O	A1C	SAPR VA	Approved
Teresa	A	CIV	SAPR VA	Approved
Kelly	V	SSgt	SAPR VA	Approved
leake	Y	TSgt	SAPR VA	Approved
Dean	K	CIV	SAPR VA	Approved
Jennifer		CIV	SAPR VA	Approved
Stephanie	A	Capt	SAPR VA	Approved
Luke	P	Capt	SARC	Approved
Siorai	W	A1C	SAPR VA	Approved
Brenda	J	MSgt	SAPR VA	Approved
Joan		CIV	SAPR VA	Approved
Ricardo		A1C	SAPR VA	Approved
Teri	B		SAPR VA	Approved
Agnes			SAPR VA	Approved
Brandy	M		SAPR VA	
Robert	L	CIV	SAPR VA	Approved
Alison	M	SSgt	SAPR VA	Approved
Michelle	L	MSgt	SAPR VA	Approved
Angela	R	TSgt	SAPR VA	Approved
Christopher	E	MSgt	SAPR VA	Approved
Cheryl	A	TSgt	SAPR VA	Approved
Victoria	M	SSgt	SAPR VA	Approved
Dajae	L	1st Sgt	SAPR VA	Approved
Latoyia		TSgt	SAPR VA	Approved
Norman	C	1st Lt	SARC	Approved
Jeffrey	B	CIV	SARC	Approved
Nicole	S	Capt	SARC	Approved
Alicia	M	1st Lt	SAPR VA	Approved
Ismael		TSgt	SAPR VA	Approved
Donald	G	MSgt	SARC	
Bryan	S	SSgt	SAPR VA	Approved
Cheryl	M	CIV	SARC	Approved
Amy	C	TSgt	SAPR VA	Approved
Naomi	H	TSgt	SAPR VA	Approved
Tory	D	MSgt	SAPR VA	Approved
Warner	K		SAPR VA	
Benjamin	J	TSgt	SAPR VA	Approved
Dewayne	A	TSgt	SAPR VA	Approved

Jill	L	Maj	SAPR VA	Approved
Michael	J	1st Lt	SAPR VA	Approved
Taylor	J	AB	SAPR VA	Approved
Thomas	E	Capt	SAPR VA	Approved
Juilieann		A1C	SAPR VA	Approved
Shantel	A	SrA	SAPR VA	Approved
Kenneth	L	SrA	SAPR VA	Approved
Lauren	E	A1C	SAPR VA	Approved
Shrutit	K	SrA	SAPR VA	Approved
Caress	N	SSgt	SAPR VA	Approved
Kellee	J	CIV	SAPR VA	Approved
Patrika	T	A1C	SAPR VA	Approved
Jessica	A	TSgt	SAPR VA	Approved
Julisha	L	SSgt	SAPR VA	Approved
Shemeka	N	SSgt	SAPR VA	Approved
Frank	J	CIV	SARC	Approved
Teressa	O	MSgt	SAPR VA	Approved
Christina	M	SSgt	SAPR VA	Approved
Ryan	J	Capt	SARC	Approved
Keaton	D	A1C	SAPR VA	Approved
Joi	A	MSgt	SAPR VA	Approved
Kevin	L	TSgt	SAPR VA	Approved
Erica	G	1st Lt	SARC	Approved
Tammy	J	MSgt	SAPR VA	Approved
Tyson	S	TSgt	SAPR VA	Approved
Alecia	D	SSgt	SAPR VA	Approved
Phillip	R	A1C	SAPR VA	Approved
Paige	L	A1C	SAPR VA	Approved
Sabrina	S	CIV	SARC	Approved
Desiree	L	SSgt	SAPR VA	Approved
Roxanne	D	2nd Lt	SAPR VA	Approved
Lee	D	MSgt	SAPR VA	Approved
Renieka	D	TSgt	SAPR VA	Approved
Adrian	I	Capt	SAPR VA	Approved
Roberto		TSgt	SAPR VA	Approved
Evelyn		CIV	SAPR VA	Approved
Julian		SrA	SAPR VA	Approved
Tony	D	SSgt	SAPR VA	Approved
Christopher	J	SSgt	SAPR VA	Approved
John	M	TSgt	SAPR VA	Approved
David	A	CIV	SAPR VA	Approved
Kathryn	E	TSgt	SAPR VA	Approved
Kristen	R	TSgt	SAPR VA	Approved
Parker	C	Maj	SARC	Approved
Swani Leigh Aida	C	SSgt	SAPR VA	Approved
Cassandra	I	TSgt	SAPR VA	Approved
Christopher	N	SSgt	SAPR VA	Approved
David	A	SSgt	SAPR VA	Approved
Jasmine	L	SSgt	SAPR VA	Approved
Nena	M	SrA	SAPR VA	Approved
Kamesha	G	SSgt	SAPR VA	Approved
Aza	A	SSgt	SAPR VA	Approved
Katrina	J	TSgt	SAPR VA	Approved
Matthew	S	TSgt	SAPR VA	Approved
Sherri	L	Capt	SARC	Approved

