

8. (ALL) Please describe your Uniformed Victim Advocate (UVA) program, including:

8a. Average rank and eligibility criteria;

DOD	<p>DOD SAPRO: Policy and procedures for SAPR Victim Advocate (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 SAPR Victim Advocate (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 SAPR VA, 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 SAPR VA are encouraged to volunteer for this duty assignment. • Per DoDI 6495.02 SAPR Program Procedures, on page 49, Enc. 6, the SAPR VA 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 their understanding of their advocacy roles and responsibilities using DD Form 2909, Victim Advocate and Supervisor Statements of Understanding. ○ Report directly to the SARC while carrying out sexual assault advocacy responsibilities. • Questions 8(a), (b), and (d) thru (i) are specific to the Military Services and National Guard Bureau SAPR program policies.
USA	<p>The requirements for the Army's Uniformed Victim Advocate program are provided at the following URL: http://www.apd.army.mil/pdffiles/r600_20.pdf, Army Regulation (AR) 600-20, Army Command Policy, paragraph 8-5r/s; 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, dated 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>

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	Per AR 600-20, paragraph 8-5o(10), the pay grade for civilian Victim Advocate is officer (CW2/1LT or higher) and NCO (SSG or higher). The eligibility criteria is provided at the following URL: http://www.apd.army.mil/pdf/files/r600_20.pdf , Army Regulation 600-20, Army 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	(AF) Current Air Force policy does not require installation or MAJCOM SARC to track the average rank of their volunteer VAs. However, enlisted VAs must be an E-4 (Senior Airman) or 21 years of age and the officers must be at least an O-2 (First Lieutenant). 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.”
USN	There are no rank/rate requirements to serve as a Uniformed SAPR VA. Effective working relationships between a particular victim and his/her SAPR VA are built on rapport and how comfortable a victim is with their SAPR VA. The SAPR VA’s rank, gender, age, or any number of other factors may affect a victim’s preference in working with a particular SAPR VA. Having a broad spectrum of SAPR VAs allows the SARC the flexibility to reassign another SAPR VA according to the victim’s preference.
USMC	All Uniformed Victim Advocates (UVAs) are Sergeants and above. Commanding Officers select UVAs based on criteria outlined in Chapter 4 and Appendix F of MCO 1752.5B. In addition to being approachable, having good communication skills, and being comfortable with sensitive topics, criteria for selection include (but are not limited to): no history of court-martial, sexual assault or sexual harassment allegations, drug-related incidents, domestic violence, or referral to the command-directed Family Advocacy Program.
USCG	No specific rank requirement is mandated at this time, but unit commanding officers and the cognizant SARC assess the level of emotional maturity of the candidate to maintain the necessary confidentiality. VAs must also have at least one year left at their unit, have resolved (healed from) any personal experience with sexual assault or other interpersonal trauma, and possess a desire to assist victims.

8b. Screening and selection process (including databases checked for background misconduct);

DOD	
USA	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

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	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.
USAF	The UVA program is volunteer. To apply, the Air Force requires the individual to complete: a Commander's or Agency Head's Statement of Understanding, a Volunteer's Statement of Understanding for Volunteer Victim Advocates, a completed application, conduct a SARC interview per AFI 36-6001, be subjected to a criminal background check conducted by AFOSI using AFOSI Manual 71-122, and also a mental health background check. (See Attachment, AFI 36-6001 Atch 3, 4, 6)
USN	Commanders select Uniformed SAPR VAs 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 SAPR VA. SARCs conduct interviews and conduct ongoing assessment of the candidate's suitability throughout the training process. SARCs also verify that the SAPR VA 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).
USMC	All UVAs 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, UVAs receive a National Agency Check.
USCG	VAs are screened for background misconduct, recommended by their command, and screened by the SARC for level of maturity, interest in SAPR and assisting victims, and any personal issues that could make the VA role too much of a challenge for the volunteer.

8c. Training (curriculum, duration, certification, and continuing education);

DOD	<p>DOD SAPRO: Training standards are outlined in DoD Instruction 6495.02 (pp66-70, Enc. 10). Minimum training standards for SAPR Victim Advocates include, but are not limited to:</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; • Appropriate relationship and rapport building; • Sensitivity training to prevent re-victimization; • Crisis intervention; • Roles and limitations, to include: command relationship, rights and
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responsibilities of SAPR VAs, 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 (see attached for a complete listing of core competencies and learning objectives).

- Per USD (P&R) memo dated September 9, 2013, enhancements to SAPR training for SAPR VAs 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 SAPR VAs across the Services. After October 1, 2013, all SAPR VAs must be certified under this program.

Applications consist of two letters of recommendation, one of which must be from the

- SARC's Commanding Officer -- which must include a completed National Agency Check; the SARC/SAPR VA Code of Ethics; and a certificate of completion of 40 hours of victim advocacy training.
- SAPR VAs must also obtain 32 hours of additional training and re-certify every

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	<p>two years.</p> <ul style="list-style-type: none"> 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 requirements for the Army's Victim Advocate training are provided at the following URL: http://www.apd.army.mil/pdffiles/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 VAs will receive 40 National Organization of Victim Assistance (NOVA) certified hours of training at their installation by the local SARC/SAVA. 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 is a sample an overview of the curriculum (SARC VA Course – Overview).</p>
USN	<p>Uniformed SAPR VAs receive 40 hours of in-person NACP approved SAPR VA training, as required by DOD and facilitated by the SARC. Training topics include: dynamics and effects of sexual assault, sexual assault in the military, prevention strategies, ethics, trauma informed care, cultural competency, confidentiality policy, SARC and SAPR VA roles and responsibilities, crisis intervention, self-care, the military and civilian judicial process, the medical process, resources and referrals, and victims' rights.</p> <p>After Uniformed SAPR VAs complete the initial training, they apply to D-SAACP for certification. Applicants submit the application, signed ethics statement, 2 letters of recommendation (Letter 1--SARC Letter of Recommendation; Letter 2--First person in their chain of command, E-7 or above, O-3 or above, or GS-9 or above), and training completion certificates. Each application is reviewed by two reviewers as a quality assurance measure. All uniformed SAPR VAs are certified with the D-SAACP prior to providing direct services to sexual assault victims.</p> <p>To recertify with D-SAACP, SAPR VAs complete a minimum of 32 hours of approved continuing education every two years (including 2 hours of mandatory ethics training).</p>
USMC	<p>In addition to the requirements above, all UVAs receive 40 hours of certified training. The training is certified by the National Organization for Victim Advocacy (NOVA). Completion of this 40-hour curriculum is required before UVAs can be</p>

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	credentialed by NOVA. Additionally, all UVAs are required to maintain their certification by completing 16 hours of continuing education annually. After receipt of certification, UVAs are required to provide proof of continuing education completion to NOVA every two years to maintain their credentials.
USCG	Coast Guard VAs are trained via a 3-day Coast Guard-specific VA training- taught by the cognizant SARC. In the Spring of 2014 CG VAs will be applying for credentialing under the National Advocate Credentialing Program (NACP) from the National Organization for Victim Assistance (NOVA).

8d. Number of full-time, part-time, volunteer, and deployable UVAs;

DOD	DOD SAPRO: Questions 8(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 Victim Advocates is: <ul style="list-style-type: none"> • Active Army Component: 10,499 • National Guard Bureau: 394 																														
USAF	(AF) The Air Force currently has 2,237 volunteer VAs, all of whom are potentially deployable.																														
USN	The Navy currently has 4402 Uniformed SAPR VAs who perform this job on a collateral duty basis and deploy with their units as required.																														
USMC	All UVAs are deployable and the billet is always a collateral duty (i.e., part-time). <table border="1" data-bbox="500 1117 899 1690"> <thead> <tr> <th>Rank</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>1stLt</td> <td>77</td> </tr> <tr> <td>2nd LT</td> <td>48</td> </tr> <tr> <td>Capt</td> <td>139</td> </tr> <tr> <td>Maj</td> <td>9</td> </tr> <tr> <td>WO1</td> <td>4</td> </tr> <tr> <td>CWO2</td> <td>15</td> </tr> <tr> <td>CW03</td> <td>7</td> </tr> <tr> <td>CWO5</td> <td>1</td> </tr> <tr> <td>Sgt + PO2</td> <td>146</td> </tr> <tr> <td>SSgt + PO1</td> <td>683</td> </tr> <tr> <td>GySgt</td> <td>326</td> </tr> <tr> <td>MSgt</td> <td>47</td> </tr> <tr> <td>MGySgt</td> <td>7</td> </tr> <tr> <td>TOTAL</td> <td>1510</td> </tr> </tbody> </table>	Rank	Number	1stLt	77	2 nd LT	48	Capt	139	Maj	9	WO1	4	CWO2	15	CW03	7	CWO5	1	Sgt + PO2	146	SSgt + PO1	683	GySgt	326	MSgt	47	MGySgt	7	TOTAL	1510
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SSgt + PO1	683																														
GySgt	326																														
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TOTAL	1510																														
USCG	The Coast Guard currently has approximately 1000 volunteer, part-time, active-duty VAs.																														

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8e. Breakdown by age, gender, rank, education, and certification status;

DOD	DOD SAPRO: Questions 8(a), (b), and (d) thru (i) are specific to the Military Services and National Guard Bureau SAPR program policies.
USA	Due to recent revisions to our screening and credentialing policies, the Army is in the process of gathering specific personally identifying information (PII) for currently serving full-time and collateral duty military SARCs and VAs in order to break down by age, gender, rank, and education. At this time, the data is not available. The SHARP Program Office previously only maintained limited personally identifying information (PII) for SHARP personnel
USAF	The AF's 2,237 volunteer VAs have been NOVA credentialed with 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 VAs.
USN	There are no age, gender, rank, or education requirements to serve as a Uniformed SAPR VA; therefore this data is not tracked by CNIC. All SAPR VAs are certified with D-SAACP.
USMC	The Marine Corps does not track UVAs by age, gender, or education. All UVAs are certified (as required by NDAA FY12) and have received 40 hours of certified training. UVAs must be Sergeants or above and possess the maturity required for this position.
USCG	Coast Guard VAs will undergo the credentialing process in Spring of 2014 (see c.), are approximately 60% female and 40% male, of varied ranks and education levels.

8f. Average caseload;

DOD	DOD SAPRO: Questions 8(a), (b), and (d) thru (i) are specific to the Military Services and National Guard Bureau SAPR program policies.
USA	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 are provided to victims.
USAF	(AF) Average caseload is for the VA to only have one case at a time. This allows the VA to focus on their victim and prevent any "burn out" by the VA.
USN	Many Uniformed SAPR VA's will never work directly with a victim. Those that do typically have very low caseloads working with 1 or 2 victims at any one time.
USMC	The caseload for a UVA will vary. Some UVAs may never have a case and others may have two or three. Victims are allowed to choose whether or not they work with a UVA or Civilian VA. Additionally, victims can choose their UVA. The UVA does not have to be in their unit and can be from another unit.
USCG	Average caseload is typically one per VA (as one is enough to manage for a part-time volunteer), but many VAs never have cases as our numbers of VAs far outweigh the

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	number of cases.
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8g. Reporting structure;

DOD	DOD SAPRO: Questions 8(a), (b), and (d) thru (i) are specific to the Military Services and National Guard Bureau SAPR program policies.
USA	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	The VA reports to the installation SARC, or as applicable, the installation SAVA. Per AFI 36-6001, para. 2.5.1.2.1.: “Supervision. The SARC recruits, screens, interviews, selects, and supervises the installation VAs while they are providing support to sexual assault victims. When a VA is performing advocacy duties, he or she reports directly to the installation SARC; however, no change of rater is initiated.”
USN	Regional SARCs (RSARCs) oversee implementation and execution of the SAPR program within their Area of Responsibility (AOR). SARCs are required to maintain a SAPR Program that ensures victims have access to a SAPR VA and/or SARC 24 /7 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	UVAs provide non-clinical crisis intervention, ongoing support, and referrals for adult sexual assault victims who are eligible for full SAPR services. Support includes providing information on available options and resources to victims. UVAs coordinate directly with the Installation SARC and Command SARC regarding all sexual assault cases, but work directly for the victim when providing services. The SARC will manage the case and ensure the UVA is providing the support required. UVAs are the command’s sexual assault resource and execute the SAPR program at the lowest level. This includes conducting all SAPR-related unit training requirements. In coordination with the SARC, UVAs can also be the commander’s policy- related resource.
USCG	VAs work directly for the cognizant SARC in their VA role.

8h. How performance is evaluated and how often; and

DOD	DOD SAPRO: Questions 8(a), (b), and (d) thru (i) are specific to the Military Services and National Guard Bureau SAPR program policies.
USA	The Army is not currently tracking performance evaluation at the HQDA level.
USAF	This is not a requirement for our VAs, as they are volunteer. However, the SARC and/or SAVA gives feedback back when needed, usually with every case.
USN	Uniformed SAPR VAs receive annual evaluations by their supervisory chain of command.
USMC	Sergeants and above receive Fitness Reports annually. These Fitness Reports evaluate the overall performance of the Marine and includes an evaluation of any collateral duty held, such as duty as UVA. Examples of categories on the Fitness Report

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	include performance, effectiveness under stress, taking care of subordinates, setting the example, judgment, and decision-making ability.
USCG	The performance of VAs is continually evaluated for professionalism and appropriateness by the SARC.

8i. Average length of assignment.

DOD	DOD SAPRO: Questions 8(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. SARCs 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	(AF) The Air Force currently does not track the average length of time that a VA serves in that position. Once trained, and after receiving any refresher training, a VA could serve in that capacity their entire AF career; it does not depend solely on an assignment action. For additional information, see Tab 7, “SAVA and VA Bullet Background Paper (30 Oct 13).”
USN	Tours of duty last approximately 3 years. Uniformed SAPR VAs may serve in the position as long as permitted by their commanding officer.
USMC	The length of assignment for a UVA varies and depends on the amount of time to a unit. UVAs must be appointed by their Commanding Officer and cannot act in that capacity if not appointed in writing.
USCG	VAs can be assigned to respond to only the initial report depending on the level of assistance desired by the victim, but more often can be involved for up to a year (or more sometimes) as the legal process unfolds.

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SECRETARY OF DEFENSE
1000 DEFENSE PENTAGON
WASHINGTON, DC 20301-1000

MAY 06 2013

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
CHAIRMAN OF THE JOINT CHIEFS OF STAFF
UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND
READINESS
CHIEFS OF THE MILITARY SERVICES
CHIEF OF THE NATIONAL GUARD BUREAU
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE

SUBJECT: Sexual Assault Prevention and Response

As leaders of the Department of Defense, we share a commitment to eliminate sexual assault from our Armed Forces. We are taking important steps to provide new training for commanders, strengthen our training enterprise for all Service members, improve our investigative and military justice system capabilities, and further professionalize our first responders. Even with strong leader emphasis and innovative new programs, we need to achieve greater progress in preventing sexual assault in our ranks. We can build upon these enhanced capabilities but we must do better, a reality underscored by the persistent problem described in the *FY2012 Annual Report on Sexual Assault in the Military*, released today.

Ultimately, we must ensure that every Service member understands that sexist behaviors, sexual harassment, and sexual assault are not tolerated, condoned, or ignored. We need enduring culture change where every Service member is treated with dignity and respect; where all allegations of inappropriate behavior are treated with the utmost seriousness; where victim privacy is protected, and they are treated with sensitivity; where bystanders are motivated to intervene; and where offenders know they will be held appropriately accountable. Our mission requires a comprehensive and synchronized effort to ensure the entire Department is aligned in working toward this end.

Therefore, I am directing implementation of the attached *2013 DoD Sexual Assault Prevention and Response (SAPR) Strategic Plan*, which employs a multidisciplinary approach in prevention, investigation, accountability, advocacy/victim assistance and assessment to achieve unity of effort and purpose across the Department. This plan provides authoritative guidance to all stakeholders and defines our priorities, objectives, and initiatives.

Your plans should align with this SAPR Strategic Plan. Please report back to me on this alignment by July 31, 2013, with a copy to the Under Secretary of Defense for Personnel and Readiness (USD P&R). Further, the Secretaries of the Military Departments, with input from the Chiefs of the Military Services, and Chief of the National Guard Bureau will report progress on implementing this strategy in their next annual report on sexual assault in the military.

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In addition, I am directing immediate implementation of the following measures to strengthen our sexual assault prevention and response programs, specifically addressing accountability, command climate and victim advocacy.

- ***Enhancing Commander Accountability:*** To further enhance command accountability, the Service Chiefs, through their respective Secretaries of the Military Departments, will develop methods to assess the performance of military commanders in establishing command climates of dignity and respect and incorporating SAPR prevention and victim care principles in their commands, and hold them accountable. Report your methods to me through USD (P&R) by November 1, 2013.
- ***Improving Response and Victim Treatment:*** To improve overall victim care and trust in the chain of command, increase reporting, and reduce the possibility of ostracizing victims, the Secretaries of the Military Departments will implement and monitor methods to improve victim treatment by their peers, co-workers, and chains of command. Solicit victim input in the development of these methods. Report your methods to me through USD (P&R) by November 1, 2013.
- ***Assessing Military Justice Systems:*** To ensure a timely and independent assessment of the systems used to investigate, prosecute, and adjudicate crimes involving adult sexual assault and related offenses assessment of military justice systems, I call upon the panel established under Section 576 of the FY13 National Defense Authorization Act to accelerate its review and provide final recommendations to me within 12 months of the panel's first meeting.
- ***Enhancing Commander Accountability:*** To enhance accountability and improve insight into subordinate command climate, the USD (P&R) shall require that the results of FY13 National Defense Authorization Act-mandated annual command climate surveys will now also be provided to the next level up in the chain of command. Implement this provision not later than July 31, 2013.
- ***Ensuring Safety:*** To ensure the awareness and safety of our newest and aspiring Service members, the Secretaries of the Military Departments will improve the effectiveness of sexual assault prevention and response programs in recruiting organizations, Military Entrance Processing Stations, and the Reserve Officer Training Corps. These assessments will include: 1) the selection, SAPR training, and oversight of recruiters; 2) the dissemination of SAPR program information to potential and actual recruits; and 3) the prevention and education programs in ROTC environments and curricula. Report your findings to me through USD (P&R) by September 30, 2013.
- ***Ensuring Appropriate Command Climate:*** To ensure DoD facilities promote an environment of dignity and respect and are free from materials that create a degrading or offensive work environment, DoD component heads will direct comprehensive and regular visual inspections of all DoD workplaces, to include military academies, by July 1, 2013. The Air Force conducted such an inspection in FY13 and will therefore only report the findings and actions taken from that previously conducted inspection. Report your findings to me through USD (P&R) by July 31, 2013.

Finally, to enhance the administration of military justice, in addition to my direction last month to amend Article 60 of the Uniform Code of Military Justice and related proposed legislation and previous direction to elevate disposition decisions, I am directing the DoD Acting General Counsel to take the following actions:

- **Ensuring Victim's Rights:** Develop a method, in coordination with the Joint Service Committee (JSC) on Military Justice, to incorporate the rights afforded to victims through the Crime Victims' Rights Act into military justice practice, to the extent appropriate. Report your findings and recommendations to me by November 1, 2013.
- **Improving Victim's Counsel:** Evaluate the Air Force Special Victims Counsel pilot program and other approaches to ensure that victims of sexual assault are provided the advice and assistance they need to understand their rights and to feel confident in the military justice system. Report your findings and recommendations to me by November 1, 2013.

The Department needs to be a national leader in preventing and responding to sexual assault. We are committed to lead the daughters and sons of the American people with the values of our honorable profession and to ensure they serve in an environment that is free from sexual assault and protects the dignity and respect of every Service member. These initiatives and plans, in addition to our on-going efforts, provide a roadmap for this Department to establish the enduring culture that is required of our profession of arms.



Attachment:
As stated

cc:
Under Secretaries of Defense
Commanders of the Combatant Commands
Inspector General of the Department of Defense
Assistant Secretaries of Defense
Directors of the Defense Agencies
Directors of the DoD Field Activities

Department of Defense



Sexual Assault Prevention and Response Strategic Plan

30 April 2013

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Foreword

Leaders and Commanders of the Department of Defense,

Our men and women in uniform put their lives on the line every day to keep America safe. We have a responsibility to lead them with the values of our profession of arms and to ensure that the daughters and sons of the American people serve in an environment that is safe and protects the dignity and respect of every member of our U.S Armed Forces.

Sexual assault is a crime that is incompatible with military service and has no place in this Department. It is an affront to the American values we defend, and it is a stain on our honor. DoD needs to be *a national leader* in combating sexual assault and we will establish an environment of dignity and respect, where sexual assault is not tolerated, condoned, or ignored.

Considerable efforts are now underway to combat sexual assault. However, we still have much work to do across the Department. We can turn this around, but it will take time and requires continued strong leadership and education at all levels. To that end, I directed the DoD Sexual Assault Prevention and Response Office to partner with the Services and other Department of Defense components to review and update the DoD Sexual Assault Prevention and Response Strategy.

Significant collaboration and effort took place to produce this comprehensive strategy. This strategy was developed to address the complex nature of the issue and better synchronize our Department-wide efforts. It will remain a dynamic document, reviewed annually, to drive stakeholder action within the Department.

This multi-disciplinary approach is essential as there is no one single solution to eliminating sexual assault from the military. The Department of Defense must remain vigilant and continuously execute the tasks required across all five lines of effort: Prevention, Investigation, Accountability, Advocacy/Victim Assistance, and Assessment.

I have full faith and confidence in our abilities and leadership as we strive to reduce and ultimately eliminate sexual assault from the military. Thank you for your support!



Chuck Hagel
Secretary of Defense

1. Introduction.

The Department of Defense (DoD) Sexual Assault Prevention and Response Office (SAPRO) conducted a Sexual Assault Prevention and Response (SAPR) strategic planning effort in 2009 to align SAPR priorities across DoD. This plan was created through collaboration between DoD SAPRO, the Military Services, and other SAPR stakeholders. The revised *DoD Sexual Assault Prevention and Response Strategic Plan* continues this effort to establish a central plan that captures strategic SAPR priorities, goals, objectives, actions and/or initiatives, and targets performance outcomes jointly among DoD Components, which includes the Office of the Secretary of Defense (OSD) components as well as the Military Departments. This document reflects the continuation of this collaborative effort.

The objectives of this plan are to achieve unity of effort and purpose across all of DoD in the execution of sexual assault prevention and response; to develop objective criteria for measuring progress; and to publish tasks that operationalize lines of effort in sexual assault Prevention, Investigation, Accountability, Advocacy/Victim Assistance, and Assessment.

The Secretary of Defense affirmed the Department's commitment to eliminating sexual assault from the U.S. Armed Forces by introducing new measures to create a culture free from sexual assault. The uniformed leadership communicated its resolve and commitment to reducing -- with the goal of eliminating -- sexual assault with its Strategic Direction to the Joint Force. This document was published in May 2012. In it, the eight members of the Joint Chiefs of Staff provided their collective guidance to the U.S. Armed Forces:

This Strategic Direction is written for commanders and leaders to improve awareness of sexual assaults, operationalize our commitment, and facilitate dialogue and open communications across our formations. The Joint Chiefs and Commandant of the Coast Guard, together with our DoD Sexual Assault Prevention and Response Program (SAPR) professionals, penned this guidance to synchronize those efforts. Together, we will operationalize the concerted efforts of the DoD SAPR Office and our Service programs with renewed commitment to eliminate sexual assault crimes within our ranks.

Commanders and leaders at every level must integrate the intent, lines of effort and tenets of this Strategic Direction as a part of our daily command routines and activities. We must take conscious steps to understand, identify and reduce environmental risks, predatory and high-risk behaviors and personal vulnerabilities associated with sexual assaults or other abuse crimes. It is up to you, as commanders and leaders, to safeguard our core values and Service cultures by promoting a climate and environment that incorporates SAPR principles as habitual and inherent characteristics of our commands. Commanders and leaders must personally read, understand and implement this strategy.¹

¹ The Joint Chiefs of Staff, *Strategic Direction to the Joint Force on Sexual Assault Prevention and Response*, 7 May 2012

This comprehensive strategic direction, provided by the Joint Chiefs of Staff, required the review and revision of the 2009 SAPR strategy. On behalf of the Secretary of Defense and the Under Secretary for Personnel and Readiness (USD P&R), SAPRO partnered with the DoD components, the Military Departments, and the Services to develop this strategic plan, ensuring goals, objectives, milestones, and criteria for measuring progress were created and or revised, in order to enhance unity of effort and reinforce synchronization.

In doing so, the Department will continue to advance the priorities from the 2009 SAPR strategy of reducing sexual assaults in the military community; increasing the number and percentage of sexual assaults that are reported; increasing the availability, access, and quality of response for victims of sexual assault; improving the accountability, reliability, and sustainment of DoD SAPR services; and effectively communicating sexual assault prevention and response to stakeholders. These efforts are fully integrated in this strategy.