Vicky	D	CIV	SAPR VA	
Ashley	E	A1C	SAPR VA	Approved
Nancy	P	CIV	SARC	Approved
Kristinia	L	A1C	SAPR VA	Approved
Cody	D	SSgt	SAPR VA	Approved
Tanya	M		SAPR VA	
Page	E	CMSgt	SAPR VA	
Quenette	L	TSgt	SAPR VA	Approved
Lorinda	J	SMSgt	SAPR VA	Approved
Enjoli	T	SSgt	SAPR VA	Approved
Lisa	A	SrA	SAPR VA	Approved
Samantha	R	SSgt	SAPR VA	Approved
Brenda	G	Maj	SAPR VA	Approved
Misty	M	MSgt	SAPR VA	
Erica	E	SSgt	SAPR VA	Approved
Kayla	Y	AB	SAPR VA	Approved
Abigail	E		SAPR VA	Approved
Shirley	F	SSgt	SAPR VA	Approved
Rachelle	K	SSgt	SAPR VA	Approved
Melissa	A	SMSgt	SAPR VA	Approved
Brandy	G	MSgt	SAPR VA	Approved
Ethan	C	SrA	SAPR VA	Approved
Melannie	J	SMSgt	SAPR VA	Approved
Leslie	A	MSgt	SAPR VA	Approved
Patricia	A	CIV	SAPR VA	Approved
Erik	R	TSgt	SAPR VA	Approved
Kadine	A	SSgt	SAPR VA	Approved
Major		A1C	SAPR VA	Approved
Shannon	M	MSgt	SAPR VA	Approved
Susan	M	CIV	SARC	Approved
Lami	N	SrA	SAPR VA	Approved
Danielle	L	SSgt	SAPR VA	Approved
Sean	D	SSgt	SAPR VA	Approved
Keturah	L	TSgt	SAPR VA	Approved
Carlitta	A	MSgt	SAPR VA	Approved
Tameshia	C	SSgt	SAPR VA	Approved
Linda	F	CIV	SARC	Approved
William		Capt	SAPR VA	Approved
Cierra	L	A1C	SAPR VA	Approved
William	D	SrA	SAPR VA	Approved
Jenna	C	SrA	SAPR VA	Approved
Anne	L	SrA	SAPR VA	Approved
Burdette	L	Maj	SAPR VA	Approved
Trina	U	SSgt	SAPR VA	Approved
Monica	M	TSgt	SAPR VA	Approved
John	E	A1C	SAPR VA	Approved
Frances	A	TSgt	SAPR VA	Approved
Amy	L	TSgt	SAPR VA	Approved
Martin	D	SSgt	SAPR VA	Approved
Kevin	P	Maj	SARC	Approved
Janet	M	MSgt	SAPR VA	Approved
Esmeralda	M	SSgt	SAPR VA	Approved
Kristopher	P	MSgt	SAPR VA	Approved
Nkenge		CIV	SAPR VA	Approved
Hersey	R	SrA	SAPR VA	Approved

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Natasha	N	SrA	SAPR VA	Approved
Sean	D	SrA	SAPR VA	Approved
Tiara	A	2nd Lt	SAPR VA	Approved
Deanna	D	TSgt	SAPR VA	Approved
Cherry	M	CIV	SAPR VA	Approved
Stephanie		SSgt	SAPR VA	Approved
Gertrude		CIV	SAPR VA	Approved
Carmela	M	Maj	SARC	Approved
Emma	N	SSgt	SAPR VA	Approved
Cynthia	L	SSgt	SAPR VA	Approved
Stacey	V	MSgt	SAPR VA	
J	C	TSgt	SAPR VA	Approved
Ronald		TSgt	SAPR VA	Approved
Nicole	S	SrA	SAPR VA	Approved
Adrienne	MHK	Capt	SAPR VA	Approved
Edwardlarry	G	1st Lt	SARC	Approved
Isabella	K	Capt	SARC	Approved
Linda	D	CIV	SAPR VA	
Jose	A	A1C	SAPR VA	Approved
Tatum	R	TSgt	SAPR VA	Approved
Cortney	S	SrA	SAPR VA	Approved
Amy	M	SSgt	SAPR VA	Approved
Rachel	W	TSgt	SAPR VA	Approved
Erika	N	SSgt	SAPR VA	Approved
Donna	M	CIV	SARC	Approved
Amy	M	SSgt	SAPR VA	Approved
Court	A	CIV	SAPR VA	Approved
Jessica	A	A1C	SAPR VA	
Saleem	S	Capt	SAPR VA	Approved
Carlos	A	MSgt	SAPR VA	Approved
Mary	B	CIV	SARC	Approved
Ralph	W	TSgt	SAPR VA	Approved
Gail	V	CIV	SAPR VA	Approved
Derek	L	SrA	SAPR VA	Approved
Jazmin	S	SSgt	SAPR VA	Approved
Pamela	J	CIV	SARC	Approved
Nilsa	L	MSgt	SAPR VA	
Kristin	E	A1C	SAPR VA	Approved
Michelle	L	Capt	SAPR VA	Approved
Jess	M	SrA	SAPR VA	Approved
Juanita	E	MSgt	SAPR VA	Approved
Frances		SSgt	SAPR VA	Approved
Katrina	J	SSgt	SAPR VA	Approved
Doris	S	MSgt	SAPR VA	Approved
Lashonda	P	CIV	SAPR VA	Approved
Willie	T	MSgt	SAPR VA	Approved
Clementine	A	CIV	SAPR VA	Approved
Susana	E	Capt	SAPR VA	Approved
Ceressa		TSgt	SAPR VA	Approved
Megan	C	SSgt	SAPR VA	Approved
Adrienne	S	SSgt	SAPR VA	Approved
Stephen	C.	CIV	SAPR VA	Approved
Amanda	B	SrA	SAPR VA	Approved
Andrew	X	Maj	SAPR VA	Approved
Angie	L	CIV	SAPR VA	Approved