This plan will continue to be a dynamic document and will be reviewed annually. It drives stakeholder action by using existing authorities promulgated in law and policy and serves as a focal point of direction to advance sexual assault prevention and response throughout the DoD. This plan will be managed and updated by USD (P&R) through DoD SAPRO, in coordination with the Military Departments, Services, and the Office of the Inspector General (IG), using existing oversight mechanisms (e.g., Joint Executive Council, Government Accountability Office (GAO) reports, audits, IG reports, annual Congressional reporting requirements), and the responsive input of collective stakeholders. Implementation of tasks and progress will be reviewed every other month at regularly scheduled DoD SAPR Integrated Product Team (IPT) meetings. Reports on completion of tasks and updates to assigned tasks are provided, at a minimum, annually, for inclusion in the *Department of Defense Annual Report on Sexual Assault in the Military*.

DoD capabilities employed in support of this plan are assigned to OSD, the DoD IG, the Office of the DoD General Counsel, Chairman of the Joint Chiefs of Staff, the Joint Staff, the Combatant Commands, the Military Departments, each of the four Services, and the National Guard Bureau. This strategic approach will guide and inform policy development, organization, training, and employment of the variety of means used to operationalize this strategic plan. Stakeholders include:

- Office of the Secretary of Defense (OSD) – Sexual Assault Prevention and Response Office (SAPRO), Office of the Deputy Assistant Secretary of Defense for Military Personnel Policy (DASD/MPP); Office of the Deputy Assistant Secretary of Defense for Civilian Personnel Policy (DASD/CP); Office of Legal Policy (OLP); Legislative Affairs (OSD LA); Public Affairs (OSD PA); Deputy Assistant Secretary of Defense for Readiness (DASD(R)); Office of the DoD General Counsel (OGC); Office of Legal Counsel (OLC); Assistant Secretary of Defense, Health Affairs (HA); Office of the Deputy Assistant Secretary of Defense for Military Community and Family Policy (DASD/MC&FP); Office of Diversity Management and Equal Opportunity (ODMEO); the Defense Manpower Data Center (DMDC); the Defense Equal Opportunity Management Institute (DEOMI); and Reserve Affairs (RA).
- The Joint Staff (JCS)
- The Military Departments – Departments of the Army, Navy, and Air Force
- The Military Services – The U.S. Army, Navy, Air Force, and Marine Corps
- The National Guard Bureau (NGB)

- The Offices of The Judge Advocates General (OTJAGs) of the Army, Navy, and Air Force, and the Office of the Staff Judge Advocate to the Commandant of the Marine Corps.
- Office of the Inspector General (IG)

This plan is not all-encompassing nor fully exhaustive of all SAPR activities performed within or by the DoD SAPR community. Instead, this plan highlights and captures those tasks that contribute directly to the strategic objectives set forth in this document, as identified by plan stakeholders.

Since this plan captures planning components from different organizations, each organization designated in the task matrix as office of primary responsibility (OPR) is responsible for accomplishment of the tasks designated to it and supporting actions and /or initiatives. For this reason, plan components may be written at different levels and stress different activities. However, the collective stakeholders are committed to the same strategic objectives and endstates. An explanation of the collective development of *SAPR Metrics* in Section 4 of this document demonstrates the commitment to shared measurement and accountability for the *DoD SAPR Strategic Plan*.

1.1 Relationship to Directives and Instructions

In this strategic construct, policy issuances promulgated by the DoD and the Services function as tools employed by sexual assault prevention and response elements. The promulgation of policy in accordance with these tasks further operationalizes the strategy approach outlined in this *Strategic Plan* and the *Strategic Direction to the Joint Force on SAPR*. DoD Components and the Secretaries of the Military Departments will align implementing plans and policies with this strategic plan.

Overall, DoD Directive 6495.01, *Sexual Assault Prevention and Response Program*, establishes DoD policy and assigns responsibilities for prevention, advocacy, and victim care. DoD Instruction 6495.02, *SAPR Program Procedures*, and associated Service policies, further operationalize this program. Investigation and accountability lines of effort are operationalized by policies issued by the DoD IG and the Services, and the OTJAGs, respectively.

This strategic plan does not change the existing oversight and programmatic structure and responsibilities of the IG or the OTJAGs, nor does it create a new oversight structure of these entities within OSD.

1.2 Strategic Planning Approach – Campaign Design

DoD shifted its planning methodology to Campaign Plan design outlined in Joint Operation Planning publication (JP 5-0) in order to address the complex nature of our SAPR mission and better synchronize efforts.

DoD used lines of effort to develop the campaign plan. A *line of effort* (LOE) links multiple tasks and missions to focus efforts toward establishing operational and strategic conditions. Because SAPR involves many nonmilitary factors, LOEs were used to link tasks, effects, and the desired endstate, as depicted by *Figure 1*.

DoD-Wide Sexual Assault Prevention and Response Strategic Plan Lines of Effort and Priority Tasks

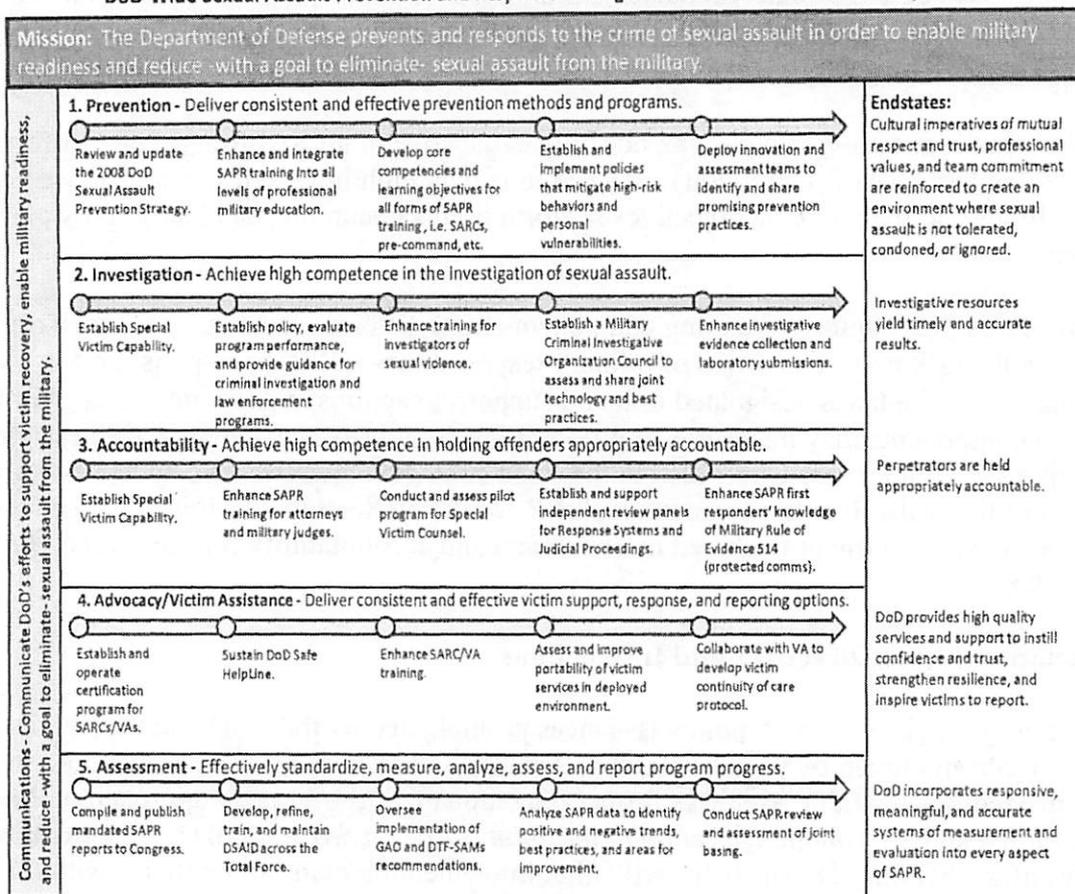


Figure 1

1.3 DoD Sexual Assault Prevention and Response Mission Statement

The Department of Defense prevents and responds to the crime of sexual assault in order to enable military readiness and reduce -- with a goal to eliminate -- sexual assault from the military.

1.4 DoD Approach, Lines of Effort, Objectives, and Endstates

Reducing and eliminating sexual assault requires a multi-pronged approach -- one that leverages a wide range of initiatives and engages every Service member to prevent the crime from occurring in the first place. When an assault occurs, effective processes and personnel with specialized training must be in place to respond, care for victims, investigate every allegation, and hold offenders appropriately accountable.

Underpinning our efforts is the need for enduring culture change -- requiring leaders at all levels to foster a command climate where sexist behaviors, sexual harassment, and sexual assault are not tolerated, condoned, or ignored; a climate where dignity and respect are core values we must all live by and define how we treat one another; where bystanders are trained and motivated to intervene and prevent unsafe behaviors; where victims' reports are taken seriously, their privacy is respected, and they are treated with sensitivity; and finally, a climate where offenders know they will be held appropriately accountable for their actions.

Five SAPR LOEs were established to guide and focus strategic planning efforts with corresponding objectives and endstates. The LOEs are Prevention, Investigation, Accountability, Advocacy/Victim Assistance, and Assessment. DoD Components will use these LOEs as the foundational basis for their plans, to ensure unity of effort, synchronization, and the creation of a common approach to assessments. These LOEs, objectives, and endstates are defined as follows:

1) **Prevention**

Objective - Deliver consistent and effective prevention methods and programs.

Endstate - Cultural imperatives of mutual respect and trust, professional values, and team commitment are reinforced to create an environment where sexual assault is not tolerated, condoned, or ignored.

Our prevention goal is to deliver consistent and effective prevention methods and programs. It is critical that our entire military community work together to preclude criminal behavior from occurring and respond appropriately to incidents when they occur. Sustained leader emphasis by Commanders and first line supervisors is critical to this effort, as they are central in establishing the climate of dignity, respect, sensitivity, and environmental expectations that can reduce and eliminate this crime. As such, the Department is developing core competencies and learning objectives for all SAPR training, starting with Pre-command and Senior Enlisted, to ensure consistent learning and standardization throughout the Military Departments and Services. In collaboration with the Military Departments and Services, DoD is deploying innovation and assessment teams across the nation to identify promising prevention strategies and techniques. We are also collaborating with a variety of sexual assault prevention practitioners and researchers to ascertain which prevention policies and programs are most effective. Our desired end state is an atmosphere where cultural imperatives of mutual respect and trust, professional values, and team commitment are reinforced to create an environment where sexual assault is not tolerated, condoned, or ignored.

2) **Investigation**

Objective - Achieve high competence in the investigation of sexual assault.

Endstate - Investigative resources yield timely and accurate results.

The Department is committed to achieving high competence in every investigation of sexual assault, which begins with an unrestricted report and the independent and professional investigation by the Services' Military Criminal Investigative Organizations (MCIOs). Our investigative resources need to yield timely and accurate results that employ scientifically-informed techniques and maximize the recovery of physical and testimonial evidence while minimizing the potential for retraumatization. DoD will continue to develop specialized investigative capabilities that enable professional, responsive and accurate investigations that are independent from the chain of command. To establish a DoD Special Victims Capability, the Secretaries of the Military Departments will provide specially trained investigators. This capability will deliver a distinct, recognizable group of professionals who collaborate to ensure effective, timely, responsive worldwide victim support, and a capability to investigate and address child abuse, serious domestic violence, and/or sexual assault offenses.

3) **Accountability**

Objective - Achieve high competence in holding offenders appropriately accountable.

Endstate - Perpetrators are held appropriately accountable.

Holding offenders appropriately accountable is the objective in the accountability line of effort. The Department will continue to provide a fair and equitable system of accountability that promotes justice, assists in maintaining good order and discipline in the U.S. Armed Forces, and promotes efficiency and effectiveness in the military establishment, thereby strengthening the national security of the United States. Commanders are a critical part of this justice system. To establish a DoD Special Victims Capability, the Secretaries of each Department will provide specially-trained attorneys, victim witness assistance personnel, domestic abuse and sexual assault victim advocates, and paralegals. This capability will expand and leverage existing resources to deliver a distinct, recognizable group of professionals collaborating to provide effective, timely, responsive worldwide victim support, and a capability to investigate and address child abuse, serious domestic violence, and/or sexual assault offenses.

4) Advocacy/Victim Assistance

Objective - Deliver consistent and effective victim support, response, and reporting options.

Endstate - DoD provides high quality services and support to instill confidence and trust, strengthen resilience, and inspire victims to report.

Our goal is to standardize and deliver effective victim support, response, and reporting options, so that we instill confidence and trust, strengthen resilience, and inspire victims to report sexual assaults, either restricted or unrestricted. From the initiation of a report through case disposition in the justice system to victim recovery, we care for our victims. When victims report, they are provided a safe environment and offered medical care, counseling, legal assistance, and victim witness assistance. Because sexual assault is such an underreported crime, it is imperative that our program inspires victim confidence and motivates victim reporting -- a necessary bridge to greater victim care and increased offender accountability as appropriate. Our Sexual Assault Response Coordinators (SARCs) and Victim Advocates (VAs) are the critical capability we employ to achieve these objectives. The Department has established a certification program to align their training and qualifications with the national victim advocate certification programs, ensuring professional and highly competent delivery of victim advocacy and assistance. Further, the Department remains committed to ensuring alleged offenders are afforded their due process rights.

5) Assessment

Objective - Effectively standardize, measure, analyze, assess, and report program progress.

Endstate - DoD incorporates responsive, meaningful, and accurate systems of measurement and evaluation into every aspect of the SAPR program.

We aim to standardize assessment methodologies and to effectively measure, analyze, assess, and report the progress of the SAPR program. Assessment is an enduring process of data collection and analytics designed to improve program effectiveness and is embedded within each of the other four lines of effort. This effort includes valuable feedback from Service members and DoD civilian personnel in the form of surveys and also includes feedback from commanders, victims, and victim advocates. Our goal is to incorporate responsive, meaningful, and accurate systems of measurement and evaluation into every aspect of our programs in order to determine the impact we are having on reducing and eliminating sexual assault. A critical DoD capability is SAPRO, which serves as the single point of authority, accountability and oversight of the SAPR program policy. As such, the

Department employs a variety of capabilities such as the Defense Sexual Assault Incident Database (DSAID) and survey instruments, and prepares reports to Congress to ensure DoD-wide compliance with the SAPR program. Other assessments such as charted oversight bodies or task forces, the GAO, and internal inspections and assessments provide a variety of means for program assessment across the Department.

1.5 Overarching Tenets

Overarching tenets represent precepts essential to refining a professional culture and command climate/environment. They set conditions to optimize program implementation. As a complement to the tenets defined in the *Strategic Direction to the Force on SAPR*, DoD developed tenets that intersect all LOEs and are essential to operationalizing, synchronizing, and ensuring consistent SAPR program execution across the Department. These tenets are Communications and Policy.

The *Strategic Direction to the Joint Force on SAPR* further expands the tenets to include Leadership, Culture and Climate/Environment, Integration, and Resourcing. Each of these tenets must be realized in order to achieve optimal integration of the SAPR Program into the command environment as a weakness in one potentially degrades the whole. Overarching tenets and LOEs operationalize the program as a natural extension of a unit culture based on professionalism, core values, trust, and ultimately, reaffirm the military's enduring commitment to the health and readiness of its Service members and their families.

2. SAPR Tasks

Offered below are the results of the collaboration and collective efforts of the DoD SAPR community in preparing a plan that captures the most targeted and relevant tasks being performed to realize the *DoD SAPR Strategic Plan*. The following section captures the tasks defined by plan owners to be pursued and executed. Progress towards target outcomes, as captured by the measures and targets defined in Section 5.2 of this document, shall be provided by DoD SAPRO in cooperation with the collective plan owners. Specific details about plan progress and milestones shall be provided by the respective participating organizations. *Figure 2* contains a key to explain the information contained in each of the task columns.

Task Key:
Time: Short = 0 to 1 Year (from date of publication) Med = 1 to 2 Years Long = 2 to 3 Years Continual = On-going/Cyclic Requirement
Priority = Importance to overall strategy; 1 being the most important
OPR = Office of Primary Responsibility
** = Action outlined in <i>Strategic Direction to the Joint Force on SAPR</i>
++ = Provision published in NDAA FY12
^^ = Provision published in NDAA FY13

Figure 2

2.1 LOE 1 - Prevention Tasks

Task	Time	Priority	OPR
Implement the <i>2013 DoD SAPR Strategic Plan</i> .	Short	1	All
Conduct collaborative review to update the <i>2008 DoD Sexual Assault Prevention Strategy</i> .**	Med	2	Military Departments & Services, SAPRO
Enhance and integrate SAPR Professional Military Education in accordance with NDAA FY12 requirements.** ++	Med	3	Military Departments & Services
Develop core competencies and learning objectives for all SAPR training to ensure consistency throughout the military.	Short	4	Military Departments & Services, SAPRO
Enhance Pre-command and Senior Enlisted SAPR training.** ^^	Short	5	Military Departments & Services
Enhance SAPR accession training and programs. Explain sexual assault policies to all Service members within 14 days of their entrance on active duty.** ^^	Short	6	Military Departments & Services
Operationalize findings and recommendations from Initial Military Training reviews.	Short	7	Military Departments & Services
Establish and implement policies that mitigate high-risk behaviors and personal vulnerabilities (e.g., alcohol consumption, barracks visitation).**	Med	8	Military Departments & Services, NGB
Develop, conduct, and assess command climate surveys within 120 days of assuming command and annually as appropriate.** ^^	Short	9	Military Departments & Services, SAPRO, NGB, ODMEO
Deploy SAPR innovation and assessment teams to identify and share promising prevention strategies and techniques.	Short	10	Military Departments & Services, SAPRO
Establish collaboration forum with external experts, federal partners, Military Services, advocacy organizations, and educational institutions to capture and share prevention best practices and lessons learned.	Continual	11	Military Departments & Services, SAPRO
Review national (e.g., state, university), and coalition (e.g., U.K. and Canada) SAPR programs to identify best practices and lessons learned.	Med	12	SAPRO, OGC
Enhance SAPR Annual/Pre-/Post-deployment Training. ++	Short	13	Military Departments & Services
Incorporate specific SAPR monitoring, measures, and education into normal command training, readiness and safety forums (e.g., quarterly training guidance, unit status reports, safety briefings).**	Short	14	Military Departments & Services, NGB
Establish assignment transition policy that ensures Service member sponsorship, unit integration, and immediate assignment into a chain of command.**	Short	15	Military Departments & Services, NGB
Explore expansion of SAPR training to include Recruit Sustainment Programs, Student Flight Programs, and for National Guard prior to arrival at Basic Training.	Short	16	Military Departments & Services, NGB

2.2 LOE 2 - Investigation Tasks

Task	Time	Priority	OPR
Establish Special Victim Capability (SVC). ^^	Med	1	Military Departments & Services, SAPRO, HA, MC&FP(FAP)
Establish policy, monitor, and evaluate program performance and provide guidance with respect to all DoD activities relating to sexual assault criminal investigation and law enforcement programs, pursuant to DoDI 5106.01, such as evaluation of investigative evidence collection and laboratory submissions.	Continual	2	DoD IG
Enhance training for investigators of sexual violence.	Med	3	Military Departments & Services
Develop procedures to ensure early coordination between MCIOs and Judge Advocates when initiating sexual assault investigations.**	Short	4	Military Departments & Services
Establish a Working Group to review initial baseline, periodic refresher, and advanced sexual assault investigation training in order to establish common criteria, measures of effectiveness, and leverage training resources and expertise.	Short	5	Military Departments & Services
Establish Special Victim Capability case assessment protocol for open and closed sexual assault, child abuse, and serious domestic violence cases.	Short	6	Military Departments & Services
Develop policy to ensure sexual assault documentation (DD Form 2911) is retained in accordance with NDAA FY13.	Short	7	Military Departments & Services, NGB
Sustain Defense Enterprise Working Group of Military Criminal Investigation Organizations and Defense Criminal Investigative Service to assess and validate joint investigative technology, best practices, and resource efficiencies benchmarked against external law enforcement agencies.**	Short	8	Military Departments & Services
Review existing procedures to ensure all sexual assault crimes are referred to an MCIO.**	Short	9	Military Departments & Services

2.3 LOE 3 - Accountability Tasks

Task	Time	Priority	OPR
Establish Special Victim Capability. ^^	Med	1	Military Departments & Services, SAPRO, HA, MC&FP(FAP)
Enhance sexual assault training for attorneys and military judges.	Med	2	Military Departments & Services
Conduct assessment of DoD Pilot Program for Special Victims Counsel.	Short	3	OGC, Military Departments & Services
Establish and support independent review and assessment panels of Uniform Code of Military Justice (UCMJ) Response Systems and Judicial Proceedings. ^^	Short	4	OGC
Expand the availability, sequencing, and scope of commander's legal courses across the Services.**	Short	5	Military Departments & Services
Assess effectiveness of the policy to elevate initial disposition authority in certain sexual assault cases to commanders, in the grade of O-6 or higher, who possess Special Court Martial Convening Authority.**	Short	6	Military Departments & Services
Update policies on separation of sexual offenders.**	Short	7	Military Departments & Services
Ensure paralegals and victim-witness assistance personnel receive specialized SAPR training for responding to allegations of sexual assault.**	Short	8	Military Departments & Services
Implement a dispositions and case synopsis module into Defense Sexual Assault Incident Database (DSAID). ^^	Med	9	SAPRO
Increase SAPR first responder knowledge of MRE 514 (Victim Advocate-Victim Privilege).	Short	10	Military Departments & Services
Establish NGB measure for tracking referrals for investigation of unrestricted reports of sexual assault to either MCIOs, civilian Law Enforcement, or NGB-JA/Office of Complex Investigations.	Med	11	NGB

2.4 LOE 4 – Advocacy/Victim Assistance Tasks

Task	Time	Priority	OPR
Establish and operate certification program for SARC)/ SAPR VAs).**	Short	1	Military Departments & Services, SAPRO
Sustain DoD Safe Helpline and ensure local 24/7 contact capability.	Continual	2	SAPRO, Military Departments & Services, NGB
Enhance SARC/VA training.	Short	3	Military Departments & Services, NGB, SAPRO
Develop policy to ensure victims are provided appropriate rights, protections and services; ensure alleged offenders are provided due process rights.**	Short	4	Military Departments & Services
Strengthen service provider participation in an integrated victim services network of care. Effectively integrate SAPR support and victim services (e.g., legal, health, investigations, SARC, SAPR VAs, Victim Witness Assistance Programs, IG).**	Med	5	Military Departments & Services, NGB, SAPRO, OLP, HA
Collaborate with Department of Veterans Affairs and external Veterans Service Organizations to develop victim continuity of care protocol.	Med	6	SAPRO, Military Departments & Services
Collaborate with civilian victim response organizations to improve interoperability.	Continual	7	Military Departments & Services, NGB, SAPRO, HA
Assess and improve portability of victim services in deployed environments.**	Short	8	Military Departments & Services, JCS, SAPRO
Enhance sexual assault health care provider training.	Short	9	Military Departments & Services, HA
Develop policy to allow Reserve Component (RC) Service members who are victims of sexual assault while on active duty to remain on active duty status (includes Warrior Transition Units) to obtain the treatment and support afforded active duty members.** ^^	Short	10	Military Departments & Services, NGB
Resource, standardize, and distribute SARC/VA toolkits.	Continual	11	Military Departments & Services, NGB, SAPRO

2.5 LOE 5 - Assessment Tasks

Task	Time	Priority	OPR
Compile and publish mandated SAPR reports to Congress (e.g., Annual/Military Service Academies (MSA)/DSAID). Modify annual report to include greater detail and information on sexual assaults. ^^	Continual	1	Military Departments & Services, SAPRO
Develop, refine, train, and maintain DSAID across the Total Force.**	Continual	2	Military Departments & Services, SAPRO
Oversee the implementation of Government Accountability Office (GAO) and Defense Task Force – Sexual Assault in the Military Services (DTF-SAMS) recommendations.	Short	3	Military Departments & Services, DoD IG, HA, OGC
Conduct RC and NGB SAPR program review and establish viable policy.	Med	4	Military Departments & Services, NGB, SAPRO
Conduct SAPR review and assessment of Joint Environments.	Med	5	Military Departments & Services, SAPRO
Conduct Force survey cycle. Increase frequency (every two years) of Workplace and Gender Relations surveys. ^^	Continual	6	DMDC
Sustain SAPR program at DEOMI (Command Climate Surveys and SAPR Education incorporated into EEO/MEO curriculum).	Continual	7	SAPRO, ODMEQ
Explore whether DoD can operationalize metrics reporting in support of commanders.** Employ comparative civilian research in metrics.	Med	8	Military Departments & Services, SAPRO
Harmonize DoD and Services' survey methodologies, frequency, and key metrics to effectively standardize, measure, analyze, assess, and report program progress.	Short	9	Military Departments & Services, SAPRO, DMDC
Analyze and assess variances in Restricted/Unrestricted Reporting across the Services.	Continual	10	SAPRO
Conduct SAPR program compliance inspections.	Continual	11	Military Departments & Services
Develop and enhance standardized victim surveys.	Med	12	Military Departments & Services, DoD IG
Analyze and assess feedback from DoD Safe Helpline to identify positive and negative trends.	Continual	13	SAPRO
Assess the extent to which the continuum of harm is or should be addressed in SAPR policy.	Med	14	SAPRO
Assess SHARP training applicability for Army National Guard due to state vs. federal differences, structure, and authorities.	Med	15	Army, NGB
Assess feasibility of a SARC Military Occupational Specialty (MOS) or restructuring of military table of organization; addition of skill identifiers.	Long	16	Military Departments & Services
Analyze SAPR data to identify positive and negative case disposition trends from the <i>DoD Annual Report on Sexual Assault in the Military</i> .	Continual	17	SAPRO
Assess feasibility of incorporating sexual assault prevention training in Family Readiness, Family Advocacy Program (FAP), and Substance Abuse programs to enhance FAP and SAPR collaboration and training.	Long	18	Military Departments & Services