Annette	M	CIV	SAPR VA	Approved
Kisha	L	MSgt	SAPR VA	Approved
Lacey	N	2nd Lt	SAPR VA	Approved
Latrisha	N	1st Lt	SAPR VA	Approved
Tahlia	A	SSgt	SAPR VA	Approved
Tara	L	SSgt	SAPR VA	Approved
Tiffany	A	SSgt	SAPR VA	Approved
Sarah	N	1st Lt	SAPR VA	Approved
Quinton	J	SSgt	SAPR VA	Approved
Steven	E	1st Lt	SAPR VA	Approved
Ella	M	SSgt	SAPR VA	Approved
Kailin	S	A1C	SAPR VA	Approved
Daniel	A	Capt	SARC	Approved
Vanessa	R	MSgt	SAPR VA	Approved
Ami		MSgt	SAPR VA	Approved
Valarie	N	TSgt	SAPR VA	Approved
Jeffrey	V	MSgt	SAPR VA	Approved
Marquia	S	SSgt	SAPR VA	Approved
Wilbert		CIV	SAPR VA	Approved
Adam	W	A1C	SAPR VA	Approved
Sabrina	K	SSgt	SAPR VA	Approved
Samantha	V	SSgt	SAPR VA	Approved
Aaron	D	TSgt	SAPR VA	Approved
David	H	CIV	SAPR VA	Approved
Jacquelyn	E	SSgt	SAPR VA	Approved
Julia	M	MSgt	SAPR VA	Approved
Kimberly	F	MSgt	SAPR VA	
Michelle	K	SSgt	SAPR VA	Approved
Omar	G	SSgt	SAPR VA	Approved
Rashedia	M	SSgt	SAPR VA	Approved
Shauna	M	SSgt	SAPR VA	Approved
Synethia	L	SrA	SAPR VA	Approved
Ravyn	D	SSgt	SAPR VA	Approved
Crystal	N	SrA	SAPR VA	Approved
Amber	L	SrA	SAPR VA	Approved
Gilberto		SSgt	SAPR VA	Approved
Jaclyn	G	CIV	SAPR VA	Approved
Johan		SrA	SAPR VA	Approved
Kimberly	A	SSgt	SAPR VA	Approved
Luis		SSgt	SAPR VA	Approved
Maria	C	SSgt	SAPR VA	Approved
Patricia	S	Capt	SAPR VA	Approved
Kimberly	D	CIV	SAPR VA	
Cynthia	D	MSgt	SAPR VA	Approved
Davidette		TSgt	SAPR VA	Approved
Kevin	S	SSgt	SAPR VA	Approved
Maxie	L	SrA	SAPR VA	
Dowright		CIV	SAPR VA	Approved
Erica	L	TSgt	SAPR VA	Approved
Bianca	E	2nd Lt	SAPR VA	Approved
Jeffrey	L	CIV	SAPR VA	
Jose	A	SrA	SAPR VA	Approved
Gary	R	SSgt	SAPR VA	Approved
Todd	M	1st Sgt	SAPR VA	Approved
Eneida	X	SSgt	SAPR VA	Approved

Jasmine-Diane	D	SrA	SAPR VA	Approved
Hilda	M	TSgt	SAPR VA	Approved
Jennifer	L	SSgt	SAPR VA	Approved
Michelle	R	CIV	SAPR VA	Approved
Daniel	E	TSgt	SAPR VA	Approved
Pamela	J	MSgt	SAPR VA	Approved
Kenneth	A	Capt	SARC	
Taisha	E	TSgt	SAPR VA	Approved
Lydia	M	SSgt	SAPR VA	Approved
Charissa	R	MSgt	SAPR VA	Approved
Kisha	B	SSgt	SAPR VA	Approved
Brandi	N	Capt	SARC	Approved
Stacia	R	MSgt	SAPR VA	Approved
Nina	C	1st Lt	SAPR VA	Approved
Jo		CIV	SAPR VA	Approved
Bernadine	M	CIV	SAPR VA	Approved
D'Ontay	C	TSgt	SAPR VA	Approved
Idris	M	TSgt	SAPR VA	Approved
Awilda	M	MSgt	SAPR VA	
Paulina	K	2nd Lt	SAPR VA	Approved
Brionna	N	1st Lt	SAPR VA	Approved
Rachel	L	TSgt	SAPR VA	Approved
Carla	J	CIV	SAPR VA	Approved
Bryanna	N	SSgt	SAPR VA	Approved
Jimmie		MSgt	SAPR VA	Approved
Holly	N	1st Lt	SAPR VA	Approved
Jerry	N	MSgt	SAPR VA	Approved
Leon		TSgt	SAPR VA	Approved
Loren	P	1st Lt	SAPR VA	Approved
Adrienne	A.S.	TSgt	SAPR VA	Approved
Elizabeth	A	SSgt	SAPR VA	Approved
Erin	M	SSgt	SAPR VA	Approved
Steven	A	SrA	SAPR VA	Approved
Vickie	J	CIV	SARC	Approved
Dustin	R	SrA	SAPR VA	
Justin	A	2nd Lt	SAPR VA	Approved
Treva	G	MSgt	SAPR VA	Approved
Amit	P	Capt	SARC	Approved
Sherry	L	CIV	SAPR VA	Approved
April	L	A1C	SAPR VA	Approved
Anthony	M	A1C	SAPR VA	Approved
Robin	M	TSgt	SAPR VA	Approved
Anita		CIV	SAPR VA	Approved
Yvette	D	CIV	SAPR VA	Approved
Fritz	G	Capt	SAPR VA	Approved
Erika	J	SSgt	SAPR VA	Approved
Erika	V	TSgt	SAPR VA	Approved
Katiria	I	TSgt	SAPR VA	Approved
Nicole	E	SSgt	SAPR VA	Approved
Justin	A	MSgt	SAPR VA	
Brooke	N	SSgt	SAPR VA	Approved
Tamela	L	MSgt	SAPR VA	Approved
Cory	D	SSgt	SAPR VA	Approved
Michael	J	CIV	SAPR VA	Approved
Melinda	S	TSgt	SAPR VA	Approved