2.6 Overarching Tenet – Communications Tasks

Task	Time	Priority	OPR
Employ and assess SAPR Communications Strategy.	Continual	1	Military Departments & Services, SAPRO, OSD PA
Maintain Congressional relations.	Continual	2	Military Departments & Services, OSD LA, SAPRO
Develop and employ SAPRO Media Watch.	Continual	3	SAPRO
Develop and update DoD-wide Public Affairs Guidance.	Continual	4	SAPRO, OSD PA
Develop department wide themes, guidance, and execute DoD level Sexual Assault Awareness Month (SAAM) events.	Continual	5	SAPRO, OSD PA, Military Departments & Services, NGB
Develop, resource, and execute Sexual Assault Awareness Month Plan.	Continual	6	Military Departments & Services, NGB, SAPRO
Develop and implement federal partner and Veteran Service Organization (VSO) Outreach.	Continual	7	SAPRO
Assess and maintain SAPR.mil webpage.	Continual	8	SAPRO
Publish SAPR Source.	Continual	9	SAPRO
Sustain White House Violence Against Women Liaison.	Continual	10	SAPRO

2.7 Overarching Tenet – Policy Tasks

Task	Time	Priority	OPR
Review, revise, update, and issue policy (e.g. DODD, DODI, DD Forms)	Continual	1	SAPRO
Conduct SAPR IPTs and quarterly Service meetings.	Continual	2	SAPRO
Develop implementation plan for specialized medical and mental health care policy for sexual assault victims (GAO Report 13-182).	Short	3	Military Departments & Services
Revise DD Form 2910 to incorporate updates, including expedited transfer and document retention notification. ^^	Short	4	SAPRO
Establish/reinforce policies to ensure recruits convicted of sexual assault offenses do not receive accession waivers and to require mandatory processing for administrative separation of Service members convicted of committing a sexual assault. ^^	Short	5	Military Departments & Services, NGB, DASD/MPP
Modify policy for record of dispositions of unrestricted reports. ^^	Short	6	Military Departments & Services, DOD IG
Modify policy provisions for command climate assessments. ^^	Short	7	Military Departments & Services, NGB, ODMEC
Modify policy provisions for dissemination of sexual assault information (e.g., hotline phone numbers and internet websites). ^^	Short	8	Military Departments & Services, NGB, SAPRO

Modify policy provisions for general education campaign for correction of military records when victims experience retaliation. ^^	Short	9	Military Departments & Services, NGB
Establish policy to require General/Flag Officer (G/FO) review of and concurrence with a recommendation to involuntarily separate a Service member who made an unrestricted report of sexual assault if the Service member requests a G/FO review. ^^	Short	10	DASD/MPP, SAPRO
Establish policy for the use of DoD funds and facilities for abortion in cases of rape and incest. Revise related line of duty policies. ^^	Short	11	Military Departments & Services, NGB, HA
Explore expansion of restricted reporting to civilians and contractors.	Med	12	SAPRO

3. DoD SAPRO Center of Gravity Analysis

Centers of gravity (COG). DoD SAPRO conducted a COG analysis to focus our efforts and priorities. The COGs identified in *Figure 3* are the critical capabilities we employ in each LOE and correspond with the higher priority tasks outlined in sections 2.1 through 2.5 of the strategic plan.

LOE	Centers of Gravity
Prevention	Commanders and first line supervisors
Investigation	Special Victims Capability (SVC) within Military Criminal Investigation Offices (MCIOs)
Accountability	Commanders and Special Victims Capability (SVC) within legal teams
Victim Assistance	Sexual Assault Response Coordinators (SARC)/SAPR Victim Advocates (VA)
Assessment	SAPRO Oversight Mechanisms

Figure 3

4. SAPR Metrics

4.1 Key Metrics that Identify SAPR Success

DoD's objective is to establish the conditions within the military which lower sexual assault prevalence and increase reporting. DoD's goal is to reduce sexual assault prevalence while increasing percentage of victims that report. DoD SAPRO identified two key "overarching" measures of effectiveness to assess the success of the SAPR program:

- Reduction in sexual assault prevalence as estimated in DoD-wide surveys (DMDC Workplace and Gender Relations Surveys).
- Closing the gap between prevalence estimates and Service member victims who report sexual assaults to authorities.

Figure 4 is a graphic illustration of DoD's estimated unwanted sexual contact prevalence and reports of sexual assault across DoD. Sexual assault is an underreported crime. Closing the gaps between prevalence and reporting will remain a key factor in determining success of our efforts.

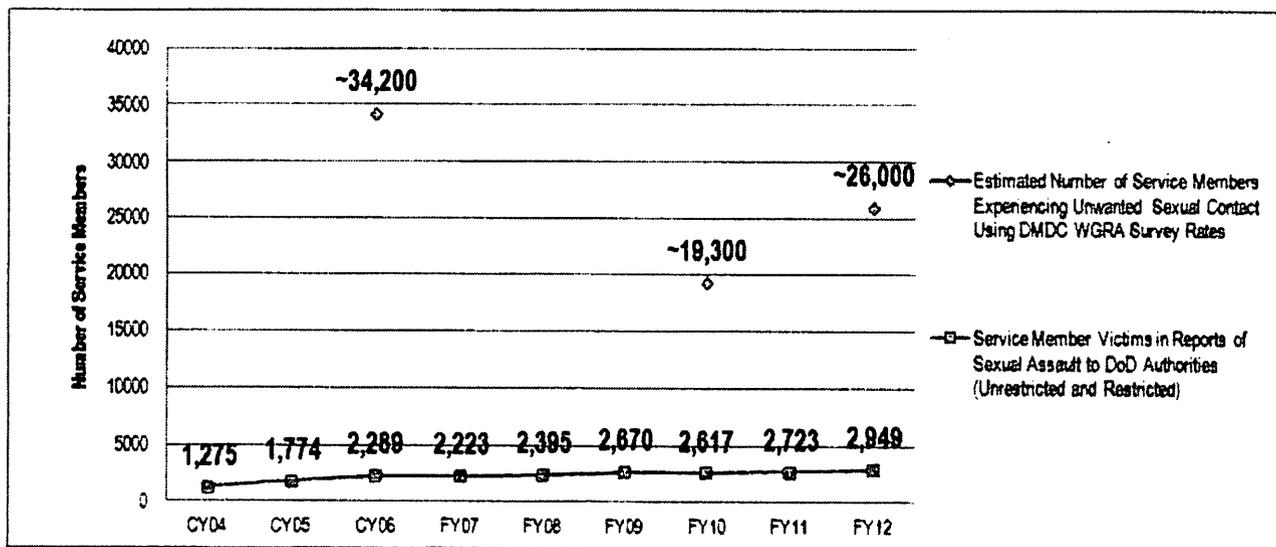


Figure 4

4.2 Measures of Effectiveness and Measures of Performance

Once the strategy is published, USD (P&R) through SAPRO will meet with the Components and Services to ensure metrics are developed and published no later than 90 days from publication of this strategic plan. **Figure 5** is the format, to include an example of a task metrics, to develop the DoD SAPR Measures of Effectiveness (MOE)/Measures of Performance (MOP) matrix.

Measure of Effectiveness. An MOE is a criterion used to assess changes in system behavior, capability, or operational environment that is tied to measuring the attainment of an end state, an objective, or the creation of an effect. It measures the relevance of actions being performed.

Measure of Performance. An MOP is a criterion used to assess friendly actions that is tied to measuring task accomplishment.

LOE	Task	Measure (s) of Performance or Effectiveness associated with the task.	What method(s) are used to gather the data?	OPR	Who is tasked to collect data?	Suspense date for data.	Which office collects the data?
Prevention	Enhance Pre-command and Senior enlisted training.	1. Does each Service have a PCC and Senior enlisted training programs in place? If not, which ones still require (MOP)?	Status Report	Services	Schools	Quarterly	Service SAPR Offices
		2. What percentage of Commanders and Senior Enlisted has received the PCC SAPR training (MOP)?	Status Report (DTMS)	Services	Schools	Quarterly	Service SAPR Offices
		3. Are the students receiving accurate and relevant data consistent with Service/DoD policy (MOE)?	Student Survey/Evaluation	Services	Schools	Quarterly	Service SAPR Offices

Figure 5

5. References

Reference
DoD-Wide Sexual Assault and Response Strategic Plan 2010-2015, DEC09
Strategic Direction to the Joint Force on Sexual Assault Prevention and Response, MAY12
Office of the Under Secretary of Defense for Personnel and Readiness Strategic Plan for Fiscal Years 2010-2012
National Defense Authorization Act for Fiscal Year 2012
National Defense Authorization Act for Fiscal Year 2013
Joint Operation Planning (JP 5-0, AUG11)
DODD 6495.01, 23JAN12
DODI 6495.02, 28MAR13
DoD Sexual Assault Prevention Strategy, 30SEP08
DMDC Workplace and Gender Relations Survey of Active Duty Members, 2006 to 2012



PERSONNEL AND
READINESS

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

INFO MEMO

FOR: SECRETARY OF DEFENSE

FROM: Jessica L. Wright, Acting Under Secretary of Defense (Personnel and Readiness)

SUBJECT: Enhancements to Pre-Command and Senior Enlisted Leader Sexual Assault Prevention and Response Training

- The report on Enhancements to Pre-Command and Senior Enlisted Leader Sexual Assault Prevention and Response (SAPR) Training is provided for your review at TAB A.
- On January 18, 2012, you directed an evaluation of SAPR training provided to prospective commanders and senior enlisted leaders be completed within 120 days. To fulfill this direction, the Department of Defense Sexual Assault Prevention and Response Office assembled a team of training experts and subject matter experts to assess pre-command and senior enlisted leader SAPR training. The evaluation team submitted a report, provided at TAB B, outlining its findings and recommendations to you in May 2012.
- On September 25, 2012, you issued a memorandum, provided at TAB C, presenting the evaluation team's findings and directing the Services and my office to work together to develop and implement standardized core competencies, learning objectives, and methods for objectively assessing effectiveness of training. Our report to you, due December 20, 2012, was delayed in order to incorporate the legislative mandates of the National Defense Authorization Act for Fiscal Year 2013.

COORDINATION: TAB D

Attachments:
As stated

Prepared by: MG Gary Patton, 571-372-2636

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TAB A

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Enhancements to Pre-Command and Senior Enlisted Leader Sexual Assault Prevention and Response Training

Report to the Secretary of Defense

**Prepared by the Department of Defense Sexual Assault Prevention
and Response Office**

January 2013

The estimated cost of report or study for the
Department of Defense is approximately
\$15,000 for the 2013 Fiscal Year. This includes
\$11,000 in expenses and \$3,290 in DoD labor.

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RefID: C-3543160

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ENHANCEMENTS TO PRE-COMMAND SEXUAL ASSAULT PREVENTION AND RESPONSE TRAINING

JANUARY 2013

1. Objectives

This report details the standardized core competencies, learning objectives, and methods for objectively assessing the effectiveness of pre-command and senior enlisted leader Sexual Assault and Prevention Response (SAPR) training developed collaboratively by the Department of Defense (DoD) Sexual Assault Prevention and Response Office (SAPRO) and the Services as directed by the memorandum from the Secretary of Defense dated September 25, 2012. These changes will be implemented for course start dates after March 30, 2013. The intent of these enhancements is to provide commanders and senior enlisted leaders across the Services with the necessary training and tools to execute these responsibilities upon assuming command.

2. Background

On January 18, 2012, the Secretary of Defense directed an evaluation of the training provided to prospective commanders and senior enlisted leaders on the SAPR Program to be completed within 120 days. DoD SAPRO, under the Office of the Under Secretary of Defense (USD) for Personnel and Readiness (P&R), assembled a team of training experts and subject matter experts to assess pre-command and senior enlisted leader SAPR training to identify strengths and areas for improvement. A report outlining the findings and recommendations was submitted to the Secretary of Defense in May 2012.

On September 25, 2012, the Secretary of Defense issued a memorandum directing the Services and the USD(P&R) to work collaboratively together to:

- Develop and implement standardized core competencies and learning objectives;
- Develop and implement standardized methods for objectively assessing effectiveness of training; and
- Report to the Secretary of Defense on the development of these measures no later than December 20, 2012.