Saiomy		SrA	SAPR VA	Approved
Janet	S	CIV	SAPR VA	Approved
Janae	M	SrA	SAPR VA	Approved
Taylor	A	A1C	SAPR VA	Approved
Sarah	T	SSgt	SAPR VA	Approved
Tara	L	SrA	SAPR VA	
Katherine	A	CIV	SAPR VA	Approved
Torri	K	SSgt	SAPR VA	
Kimberly	E	SSgt	SAPR VA	Approved
Krysteena	V	SSgt	SAPR VA	Approved
Jayme	L	MSgt	SAPR VA	Approved
Masha		1st Lt	SARC	Approved
Elizabeth	M	1st Lt	SAPR VA	Approved
Susan	I	CIV	SAPR VA	
Gabriel	W	MSgt	SAPR VA	Approved
Lora	B	MSgt	SAPR VA	Approved
Tiffany	J	SrA	SAPR VA	Approved
Michelle	P	SrA	SAPR VA	
Robert	L	TSgt	SAPR VA	Approved
Janet	L	SSgt	SAPR VA	Approved
Paul	L	A1C	SAPR VA	Approved
Christopher	R	SSgt	SAPR VA	Approved
Kyla	A	TSgt	SAPR VA	Approved
Della	M	SrA	SAPR VA	Approved
Kristen	E	SSgt	SAPR VA	Approved
Baseemah		TSgt	SAPR VA	Approved
Jaclyn	C	SrA	SAPR VA	Approved
Jeannine	N	MSgt	SAPR VA	Approved
John	M	SSgt	SAPR VA	Approved
Samantha	J	SSgt	SAPR VA	Approved
Tabatha	M	TSgt	SAPR VA	Approved
Tonya	R	CMSgt	SAPR VA	Approved
Justin	J	TSgt	SAPR VA	Approved
Angela	D	TSgt	SAPR VA	Approved
Bertha	O	MSgt	SAPR VA	Approved
Kevin	M	SrA	SAPR VA	Approved
Elijah	D	SrA	SAPR VA	Approved
Jonathon	M	MSgt	SAPR VA	Approved
Heather	D	SSgt	SAPR VA	Approved
Rebecca	I	SrA	SAPR VA	
Melissa	K	CIV	SAPR VA	Approved
Patrice	J	SSgt	SAPR VA	Approved
Veronica	T	CIV	SARC	Approved
Jill	S	MSgt	SAPR VA	Approved
Adam	K	SrA	SAPR VA	Approved
Kurstie	N	SrA	SAPR VA	Approved
Deborah	D	MSgt	SAPR VA	Approved
Brandy	L	TSgt	SAPR VA	Approved
Chistopher	P	SrA	SAPR VA	Approved
Christinia	M	Capt	SAPR VA	Approved
Stephanie	J	SSgt	SAPR VA	Approved
Michelle	J	SSgt	SAPR VA	Approved
Nancy	J	CIV	SARC	Approved
Tasha	M	TSgt	SAPR VA	Approved
Holly	A	SrA	SAPR VA	Approved

Joshua	M	Amn	SAPR VA	Approved
Kristi	L	SSgt	SAPR VA	Approved
Miesha	L	SrA	SAPR VA	Approved
Vicki	L	CIV	SARC	Approved
Tara	A	SSgt	SAPR VA	
Jacqueline	H	CIV	SARC	Approved
Bethany	J	TSgt	SAPR VA	Approved
Ericka	Y	SSgt	SAPR VA	Approved
Stephanie	E	A1C	SAPR VA	Approved
Kimberly	J	CIV	SARC	Approved
Mandi	E	SSgt	SAPR VA	Approved
Felicia	K	SMSgt	SAPR VA	
Danitra	E	TSgt	SAPR VA	Approved
Franklin	R.D.	TSgt	SAPR VA	Approved
Ronan	G	SSgt	SAPR VA	Approved
Shelly	R	TSgt	SAPR VA	Approved
Vincent		TSgt	SAPR VA	Approved
Kirsten	M	SSgt	SAPR VA	Approved
Alexander	L	2nd Lt	SAPR VA	
Lakeshia	R	A1C	SAPR VA	Approved
Kathleen	P	Capt	SARC	Approved
Chelsea	M	1st Lt	SAPR VA	Approved
Angelica	R	1st Lt	SAPR VA	Approved
Samantha	I	A1C	SAPR VA	Approved
Felicia	R	Capt	SARC	Approved
Jacquiline	L	CIV	SAPR VA	Approved
Vanessa	L	TSgt	SAPR VA	Approved
Felicia	M	SMSgt	SAPR VA	Approved
Nakisha	L	SSgt	SAPR VA	Approved
Erin	E	TSgt	SAPR VA	Approved
Scott	A	Capt	SARC	Approved
Karlos	S	TSgt	SAPR VA	Approved
Leah	S	SSgt	SAPR VA	Approved
Reece	D	SSgt	SAPR VA	Approved
Caprice	S	SSgt	SAPR VA	Approved
La Shawndra		TSgt	SAPR VA	Approved
Thyiatira	T	TSgt	SAPR VA	Approved
Tanina	S	TSgt	SAPR VA	
Christopher	A	SSgt	SAPR VA	Approved
Christi	G	TSgt	SAPR VA	Approved
Jenna	I	TSgt	SAPR VA	Approved
Rachael	D	SrA	SAPR VA	Approved
Tamekia	TN	CIV	SARC	Approved
Nisreen	J	A1C	SAPR VA	Approved
Julia	M	SSgt	SAPR VA	Approved
Carol	A	SMSgt	SAPR VA	Approved
Dennis	L	SrA	SAPR VA	Approved
Adam	W	SSgt	SAPR VA	Approved
Joshua	M	SrA	SAPR VA	Approved
Angie	L	TSgt	SAPR VA	Approved
Brett	A	MSgt	SAPR VA	Approved
Carlos	B	MSgt	SAPR VA	Approved
Carly	A	SSgt	SAPR VA	Approved
Carrie	R	SSgt	SAPR VA	Approved
Cecilia	R		SAPR VA	Approved

Emily	M	SSgt	SAPR VA	Approved
Erica	D	CIV	SAPR VA	
Infinity	M	TSgt	SAPR VA	Approved
Jimmy	D	MSgt	SAPR VA	Approved
Justin	A	A1C	SAPR VA	
Justin	D	MSgt	SAPR VA	Approved
Karen	J	CIV	SARC	Approved
Kathleen	D	SSgt	SAPR VA	Approved
Katrina	D	2nd Lt	SAPR VA	Approved
Kelsey	S	SSgt	SAPR VA	Approved
Keval	A	TSgt	SAPR VA	Approved
Marilyn	L	1st Lt	SARC	Approved
Melissa	J	SSgt	SAPR VA	Approved
Natalisa	M	SSgt	SAPR VA	Approved
Natasha	Y	SSgt	SAPR VA	Approved
Romain	A	SSgt	SAPR VA	Approved
Shannon	C	SrA	SAPR VA	Approved
Amanda	E	SSgt	SAPR VA	
Ray	T	MSgt	SAPR VA	Approved
Victoria	L	SSgt	SAPR VA	
Zachary	K	SSgt	SAPR VA	Approved
Elaina	M	MSgt	SAPR VA	Approved
Robert	L	CIV	SAPR VA	Approved
Julie	A	1st Lt	SAPR VA	Approved
Susan	E		SAPR VA	Approved
Mikaela		TSgt	SAPR VA	Approved
Jana	L	CIV	SAPR VA	Approved
Jessica	A	SrA	SAPR VA	Approved
Linda	S	CIV	SAPR VA	Approved
Tarine	A	MSgt	SAPR VA	Approved
David	L	CIV	SARC	Approved
Shonda	L	SMSgt	SAPR VA	Approved
Tracey	L	CIV	SARC	Approved
Trecie	A	TSgt	SAPR VA	Approved
Katelin	M	CIV	SAPR VA	Approved
Amanda	L	A1C	SAPR VA	Approved
Elissa	J	CIV	SAPR VA	Approved
Paula	J	SSgt	SAPR VA	
Amy	M	SSgt	SAPR VA	Approved
Michael	J	CIV	SARC	Approved
Keri	A	SSgt	SAPR VA	Approved
Carsten	P	Capt	SARC	Approved
April	I	SSgt	SAPR VA	Approved
Sandra	M	CIV	SAPR VA	Approved
Andrea	R	CIV	SAPR VA	Approved
Katelin	C	A1C	SAPR VA	Approved
Michael	T	CIV	SAPR VA	Approved
Leo	A	SSgt	SAPR VA	Approved
Patrice	B	CIV	SAPR VA	Approved
Heather	L	SrA	SAPR VA	Approved
Katherine	E	SSgt	SAPR VA	Approved
Erika	L	TSgt	SAPR VA	Approved
Jessica	C	SSgt	SAPR VA	Approved
Scott	L	SrA	SAPR VA	Approved
Tracey	Y	MSgt	SAPR VA	Approved

Chante	D	MSgt	SAPR VA	
Shenna	E	MSgt	SAPR VA	Approved
Joshua	J	A1C	SAPR VA	Approved
Randall	K	MSgt	SAPR VA	Approved
Sevrena	H	2nd Lt	SAPR VA	Approved
Jill	S	CIV	SAPR VA	Approved
Kathleen	E	CIV	SAPR VA	Approved
Amanda	J	SMSgt	SAPR VA	Approved
Felicia	A		SAPR VA	Approved
Heather	E	SrA	SAPR VA	Approved
Janae	A	CIV	SARC	Approved
Raquel	C	SSgt	SAPR VA	Approved
Z'Keytha	AEC	SrA	SAPR VA	Approved
Michael	H	SSgt	SAPR VA	Approved
Carnelle	L	TSgt	SAPR VA	Approved
Mellissa	N	A1C	SAPR VA	Approved
Allyson	P	Maj	SARC	Approved
Shannon	E	SSgt	SAPR VA	Approved
Dianne	M	Maj	SAPR VA	Approved
Rebecca	r	SrA	SAPR VA	
Katherine	A	Lt Col	SARC	Approved
Janet				
Christina	M	TSgt	SAPR VA	Approved
Cesa	T	MSgt	SAPR VA	Approved
Michel	L	MSgt	SAPR VA	Approved
Jackie	W	SrA	SAPR VA	Approved
Lisa	M	CIV	SARC	Approved
Kelli	M	Capt	SAPR VA	Approved
Joshua	W	CMSgt	SAPR VA	
Scott	T	SSgt	SAPR VA	Approved
Mallory		Capt	SAPR VA	Approved
Jacqueline	E	SrA	SAPR VA	Approved
Kevin	J	A1C	SAPR VA	
Wanda	D	SMSgt	SAPR VA	Approved
Chung	Q	TSgt	SAPR VA	Approved
Nicole	C	SSgt	SAPR VA	Approved
Stefanie	P	A1C	SAPR VA	Approved
Jacqueline	A	MSgt	SAPR VA	Approved
Helene	L	CIV	SAPR VA	Approved
Raquel	A	SSgt	SAPR VA	Approved
Angel	D	TSgt	SAPR VA	
Lourdes	G	MSgt	SAPR VA	Approved
Christopher	P	A1C	SAPR VA	Approved
April	H	TSgt	SAPR VA	Approved
Barbara	A	MSgt	SAPR VA	Approved
Laura	L	Maj	SARC	Approved
Charles	J	TSgt	SAPR VA	Approved
Latasa	M	MSgt	SAPR VA	Approved
Ashely	R	SrA	SAPR VA	Approved
Edeana	C	CIV	SARC	Approved
Jena	A	SSgt	SAPR VA	
Ledrea	M	A1C	SAPR VA	Approved
Michelle	A	SSgt	SAPR VA	Approved
Q-Anna	L	TSgt	SAPR VA	Approved
Robertkwann	V	A1C	SAPR VA	Approved

Terrell				
Christina	J	TSgt	SAPR VA	
Kristina	M	CIV	SAPR VA	Approved
Krisopher	M	SrA	SAPR VA	Approved
Machelle	D	CIV	SAPR VA	Approved
Arlington	F	SSgt	SAPR VA	Approved
Jennifer	P	SSgt	SAPR VA	Approved
Antonia	M	SrA	SAPR VA	
Caryann	G	SSgt	SAPR VA	Approved
Chad	A	SrA	SAPR VA	Approved
Devon	N	CIV	SAPR VA	Approved
Kevin	D	TSgt	SAPR VA	Approved
LaTrice	T	TSgt	SAPR VA	Approved
Zakiya	Q	TSgt	SAPR VA	Approved
Elise	C	CIV	SAPR VA	Approved
Alexander	D	A1C	SAPR VA	Approved
Angela	M	SSgt	SAPR VA	Approved
Ashley	C	2nd Lt	SAPR VA	Approved
Ashley	S	SSgt	SAPR VA	Approved
Chad	M	TSgt	SAPR VA	Approved
Joan	E	Capt	SAPR VA	Approved
Neal	O	SSgt	SAPR VA	Approved
Rebekah	L	SrA	SAPR VA	Approved
Takisha	L	TSgt	SAPR VA	Approved
Tyffani	N	CIV	SAPR VA	Approved
Vanessa	G	CIV	SARC	Approved
Caroline	E	CIV	SARC	Approved
Kathleen	B	SSgt	SAPR VA	Approved
Melissa	K	TSgt	SAPR VA	Approved
Carla		TSgt	SAPR VA	Approved
Sheila	M	Lt Col	SAPR VA	
Jonathon	D	TSgt	SAPR VA	Approved
Canadra	A	TSgt	SAPR VA	Approved
Jose	L	SSgt	SAPR VA	Approved
Tracie	L	SMSgt	SAPR VA	
Chelsea		SSgt		
Nathan	C	SrA	SAPR VA	Approved
William	R	A1C	SAPR VA	
Tina	M	1st Lt	SARC	Approved
Jennifer	R.T.	TSgt	SAPR VA	Approved
Dawana	K	TSgt	SAPR VA	Approved
Katie	M	SSgt	SAPR VA	Approved
Jeffrey	P	TSgt	SAPR VA	Approved
Shalese		SSgt	SAPR VA	Approved
Nikita	N	SSgt	SAPR VA	Approved
William	A	CIV	SARC	Approved
Brittany	D	SSgt	SAPR VA	Approved
Karli	E	A1C	SAPR VA	Approved
Tiffany	N			
Stephanie	M	Capt	SAPR VA	Approved
Matthew	P	MSgt	SAPR VA	Approved
Alexandria	A	TSgt	SAPR VA	
Kristy	L	MSgt	SAPR VA	Approved
LaShonda	R	SSgt	SAPR VA	Approved
Jessica	A	SSgt	SAPR VA	Approved