3. Development of Standardized Core Competencies, Learning Objectives, and Methods for Assessing Training Effectiveness

On October 15 and November 14, 2012, representatives from DoD SAPRO, each of the Services, and the National Guard Bureau convened meetings to discuss and reach consensus on standardized core competencies, learning objectives, and methods for objectively assessing the effectiveness of pre-command and senior enlisted leader SAPR training. DoD SAPRO consolidated feedback from these meetings and incorporated this feedback into standardized core competencies, learning objectives, and methods for assessing the effectiveness of pre-command and senior enlisted leader SAPR training. The core competencies and methods for assessing the effectiveness of SAPR training are provided below, and the related learning objectives are included at Appendix A of this report.

- Core Competencies for Pre-Command Officers and Senior Enlisted Leaders:
 - Sexual Assault in the Military: Refresh understanding of basic concepts of sexual assault.

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- **Prevention:** Understand risks and circumstances associated with sexual assault incidence and the proactive measures to prevent sexual assault and associated destructive behaviors within their command.
- **Advocacy and Response:** Understand the essential elements of a quality victim care response program and the roles and responsibilities of victim service providers.
- **Investigations and Accountability:** Understand the complexity of sexual assault crimes and the appropriate investigation and disposition options available.
- **SAPR Program Leadership:** Understand the commander's and senior enlisted leader's roles in fostering a command environment free of sexual assault.
- **Methods of Assessment**
 - **End-of-Course Critique:** DoD SAPRO and the Services will collaboratively develop end-of-course critique questions customized to each Service's course requirements for use in Service-led course assessments.
 - **Follow-On Assessment:** Services will conduct a follow-on assessment of the implementation and effectiveness of the revised pre-command and senior enlisted leader training. Results will be reported to USD(P&R) by December 31, 2013.

4. Way Ahead

For courses beginning after March 30, 2013, the Services will incorporate the core competencies, learning objectives, and methods of assessment described in this report. Additionally, by this date, the Services will implement measures that:

- Provide a dedicated block of SAPR instruction for commanders and senior enlisted leaders that allows for sufficient time to achieve the standardized learning objectives (approximately 2 hours);
- Provide SAPR program information and guidance in a "Commander's Guide;"
- Assess commanders' and senior enlisted leaders' understanding and mastery of the key SAPR concepts and skills; and
- Develop and implement commander and senior enlisted leader refresher training to sustain knowledge and skills.

5. Conclusion

Commanders and senior enlisted leaders play a critical role in achieving the Department's aim to reduce, with a goal of eliminating, sexual assault from the Armed Forces, and effective SAPR training is necessary in order to succeed. The Services and DoD SAPRO have collaborated to develop strategies and methods for enhancing the SAPR training provided to these leaders, and will continue to work together to make the SAPR program even more effective.

6. Appendix

- A. Standardized Core Competencies and Learning Objectives for Pre-Command and Senior Enlisted Leader SAPR Training

Appendix A: Standardized Core Competencies and Learning Objectives for Pre-Command and Senior Enlisted Leader SAPR Training

Core Competency 1: Sexual Assault in the Military
Refresh understanding of basic concepts of sexual assault
<i>Learning Objectives:</i>
1. Identify the impacts of sexual assault
2. Recognize sexual assault myths, facts, and trends
3. Define sexual assault and sexual harassment, differentiate between the two, and review the relevant articles of the Uniform Code of Military Justice
Core Competency 2: Prevention
Understand risks and circumstances associated with sexual assault incidents and the proactive measures to prevent sexual assault and associated destructive behaviors within their command
<i>Learning Objectives:</i>
1. Recognize environments where sexual offenses occur
2. Define and identify strategies for bystander intervention
3. Define and identify strategies for risk reduction
4. Define and identify strategies for obtaining affirmative consent
5. Identify command climate strategies for preventing sexual assaults
Core Competency 3: Advocacy and Response
Understand the essential elements of quality victim care response programs and the roles and responsibilities of victim service providers
<i>Learning Objectives:</i>
1. Recognize the impact of trauma on the victim's behavior and ability to communicate clearly
2. Employ tactics to minimize re-victimization
3. Identify commander responsibilities for sexual assault response, privileged communications, victim care, and encourage victims to report sexual assault.
4. Identify local resources available to victims of sexual assault, to include options for continuity of care for the Total Force
5. Describe the two sexual assault reporting options, exceptions, and procedures and identify strategies to encourage victims to report sexual assault
6. Identify the procedure for providing information to victims of sexual assault when the alleged perpetrator is the commander or in the victim's chain of command
7. Identify the differences with reporting options for DoD civilians, contractors, and dependents 18 years or older who are in the Continental United States and Outside the Continental United States
Core Competency 4: Investigations and Accountability
Understand the complexity of sexual assault crimes and the appropriate investigation and disposition options available
<i>Learning Objectives:</i>
1. Recognize commander responsibilities regarding sexual assault investigative procedures
2. Recognize commander responsibilities during the judicial process
Core Competency 5: SAPR Program Leadership
Understand commander's and senior enlisted leader's roles in fostering a command

environment free of sexual assault

Learning Objectives:

1. Understand the applicable SAPR programs, policies, and procedures
2. Identify key elements of an effective command SAPR program, to include roles and responsibilities of key personnel
3. Identify strategies for assessing and improving command's SAPR program

TAB B



Evaluation of Pre-Command Sexual Assault Prevention and Response Training

Report to the Secretary of Defense

**Prepared by the Department of Defense Sexual Assault
Prevention and Response Office**

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EXECUTIVE SUMMARY

At the direction of the Secretary of Defense, the Sexual Assault Prevention and Response Office (SAPRO) assessed pre-command Sexual Assault Prevention and Response (SAPR) training to identify strengths and areas for improvement. DoD SAPRO visited pre-command training conducted by the Air Force, Navy, and Marine Corps and reviewed Army's newly developed Sexual Harassment / Assault Response and Prevention (SHARP) Program training support package for pre-command training that will be deployed in Summer 2012. DoD SAPRO training experts and subject matter experts evaluated both the method of delivery of SAPR training, as well as the content of the training, to identify strengths and areas for improvement. This report contains the DoD SAPRO Training Evaluation Team's findings and recommendations to the Secretary of Defense.

The Evaluation Team identified a number of practices the Military Services should continue in their SAPR training for commanders:

1. **SAPR training is integrated into the Services' pre-command and senior enlisted advisor courses.**
2. **Some SAPR messages were consistently presented.**
3. **Senior Service leaders' support is presented during the training.**
4. **SAPR expert instructors lead the training sessions.**
5. **A Commander's Guide to SAPR provides a useful toolset that all commanders should receive.**
6. **Practical exercises provide an opportunity to apply learning that should be expanded to all commanders' SAPR training.**

The Evaluation Team also developed a number of recommendations that are designed to build on the successful practices the Military Services have already put into place, will drive improvements in SAPR training for commanders, and support the strategic goals of the Department's SAPR program:

1. **Employ a standardized curriculum across all four Military Services.** There are core program competencies for commanders that do not vary by Military Service. These training topics should be presented consistently and uniformly across the Department. However, each Military Service should be free to supplement the core competencies with Military Service-specific information.
2. **Add quality instructional time to adequately address the SAPR program.** Recommended SAPR course length for commanders is at least two hours.
3. **Expand the use of active learning techniques.** Additional class time should be used for guided small-group discussions and case studies. The Military Services should severely restrict or discontinue the use of slide-based training.
4. **Provide more commander take-away tools.** A standardized set of commander tools would ensure all commanders have a reference with tips on developing unit policies and approaches that prevent sexual assaults, encourage victim reporting, ensure victim assistance, and hold offenders appropriately accountable.

5. **Gather data on learning and training effectiveness.** Assess participants to ensure they have understood and mastered the key SAPR concepts and skills for commanders and senior enlisted advisors. These metrics should become a regular component of each Military Service's Annual Report on Sexual Assault in the Military.
6. **Expand training to capture key tasks for commanders.** Although ensuring all participants have a good foundation in the basics is important, leaders need advanced knowledge if they are to champion the SAPR program in the field. Providing commanders with clear, concise recommendations for use in the field should become a central focus of training.
7. **Discontinue panel presentations as a sole means of SAPR training.** Panel discussions do not provide sufficient time to address the required topics for commanders.

The Recommendations section of this report suggests specific next steps to put these recommendations into action.

BACKGROUND AND REQUIREMENT

The Department of Defense (DoD) Sexual Assault Prevention and Response Office (SAPRO) was established in 2005 to be the single point of responsibility for policy matters related to sexual assault in the military. Although the Department established a variety of training requirements in DoD Instruction 6495.02, multiple internal and external reviews of Sexual Assault Prevention and Response (SAPR) training in the Military Services have identified such training lacks standardized content, is delivered inconsistently, and is missing an evaluation of effectiveness.

On January 18, 2012, the Secretary of Defense directed an assessment of SAPR training provided by the Military Services to officers selected for command and for senior enlisted leaders to identify strengths and areas for improvement be completed within 120 days.

The assessment purpose was to evaluate commander training provided by the Military Services to O-4 through O-7 officers prior to the assumption of command. For senior enlisted leaders, training was defined as that training provided to Command Sergeant Majors, Command Master Chief Petty Officers, and Command Chief Master Sergeants (or equivalent E-9 positions) prior to their assumption of the role of senior enlisted advisor (or equivalent), starting at the battalion and squadron level through brigade, installation, and wing (or equivalent) level.

Due to the short suspense of this tasking, DoD SAPRO recommends that this evaluation be viewed as a rapid discovery, or snapshot, of the Military Services' pre-command training in advance of a more thorough top-to-bottom evaluation of all SAPR training, to be accompanied by development of a standardized SAPR training curriculum.

APPROACH

The Evaluation Team employed a four-step methodology to accomplish the objectives of this task, starting with an environmental scan of pre-command training and the development of data collection instruments. The Team then visited the Military Services' pre-command training programs, whenever possible, to observe the pre-command SAPR training and review the training materials. After analyzing the data collected from these observations, the Evaluation Team developed a set of recommendations for improvement of the pre-command SAPR training provided by the Military Services.

A more detailed overview of the methodology is provided in Appendix A.

FINDINGS

STRENGTHS OF CURRENT SAPR TRAINING FOR COMMANDERS

1. **SAPR training is integrated into the Services' pre-command and senior enlisted advisor courses.** The Military Services have made provisions for SAPR training that is integrated into the pre-command preparation for commanders and senior enlisted advisors, as required in DoD Instruction 6495.01.
2. **Certain SAPR messages were consistently presented.**
 - a) Set the right command climate or tone
 - b) Select the right people for the Sexual Assault Response Coordinator (SARC) and SAPR Victim Advocate (VA) roles
 - c) Improper handling of a report can destroy command climate and discourage future reporting
 - d) Sexual assault is an underreported crime
 - e) Substance and alcohol use increases a potential offender's opportunity for sexual assault
 - f) Sexual assaults in the military most often occur between people that know each other
 - g) Commanders refer cases to appropriate offices for investigations
 - h) Definitions of major program elements (e.g. restricted versus unrestricted reports)
3. **Senior Service leaders' support is presented during the training.** Most pre-command SAPR training sessions involve in-person or video messages from a Military Service Chief or other senior Military Service leader about the importance and urgency of the issue and leaders' expectations of subordinate commanders' performance.
4. **SAPR expert instructors lead the training sessions.** The SAPR training provided to commanders and senior enlisted advisors was universally presented by expert instructors who knew the SAPR program and could answer questions about commanders' responsibilities for the SAPR program.
5. **A Commander's Guide to SAPR provides a useful toolset that all commanders should receive.** Most Military Services supplemented SAPR training with a recently published Commander's Guide to SAPR for reference. If integrated into training, these guides could become invaluable tools in the field for commanders and other leaders.
6. **Practical exercises provide an opportunity to apply learning that should be expanded to all commanders' SAPR training.** Some of the Military Services included practical scenarios that required participants to apply and discuss what they learn about the SAPR program. These "applied learning" opportunities hold great promise for reinforcing understanding and recall of key SAPR program components.