Shelly	R	CIV	SARC	Approved
Cassandra	R	1st Lt	SAPR VA	Approved
Robbie	R	SSgt	SAPR VA	
Michele	L	MSgt	SAPR VA	Approved
Maureen	A	Maj	SAPR VA	Approved
Tyler	B	A1C	SAPR VA	Approved
Jennifer	K	SSgt	SAPR VA	Approved
Tammy	J	TSgt	SAPR VA	Approved
Angela	R	TSgt	SAPR VA	Approved
Robert	K	SrA	SAPR VA	Approved
Melissa		SrA	SAPR VA	Approved
Rachael	A	SSgt	SAPR VA	Approved
Robert	D	TSgt	SAPR VA	Approved
Sayama	M.P.	MSgt	SAPR VA	Approved
Shokia	T	MSgt	SAPR VA	Approved
Tonnetta	L	MSgt	SAPR VA	Approved
Emerald		TSgt	SAPR VA	Approved
David	M	MSgt	SAPR VA	Approved
Michelle	A	CIV	SAPR VA	Approved
Steven	J	SrA	SAPR VA	Approved
Brooke	A	SSgt	SAPR VA	Approved
Joel	A	CIV	SAPR VA	Approved
Elizabeth	L	TSgt	SAPR VA	Approved
Rachel	D	A1C	SAPR VA	Approved
Tara	L	TSgt	SAPR VA	Approved
Susan	P	CIV	SAPR VA	Approved
Andrea	M	2nd Lt	SAPR VA	Approved
Benjamin		SrA	SAPR VA	
Sabrina	T	SrA	SAPR VA	Approved
Brooke	M	Capt	SAPR VA	Approved
Heather	J	CIV	SARC	Approved
Heather	M	2nd Lt	SAPR VA	Approved
Rachel	N	SSgt	SAPR VA	Approved
Tiffany	N	SSgt	SAPR VA	Approved
Lenny		SSgt	SAPR VA	Approved
LaKishia	N	CIV	SAPR VA	Approved
Philenthia	S	TSgt	SAPR VA	
Laura	A	SSgt	SAPR VA	Approved
Capri	M	SSgt	SAPR VA	
San Juana		TSgt	SAPR VA	Approved
Elema		SrA	SAPR VA	Approved
Samantha	M	SSgt	SAPR VA	
Marshalria	M	Capt	SAPR VA	Approved
Derek	A	SSgt	SAPR VA	Approved
Kyle	R	SSgt	SAPR VA	Approved
Efcel	A	SMSgt	SAPR VA	Approved
Jedediah	D	TSgt	SAPR VA	
Bryce	T	SSgt	SAPR VA	Approved
Chelsea	L	MSgt	SAPR VA	Approved
Travis	T	SrA	SAPR VA	Approved
Shirmica	N	TSgt	SAPR VA	Approved
Yvonne		CIV	SARC	Approved
Staci	L	CIV	SARC	Approved
Ramiro		TSgt	SAPR VA	Approved
Lisa	AA	SrA	SAPR VA	Approved

Jeremi	C	1st Lt	SAPR VA	Approved
Eva	D	TSgt	SAPR VA	Approved
Shellie	L	SSgt	SAPR VA	Approved
Ladee Ann	W	TSgt	SAPR VA	Approved
Trenda	L	CIV	SARC	Approved
Kathrine	J	TSgt	SAPR VA	Approved
Rachel	A	SrA	SAPR VA	Approved
Cassandra	D	SSgt	SAPR VA	Approved
Christine	M	MSgt	SAPR VA	Approved
Kelly	H	SMSgt	SAPR VA	Approved
Caleshia	LM	TSgt	SAPR VA	Approved
Janace	L	1st Lt	SAPR VA	Approved
Kimdricka	S	TSgt	SAPR VA	Approved
Melissa	K	SSgt	SAPR VA	Approved
Myra		TSgt	SAPR VA	Approved
Shelly	L	CIV	SAPR VA	
Timothy	J	MSgt	SAPR VA	Approved
Lisha	T	Capt	SAPR VA	Approved
Matthew	R	A1C	SAPR VA	Approved
Precious	M	CIV	SAPR VA	Approved
Andrew	J	SSgt	SAPR VA	Approved
Brittany	N	SrA	SAPR VA	Approved
Stacy	L	MSgt	SAPR VA	Approved
Jesse	K	Capt	SAPR VA	Approved
Ryan	T	TSgt	SAPR VA	Approved
Andrea	K	TSgt	SAPR VA	Approved
Michael	A	A1C	SAPR VA	Approved
Akeem	J	SrA	SAPR VA	Approved
Ashley		SSgt	SAPR VA	Approved
Danyette	R	SSgt	SAPR VA	Approved
Elizabeth	D	CIV	SARC	Approved
Charles	J	SSgt	SAPR VA	
Chase	T	A1C	SAPR VA	Approved
Aquia	S	SrA	SAPR VA	Approved
Daryl	A	TSgt	SAPR VA	Approved
Nicole	A	CIV	SAPR VA	Approved
Amia	R	Capt	SARC	
Charalene	I	SSgt	SAPR VA	Approved
Ethel	M	Maj	SARC	Approved
Jeremy	M	MSgt	SAPR VA	Approved
Sara	E	SrA	SAPR VA	Approved
Antonia	C	SMSgt	SAPR VA	Approved
Joi	D	TSgt	SAPR VA	Approved
Kelly	A	MSgt	SAPR VA	Approved
Kristina	A	1st Lt	SAPR VA	Approved
Lina	T	TSgt	SAPR VA	Approved
Theresa	A	SSgt	SAPR VA	Approved
Karen	C	SrA	SAPR VA	Approved
Anna		CIV	SAPR VA	Approved
Mickey	L	SrA	SAPR VA	Approved
Tracy	L	SMSgt	SAPR VA	Approved
Amanda		A1C	SAPR VA	Approved
Christopher	L	SSgt	SAPR VA	Approved
Julieann	M	SSgt	SAPR VA	Approved
Kimberly	K	MSgt	SAPR VA	Approved