HOW SAPR TRAINING CAN BE IMPROVED

1. **Employ a standardized curriculum across all four Military Services.** Each of the Military Services' training content varied widely. Given the Department-wide focus of the SAPR program, there are core program competencies for commanders that do not vary by Military Service. These training topics should be presented consistently and uniformly across the Services. However, each Military Service should be free to supplement the core competencies with Military Service-specific information. Certain required SAPR messages and content were often missing:
 - a) Male-on-male assault statistics
 - b) Checklist of what a commander or senior enlisted advisor needs to do to execute their SAPR responsibilities
 - c) Impact of sexual assault on mission readiness
 - d) Victim perspective and the impact of trauma on behavior
 - e) Chaplain role and "privilege" definition
 - f) Health providers' role
 - g) Clarifying the difference between a "false report" versus insufficient evidence of an offense
 - h) Detailed recommendations for setting the proper command climate
2. **Add quality instructional time to expand SAPR learning.** Observed SAPR training programs varied from ten minutes in length to over two hours. The longer programs used the increased time to efficiently communicate a greater amount of information. In order to provide time for participants to be actively engaged in learning SAPR concepts and skills and how to apply them as commanders, pre-command SAPR training modules should at a minimum be two hours and combine a presentation with practical exercises. This longer course is the recommended length to adequately address the required learning objectives.
3. **Expand the use of active learning techniques.** Participants learn best in an environment that incorporates adult learning theory, which includes interaction, application of concepts, and group participation. Commanders should be actively engaged in learning SAPR concepts and skills, and challenged with scenarios that allow them to apply their learning. Read-ahead publications, guided small-group discussions, short video presentations, and case studies should comprise most SAPR training. The Military Services should severely restrict or discontinue the use of slide-based training.
4. **Provide more commander take-away tools.** Each Military Service provides commanders handouts and take-away materials from training sessions. A standardized set of commander tools would ensure all commanders have a reference with tips on developing unit policies and approaches that prevent sexual assaults, encourage victim reporting, ensure victim assistance, and hold offenders appropriately accountable.
5. **Gather data on learning and training effectiveness.** Assessing participants to ensure they understand and master the key SAPR concepts and skills for commanders and senior enlisted advisors is an important step in validating training effectiveness. These metrics should become a regular component of each Military Service's Annual Report on Sexual Assault in the Military.
6. **Expand training to capture key tasks for commanders.** Much of the observed training covered SAPR program basic concepts. Although ensuring all participants have

a good foundation in the basics is important, leaders need advanced knowledge if they are to champion the SAPR program in the field. For example, all observed training discussed the importance of setting the "correct tone" or "command climate" within a unit. However, none of the training provided detailed recommendations for how commanders set the "correct tone". Providing commanders with clear, concise recommendations for use in the field should become a central focus of training.

- 7. Discontinue panel presentations as a sole means of SAPR training.** Two of the observed classes employed short SAPR presentations as part of a panel on personnel topics (e.g. Suicide Prevention, Drug and Alcohol Abuse Prevention, Equal Opportunity, Family Advocacy Program, and Combat Stress Reduction). While panel presentations can be effective when presenters emphasize a common theme or approach shared by the different topics, none of the observed panel presentations were so integrated. Instead, each topic area presented a very short program description followed by a panel question and answer session. Sexual assault is a difficult topic to discuss. As a result, most questions posed by participants to panel members focused on the other programs presented.

RECOMMENDATIONS

1. The Secretary of Defense should:
 - a. Direct Under Secretary of Defense (USD) for Personnel and Readiness (P&R) to develop standardized core competencies, learning objectives, and supporting training materials to be used in all pre-command and senior enlisted advisor SAPR training.
 - b. Direct USD (P&R) to develop methods and requirements for learning assessments, certification, and outcome reporting for Service Pre-Command training.
2. The Secretary of Defense should direct the Secretaries of the Military Departments to:
 - a. Continue Military Service Secretaries' and Chiefs' emphasis and support of SAPR training for commanders. Military Service Chiefs' emphasis on the SAPR program remains an indispensable means to communicate the urgency of the problem and their expectations for commanders.
 - b. Provide a minimum of two hours of instruction dedicated to SAPR programming for commanders and senior enlisted personnel, allowing for adequate time for small group discussion and practical exercises that involve working on case studies with SAPR experts, experienced commanders, and peers on how to execute SAPR responsibilities and champion the program. The SAPR training modules must focus class time on hands-on, scenario-based learning to allow for coverage of required topics, skill practice, and answering commanders' questions.
 - c. Ensure training content incorporates at a minimum the training subjects required by DoD Instruction 6495.01 and the core competencies, learning objectives and materials developed by USD (P&R).
 - d. Submit the new or revised SAPR training programs, or SAPR training components, for pre-command to the USD (P&R) for policy review prior to implementation, to ensure that all Services are in compliance DoD SAPR training standards.
 - e. Provide SAPR program information and guidance for commanders in a take-away "Commander's Guide" to allow more time in class for active participation and learning. Commander's Guides should be designed to be a complete set of documentation for commanders on their responsibilities in the SAPR program. The Guide should contain the following:
 - i. Standardized commander checklists for responding to both victims and subjects of sexual assault investigations.
 - ii. Key messages and recommendations for how to set the appropriate command tone within a unit and champion the SAPR program.
 - iii. Wallet cards with basic Service SAPR resources (e.g., local contact information, key SAPR program concepts, links to more information, etc.)
 - iv. Website links to key DoD and Service resources

The Guide should also be available in an electronic version available for download from SAPR websites and a mobile version for access on smartphones.

- d. Require commanders and senior enlisted advisors to take a learning assessment developed by USD (P&R) in coordination with the Service Secretaries and Chiefs, to identify commander and senior enlisted growth in knowledge and skills to ensure key messages were retained and to provide a baseline for improvement of the training program. Once the assessment methodology has been determined, assessment results will be incorporated into the Annual Report on Sexual Assault in the Military.
- e. Provide one-time Commanders refresher training to sustain skills and knowledge.

APPENDIX A: METHODOLOGY

The following is a detailed overview of each step in the methodology the DoD SAPRO Evaluation Team employed to accomplish this training assessment Directive from the Secretary of Defense.

1. Perform environmental scan of existing training and develop evaluation instruments

The evaluation team informed the Military Services of the training evaluation Directive from the Secretary of Defense and requested information on the pre-command SAPR training of each Military Service. In a data call sent to Military Services, SAPRO requested that no later than February 22, 2012 each Military Service validate the schools and courses identified by DoD SAPRO, correct any errors, add additional courses needed, and provide additional data about the courses. DoD SAPRO also requested each Military Service submit lesson plans, briefing decks, and other materials for these courses no later than March 2, 2012.

Evaluators planned to observe at least one commander training and one senior noncommissioned officer (NCO) training for each of the Military Services; however, this was not possible within the amount of time allotted due to the Military Services' training schedules, which are determined months in advance.

To collect data during the observations, the DoD SAPRO Evaluation Team developed two instruments: the Course Observation Rating Form and Course Materials Rating Form (provided at Appendix B) and accompanying procedures were created to ensure consistent and thorough reviews would be performed by each evaluator. Criteria were developed based on training standards required in the DoD Instructional Systems Development/Systems Approach to Training (MIL-HDBK-29612)2A.

2. Data Collection

Teams of military training experts and SAPR Subject Matter Experts (SMEs) were deployed to perform reviews of each course session offered during the timeframe for this Directive (February through May 2012). Evaluations focused on instructor effectiveness, teaching and learning strategy, course materials and contents, evaluation and course follow-up, and class environment. The evaluators noted best practices, strengths, and weaknesses of the training delivery sessions to identify opportunities for improvement. The DoD SAPRO Evaluation Team validated observations and ratings among multiple observers and compiled their ratings into an overall score for each training course. This score was one of several factors considered by the team in its overall review of pre-command training.

The DoD SAPRO Evaluation Team observed the SAPR training presented at 7 sites to approximately 390 participants. In addition, the team reviewed materials for a 3-hour course currently under development by the Army.

Pre-Command SAPR Training Evaluation – Site Visits		
Course Title and Location	Training Delivery Date and Number of Participants	Organizations Involved in Evaluation
Marine Corps – 1 st Sergeants Quantico, VA	8 March 100 Participants*	DoD SAPRO USMC SAPR Program
Marine Corps – Commanders Quantico, VA	22 March 50 Participants*	DoD SAPRO USMC SAPR Program
Navy – Command Leadership Newport, RI	26-27 March 40 Participants*	DoD SAPRO DoN SAPR Program
Navy – Chief of the Boat Newport, RI	26-27 March 20 Participants*	DoD SAPRO DoN SAPR Program
Air Force – Air University Group and Wing Commanders Montgomery, AL	29 March 30 Wing Commander 75 Group Commander Participants*	DoD SAPRO
Air Force – Air Education and Training Command San Antonio, TX	29 March 55 Participants*	DoD SAPRO
Army – Sexual Harassment / Assault Response and Prevention (SHARP) Program (solely course materials)**	10 April scheduled for deployment in August 2012	DoD SAPRO
Air Force – Air Space Command Squadron Peterson Colorado Springs, CO	7 May 30 Participants*	DoD SAPRO Air Force SAPR Program

*Numbers of course attendees are approximate for each course listed.

** Currently, General Raymond Odierno presents an Army senior leader's message about SHARP at the pre-command training at Ft. Leavenworth. There is currently no formal SHARP component in the Army pre-command course, despite a specific requirement identified in Army Regulation 135-1. SAPRO reviewed a proposed SHARP Training Support Package (TSP) which is reportedly scheduled for deployment in August 2012.

3. Data Analysis

The Evaluation Team conducted basic statistical analyses (mean and standard deviation) of the course scores but did not observe significant differences or trends. The team then reviewed all eight observers' comments for dominant themes and grouped comments by course strengths and areas for improvement. The team then synthesized comments from each of these two groups into statements of findings.

4. Development of Recommendations

Based on the findings detailed in the section above, the Evaluation Team developed recommendations for what the Military Services should do to strengthen training of commanders and senior enlisted advisors in two subject areas: training delivery (instructor effectiveness, teaching and learning strategy, evaluation and follow-up, and classroom environment) and training content (course materials and content).

TAB C

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**SECRETARY OF DEFENSE
1000 DEFENSE PENTAGON
WASHINGTON, DC 20301-1000**

SEP 25 2012

**MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND
READINESS
CHIEFS OF THE MILITARY SERVICES**

SUBJECT: Evaluation of Pre-Command Sexual Assault Prevention and Response Training

Considerable efforts are now underway within each Military Department and Service focused on combating sexual assault, a terrible crime totally at odds and incompatible with the core values of the Armed Forces of the United States. It is clear to me that each of you is personally engaged in developing innovative prevention strategies, employing new training approaches, and ensuring compassionate and responsive support for sexual assault victims. Your sustained emphasis is indispensable in communicating to commanders and leaders at all levels that prevention of sexual assault is a command and leadership responsibility.

However, we still have much work to do. To that end, in January, I directed an evaluation of the training provided to our prospective commanders and senior enlisted leaders on the Sexual Assault Prevention and Response (SAPR) Program. Based on the results of this review, and consistent with the missions of each Military Service, I am directing you to work together to:

- Develop and implement standardized core competencies and learning objectives applicable to pre-command and senior enlisted leader SAPR training; and
- Develop and implement standardized methods for objectively assessing the effectiveness of pre-command and senior enlisted leader SAPR training.

Furthermore, each Service will review the attached Pre-Command Training assessment report and address the findings within your training programs. Specifically, the Services will:

- Provide a dedicated block of SAPR instruction for commanders and senior enlisted leaders in your courses that allows for sufficient time to achieve learning objectives. This instruction should be interactive and include a variety of vignettes, exercises, and/or discussion. The evaluation team examined courses of various lengths and observed that courses lasting about 2 hours adequately addressed the required learning objectives;
- Provide SAPR program information and guidance for commanders in a quick-reference "Commander's Guide;"

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- **Assess commanders' and senior enlisted leaders' understanding and mastery of the key SAPR concepts and skills; and**
- **Develop and implement commander and senior enlisted leader refresher training to sustain skills and knowledge.**

Report to me on the development of these core competencies and methods of assessment, through the Under Secretary of Defense for Personnel and Readiness, by December 20, 2012. All the above measures are to be fully implemented for class start dates after March 30, 2013.

I am convinced that collaboration across the Department of Defense and sharing best practices in sexual assault prevention with all military leaders will make our efforts and programs even more effective.

A handwritten signature in black ink, appearing to read "James D. ...", with a long horizontal line extending to the right.

**Attachment:
As stated**

**cc:
General Counsel
Assistant Secretary of Defense for Legislative Affairs
Assistant Secretary of Defense for Public Affairs**

TAB D

TAB D

**Enhancements to Pre-Command and Senior Enlisted Leader Sexual Assault Prevention and
Response Training**

Coordination:

Secretary of the Army	Mr. McHugh	December 18, 2012	Concur
Secretary of the Navy	Mr. Work Under	December 10, 2012	Concur
Secretary of the Air Force	Dr. Morin Under	January 2, 2013	Concur
General Counsel	Mr. Taylor Principal Deputy	December 26, 2012	Concur
Assistant Secretary of Defense (LA)	Ms. King	December 12, 2012	Concur
Assistant Secretary of Defense (PA)	Mr. Whitman Principal Deputy	December 14, 2012	Concur
Joint Staff	RADM Tyson Vice Director	December 17, 2012	Concur



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

SFF - 9 2013

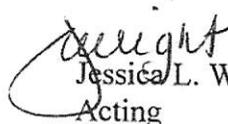
MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
CHAIRMAN OF JOINT CHIEFS OF STAFF
CHIEF, NATIONAL GUARD BUREAU

SUBJECT: Department of Defense Enhancements to Sexual Assault Prevention and Response Training

Request the attached Department of Defense (DoD) Sexual Assault Prevention and Response Training core competencies and learning objectives be implemented in courses conducted in Fiscal Year 2014.