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Ryan	P	TSgt	SAPR VA	Approved
Felicia	L	SSgt	SAPR VA	Approved
Titus	L	CIV	SAPR VA	Approved
Curtis	R	CIV	SAPR VA	Approved
Mary	A	CIV	SAPR VA	Approved
Shabree	N	A1C	SAPR VA	Approved
Brittani	C	SSgt	SAPR VA	Approved
Paola		MSgt	SAPR VA	Approved
Lynn	M	TSgt	SAPR VA	Approved
David	M	SSgt	SAPR VA	Approved
Amanda	J	SrA	SAPR VA	
Clarence	E	Capt	SAPR VA	Approved
Deacon	D	MSgt	SAPR VA	Approved
Jessica	M	2nd Lt	SAPR VA	Approved
Jordan	B	SrA	SAPR VA	Approved
Lucia	R	1st Lt	SAPR VA	Approved
Lydia	N	SrA	SAPR VA	Approved
Melania		SSgt	SAPR VA	Approved
Milton	D	SSgt	SAPR VA	Approved
Nercresainne	M	1st Lt	SARC	Approved
Nisha	R	TSgt	SAPR VA	Approved
Rebecca	R		SARC	Approved
Benjamin	A	TSgt	SAPR VA	Approved
Celeste	R	CIV	SAPR VA	Approved
Kirk	P	CIV	SARC	Approved
Bridgette	R	SSgt	SAPR VA	Approved
Kristy	R	SSgt	SAPR VA	Approved
Jennifer	A	TSgt	SAPR VA	Approved
Joshua	T	A1C	SAPR VA	Approved
Denise	L	CIV	SAPR VA	Approved
Marilyn	R	TSgt	SAPR VA	Approved
Kanita	M	TSgt	SAPR VA	Approved
Sally	S	MSgt	SAPR VA	Approved
Brena	B	SSgt	SAPR VA	Approved
Adrianna	A	A1C	SAPR VA	Approved
Diamond	T	A1C	SAPR VA	Approved
Monique	R	SrA	SAPR VA	Approved
Terri	E	SSgt	SAPR VA	
Alexandra		1st Lt	SAPR VA	Approved
Allen	M	A1C	SAPR VA	Approved
Beverly	B	MSgt	SAPR VA	Approved
Brandon	A	MSgt	SAPR VA	Approved
Briana	C	SrA	SAPR VA	Approved
Chanel	J	SrA	SAPR VA	Approved
Darmaly			SARC	Approved
Ebony	F	SSgt	SAPR VA	Approved
Holly	A	MSgt	SAPR VA	Approved
Jamal	K	MSgt	SAPR VA	Approved
Keith	D	SrA	SAPR VA	Approved
Lavell	D	TSgt	SAPR VA	Approved
Leithea	T	Capt	SAPR VA	Approved
Levi	T	TSgt	SAPR VA	Approved
Marlyse	K	1st Lt	SAPR VA	Approved
Michelle	L	CIV	SARC	Approved
Nichol	M	MSgt	SAPR VA	Approved

Ryan	R	TSgt	SAPR VA	Approved
Stephen	M	Capt	SARC	Approved
Trenichia	C	TSgt	SAPR VA	Approved
Turquoise	L	SSgt	SAPR VA	Approved
Vanessa	C	CIV	SAPR VA	Approved
Candace	R	SSgt	SAPR VA	Approved
Erica	S	TSgt	SAPR VA	Approved
Gary	R	SMSgt	SAPR VA	Approved
Tyhae	C	SSgt	SAPR VA	Approved
Lisa	J	SMSgt	SAPR VA	Approved
Amirah	S	SSgt	SAPR VA	Approved
Jovanna	O	Maj	SARC	Approved
Judy	C		SAPR VA	Approved
Kylah	C	SSgt	SAPR VA	Approved
Laurel	R	SrA	SAPR VA	Approved
Leanna	C	SrA	SAPR VA	Approved
Michelle	L	MSgt	SAPR VA	Approved
Rosanna	T	MSgt	SAPR VA	
Samantha	D	Capt	SAPR VA	Approved
Stewart	P	A1C	SAPR VA	Approved
Tamara	L	CIV	SAPR VA	Approved
Teresa	A	TSgt	SAPR VA	Approved
Gia	M	Maj	SAPR VA	Approved
Elizabeth	G	TSgt	SAPR VA	Approved
Yung	A	1st Lt	SAPR VA	Approved
Autumn	E	SSgt	SAPR VA	Approved
Kimberly	D	TSgt	SAPR VA	Approved
Jennifer	L	SSgt	SAPR VA	Approved
Katherine	A	CIV	SAPR VA	Approved
Heather	C	CIV	SAPR VA	Approved
Antenette	A	TSgt	SAPR VA	Approved
Patricia	M	CIV	SAPR VA	Approved
Kate	M	SSgt	SAPR VA	Approved
Jessica	L	SSgt	SAPR VA	Approved
Diana	S	Capt	SAPR VA	Approved
Nadia	R	SrA	SAPR VA	Approved
Kristen	J	1st Lt	SAPR VA	Approved
Diana	D	1st Lt	SARC	Approved
Marelise	N	MSgt	SAPR VA	Approved
Dawn	M	MSgt	SAPR VA	Approved
Lyndie	E	SSgt	SAPR VA	Approved
Melinda	S	SSgt	SAPR VA	Approved
Heaven	L	SSgt	SAPR VA	Approved
Tenille	M	1st Lt	SARC	Approved
Naomi	A	MSgt	SAPR VA	Approved
Mark	R	MSgt	SAPR VA	Approved
Carmencita	M	TSgt	SAPR VA	Approved
Robert	M	MSgt	SAPR VA	Approved
Jeffrey	S	SMSgt	SAPR VA	Approved
Amber		SSgt	SAPR VA	Approved
Christina	C	CIV	SAPR VA	Approved
KathyAnn	J	SSgt	SAPR VA	Approved
Latricelean	V	SMSgt	SAPR VA	Approved
Phylcia	D	SrA	SAPR VA	Approved
Richelle	M	MSgt	SAPR VA	Approved

Samantha	L	2nd Lt	SAPR VA	Approved
Sharon		CIV	SAPR VA	Approved
Sun		SSgt	SAPR VA	Approved
John	B	SSgt	SAPR VA	Approved
Joan	E	CIV	SARC	Approved
Cindy	A	Maj	SAPR VA	Approved
Marlese	F	SSgt	SAPR VA	Approved
Jieun	EH	SSgt	SAPR VA	Approved
Tiffany	A	SrA	SAPR VA	Approved
Cathleen	E	MSgt	SAPR VA	Approved
Dinah		CIV	SAPR VA	Approved
Elizabeth	R	SSgt	SAPR VA	Approved
Samantha	L	MSgt	SAPR VA	Approved
Jacqueline	L	CIV	SARC	Approved
David	J	Capt	SARC	Approved
Yakita	N	TSgt	SAPR VA	Approved
Jenifer	L	TSgt	SAPR VA	Approved
Katherine	V	SSgt	SAPR VA	Approved
Laurelle	E	CIV	SAPR VA	Approved
Lindsay	M	Amn	SAPR VA	Approved
Meighan	L	TSgt	SAPR VA	Approved
Tawn	T	TSgt	SAPR VA	Approved
Erin	S	MSgt	SAPR VA	Approved
Molly	S	SrA	SAPR VA	Approved

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Sexual Assault Response Coordinators and Victim Advocates Course

Barry Waite

Chief, Workforce Diversity and
Civilian Professional Development

Content Areas

Day 1	Understanding the Big Picture of SAPR
(1 hr)	Welcome, Orientation, Administration
New Block (1 hr)	Chief of Staff of the Air Force/SAPR Vision and key issues VIDEO & Discussion
(2.5 hrs)	The Realities of Sexual Assault/Offenders
(1.5 hrs)	Understanding SAPR Operations- Roles & Responsibilities
New Block (1 hr)	Small Group – Discussion of Day's Events/Review Questions
New Block (1 hr)	Self-Care and Administration

Content Areas

Day 2	SARC Roles and Responsibilities
(2 hrs)	Overview of Sexual Assault Response Coordinator Responsibilities with activities
(2 hr)	Collaboration/Knowledge of Resources/Referrals: SAPR Team – JA, HC, SG, OSI, SF – Relationships with activity
(1 hr)	Utilizing Victim Advocates
(2 hrs)	Viewing of Invisible War (End of Day Homework Assignment)
(1 hr)	Small Group – Discussion of Day's Events

Content Areas

Day 3	SARC Roles and Responsibilities
(1 hr)	Out-processing Invisible War Video—Guided Discussion
(2 hrs)	Program Administration and Preparing Budget*
New Block (3 hrs)	Training Basics – Presentation Skills
New Block (1 hr)	Role Play Triads - Training
New Block (1 hr)	Small Group – Discussions of Day's Events/Review Questions

*Budget to include ABSS; Access-on-line;
CRIS; budgetary codes

Content Areas

300398

Day 4	Victim logy/Advocacy
(3 hrs)	Overview of Psychological Trauma (Dr. Leslie Lebowitz)
(1 hr)	Understanding Complex Trauma (Dr. Leslie Lebowitz)
(1 hr)	Complex Trauma cont. / Sexual Assault Symptoms (Dr. Leslie Lebowitz)
(2 hrs)	Phenomenology of Sexual Assault/Recovery (Dr. Leslie Lebowitz)
(1 hr)	Helping Skills/Self Care (Dr. Leslie Lebowitz) Deleted 1 hr of Self-Care and combined with Helping Skills
Revise	Suggest shortening Dr L to 5-hours; add 1 small group of how to connect her presentation to SARC job; and add 1-hr self care possibly delivered by Dr L.

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Content Areas

Day 5	Resources
(1 hr)	Healthcare Management of Sexual Assault and Medical Resources
(1 hr)	Understanding Family Advocacy Program Procedures & Role
(2 hrs)	SARC Panel
New Block (2 hrs)	Role Play Triad – You are the SARC scenario
New Block (1 hr)	Small Group – Discussion of Day's Events/Review Questions
New Block (1 hr)	Self-Care

Content Areas

Day 6	Investigations and Expedite Transfer
(1.5 hrs)	The Air Force Response & Policy
(2 hrs)	Role Play: Understanding Reporting and Confidentiality
(1.5 hrs)	Understanding Legal Procedures & Military Judicial Evidentiary Requirements
(1 hr)	Overview of Criminal Investigative Process
New Block (1 hr)	Small Group – Discussion of Day's Events/Review Questions
New Block (1 hr)	Self-Care

Content Areas

Day 7	Professionalism/Credibility/ Research
New Block (2 hrs)	Evaluation: Written Test
New Block (1.5 hrs)	Cultural Changes
New Block (1.5 hrs)	8 BIAS – Uncover bias' of your VA
(1 hr)	Small Group– SARC Duties/Ideal SARC and SAPR Office
(1 hr)	Case Management
New Block (1 hr)	Role Play Practice

Content Areas

300402

Day 8	Summative Evaluation
New Block (3 hrs)	Role Play/Scenarios Evaluation
New Block (1.5 hr)	Public Speaking – Effective Communication with Commanders
New Block (2 hrs)	Small Group or Remediation of Role Play
(1.5 hr)	Administration – End of Course