The National Defense Authorization Act Fiscal Year 2012 section 584 and 585 directs the Military Departments to provide consistent Sexual Assault Prevention and Response (SAPR) Training to members and their civilian employees. On May 3, 2013, the SAPR Office (SAPRO) and Service representatives met to standardize the core competencies and learning objectives for all mandated SAPR training courses.

Ensure implementation notification to my point of contact, Commander Debra Yniguez, Senior Training Officer, DoD SAPRO Office, who can be reached at (571) 372-2641.


Jessica L. Wright
Acting

Attachments:

As stated

cc:

Assistant Secretary of Defense for
Public Affairs
Assistant Secretary of Defense for
Legislative Affairs
Assistant Secretary of the Army
for Manpower and Reserve Affairs
Assistant Secretary of the Air Force
for Manpower and Reserve Affairs
Department of Navy Sexual Assault
Prevention and Response Office
DoD Inspector General

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SAPRO
Sexual Assault Prevention and Response Office

Annual/Refresher SAPR Training – Core Competencies and Learning Objectives	
General Training Requirements Applicable to All SAPR Training Course Design	
Policy Reference	Adult Learning Theory Considerations
<ul style="list-style-type: none"> The SAPR training, at a minimum, shall incorporate adult learning theory, which includes interaction and group participation. <i>(DoDI 6495.02 March 2013 - E10.2.a.2 - page 62)</i> Explain the nature of sexual assault in the military environment using scenario-based, real-life situations to demonstrate the entire cycle of prevention, reporting, response, and accountability procedures. <i>(DoDI 6495.02 March 2013 – E10.3.b.2 – page 64)</i> Deliver to Service members in a joint environment (where other services are present) from their respective Military Services and incorporate adult learning theory. <i>(DoDI 6495.02 March 2013 - E10.3.b.3 - page 64)</i> 	<ol style="list-style-type: none"> 1. Training should provide sufficient opportunities for active learning so that students have a chance to apply what they learned. <ul style="list-style-type: none"> <u>Examples of active learning techniques</u> include participating in a Role-play, group discussion, peers helping others learn, etc. <u>Examples of passive learning techniques</u> include reading, listening to words, and looking at pictures. A common passive learning technique is an instructor relying on lecture and PowerPoint slides for extended amounts of time and/or to cover the majority of topics. 2. Training should provide an opportunity for students to apply their life experiences. For example, students should be provided opportunities to share personal stories and/or past experiences/knowledge, etc. (if they choose to) to deepen their understanding of a new concept or skill. 3. Training should explain the immediate usefulness of the course material. For example, students should be able to clearly see how the learning of a new concept/skill can be used right away. 4. Training should explain the reasons for learning. A way to accomplish this is to have the instructor not just introduce a topic but also to explain the importance and relevance to the students’ role/job.
<ul style="list-style-type: none"> The required subject matter for the training shall be appropriate to the Service member’s rank and commensurate with their level of responsibility <i>(DoDI 6495.02 March 2013 - E10.2.d - page 63)</i> Deliver to Service members in a joint environment (where other services are present) from their respective Military Services and incorporate adult learning theory. <i>(DoDI 6495.02 March 2013 - E10.3.b.3 - page 64)</i> 	<ol style="list-style-type: none"> 5. Training should be tailored to meet the needs of the intended target audience. The course should provide an indication of the training audience and equip students with the necessary skills and tools for successfully performing their job.

*Note: An explanation of all adult learning strategies is provided at the end of this document.



Annual/Refresher SAPR Training - Competencies and Learning Objectives		
General Training Requirements Applicable to SAPR Training Course Content		
1. Core Competency (Sexual Assault): Describe sexual assault and its impact on the military.		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
1.A Define sexual assault.	<p><i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion • Job Aid 	<ul style="list-style-type: none"> • Defining what constitutes sexual assault. Utilizing the term “sexual assault” as defined in Reference (b) [DoDD 6495.01 January 2012]. (<i>DoDI 6495.02 March 2013 - E10.2.d.1,2,&4 - page 63</i>) • Note: The DoDD 6495.01 January 2012, Part II Definitions provides the definition of sexual assault. • Sexual Assault Definitions found in the Uniformed Code of Military Justice Articles 120, 125, 80 and all others pertaining to this crime.
1.B Communicate the difference between sexual harassment and sexual assault.	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Discussion • Case Study • Practical Exercise <p><i>Also cover the objective in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<ul style="list-style-type: none"> • Explaining the distinction between sexual harassment and sexual assault. Emphasizing the distinction between civil and criminal actions. (<i>DoDI 6495.02 March 2013 - E10.2.d.5 - page 63</i>) • Note: The DoDD 6495.01 January 2012, Part II Definitions provides the definition of sexual assault.
1.C Explain DoD and Service-specific SAPR programs.	<p><i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion • Job Aid 	<ul style="list-style-type: none"> • Providing an awareness of the SAPR program (DoD and Service) and command personnel roles and responsibilities, including all available resources for victims on and off base. (<i>DoDI 6495.02 March 2013 - E10.2.d.7 - page 63</i>)

*Note: An explanation of all adult learning strategies is provided at the end of this document.



SAPRO

Sexual Assault Prevention and Response Office

Annual/Refresher SAPR Training - Core Competencies and Learning Objectives

General Training Requirements Applicable to SAPR Training Course Content

2. Core Competency (Prevention): Describe strategies to prevent sexual assaults.

Standardized Learning Objectives	Recommended Adult Learning Strategies	References
2.A Describe strategies for sexual assault bystander intervention.	<i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Discussion • Demonstration • Practical Exercise • Case Study <i>Also cover the objective in a:</i> <ul style="list-style-type: none"> • Job Aid 	<ul style="list-style-type: none"> • Identifying prevention strategies and behaviors that may reduce sexual assault, including bystander intervention, risk reduction, and obtaining affirmative consent. (DoDI 6495.02 March 2013 - E10.2.d.8 - page 63) • Defining the meaning of “consent” as defined in Reference (b) [DoDD 6495.01 January 2012]. (DoDI 6495.02 March 2013 - E10.2.d.3 - page 63) • Note: The DoDD 6495.01 January 2012, Part II Definitions provides the definition of consent.
2.B Describe strategies for sexual assault risk reduction.	<i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Discussion • Demonstration • Practical Exercise • Case Study <i>Also cover the objective in a:</i> <ul style="list-style-type: none"> • Job Aid 	
2.C Define consent.	<i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Presentation • Discussion • Practical Exercise • Case Study <i>Also cover the objective in a:</i> <ul style="list-style-type: none"> • Job Aid 	

*Note: An explanation of all adult learning strategies is provided at the end of this document.

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Annual/Refresher SAPR Training - Core Competencies and Learning Objectives

General Training Requirements Applicable to SAPR Training Course Content

3. Core Competency (Reporting and Response): Identify support resources available to victims of sexual assault.

Standardized Learning Objectives	Recommended Adult Learning Strategies	References
<p>3.A Describe the two sexual assault reporting options and their advantages and limitations.</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion • Practical Exercise • Case Study • Role-play <p><i>Also cover the objective in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<ul style="list-style-type: none"> • Explaining available reporting options (Restricted and Unrestricted), the advantages and limitations of each option, the effect of independent investigations on Restricted Reports (See paragraph 1.f. of Enclosure 4 of this Instruction) and explaining MRE 514. (DoDI 6495.02 March 2013 - E10.2.d.6 - page 63)
<p>3.B Explain privileged communication rules under MRE-514.</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion • Practical Exercise • Case Study <p><i>Also cover the objective in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<ul style="list-style-type: none"> • Explaining available reporting options (Restricted and Unrestricted), the advantages and limitations of each option, the effect of independent investigations on Restricted Reports (See paragraph 1.f. of Enclosure 4 of this Instruction) and explaining MRE 514. (DoDI 6495.02 March 2013 - E10.2.d.6 - page 63) • Note: The Victim Advocate – Victim Privilege Military Rule of Evidence (MRE) 514 provides guidance on privileged communication. • This privilege applies to all stages of a UCMJ proceeding—from an initial investigation of the crime by law enforcement to a court-martial

*Note: An explanation of all adult learning strategies is provided at the end of this document.

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Yellow Highlight: Annual/Refresher Training Requirement



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Sexual Assault Prevention and Response Office

<p>3.C Recognize exceptions to restricted reporting options that would warrant a break in privileged communications.</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none">• Discussion• Practical Exercise• Case Study• Role-play <p><i>Also cover the objective in a:</i></p> <ul style="list-style-type: none">• Job Aid	<ul style="list-style-type: none">• Explaining available reporting options (Restricted and Unrestricted), the advantages and limitations of each option, the effect of independent investigations on Restricted Reports (See paragraph 1.f. of Enclosure 4 of this Instruction) and explaining MRE 514. (DoDI 6495.02 March 2013 - E10.2.d.6 - page 63)• Note: The Victim Advocate – Victim Privilege Military Rule of Evidence (MRE) 514 provides guidance on privileged communication.
<p>3.D Describe the effect of independent investigations on a restricted report of sexual assault.</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none">• Presentation• Practical Exercise• Case Study <p><i>Also cover the objective in a:</i></p> <ul style="list-style-type: none">• Job Aid	
<p>3.E Identify all available resources for victims on and off base.</p>	<p><i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none">• Presentation• Practical Exercise• Job Aid	<ul style="list-style-type: none">• Providing an awareness of the SAPR program (DoD and Service) and command personnel roles and responsibilities, including all available resources for victims on and off base. (DoDI 6495.02 March 2013 - E10.2.d.7 - page 63)• DoDI 6495.02 March 2013 E7.11.d.2- page 52 requires healthcare providers to consult with the victim, once clinically stable, regarding further healthcare options to the extent eligible, which shall include, but are not limited to assessment of the risk of pregnancy, options for emergency contraception, and any necessary follow-up and referral services.• Victims shall be informed that they can also seek assistance from a legal assistance attorney or the DoD Safe Helpline. (DoDI 6495.02 March 2013 - E10.2.d.11 - page 63)• Discussing process change to ensure that all sexual assault response services are gender-responsive, culturally-competent, and recovery-oriented. (DoDI 6495.02 March 2013 - E10.2.d.9 - page

*Note: An explanation of all adult learning strategies is provided at the end of this document.

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Sexual Assault Prevention and Response Office

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3.F Identify command personnel roles and responsibilities.	<p><i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Presentation • Practical Exercise • Job Aid 	<ul style="list-style-type: none"> • Providing an awareness of the SAPR program (DoD and Service) and command personnel roles and responsibilities, including all available resources for victims on and off base. (DoDI 6495.02 March 2013 - E10.2.d.7 - page 63)
3.G Describe procedures for expedited transfer and Military Protective Orders (MPOs).	<p><i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Presentation • Practical Exercise • Job Aid 	<ul style="list-style-type: none"> • Discussing expedited transfers and MPO procedures. (DoDI 6495.02 March 2013 - E10.2.d.10- page 63) • Discussing process change to ensure that all sexual assault response services are gender-responsive, culturally-competent, and recovery-oriented. (DoDI 6495.02 March 2013 - E10.2.d.9 - page 63)
3.H Describe the procedure when the alleged perpetrator is the commander or in the victim's chain of command.	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Practical Exercise • Role-play <p><i>Also cover the objective in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<ul style="list-style-type: none"> • Providing information to victims when the alleged perpetrator is the commander or in the victim's chain of command, to go outside the chain of command to report the offense to other commanding officers or an Inspector General. Victims shall be informed that they can also seek assistance from a legal assistance attorney. (DoDI 6495.02 March 2013 - E10.2.d.11 - page 63) • Discussing process change to ensure that all sexual assault response services are gender-responsive, culturally-competent, and recovery-oriented. (DoDI 6495.02 March 2013 - E10.2.d.9 - page 63)
3.I Identify the document retention schedules for the DD Forms 2910 and 2911 and how they are used in VA benefit applications.	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion • Practical Exercise <p><i>Also cover the objective in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<ul style="list-style-type: none"> • Discussing document retention for sexual assault documents (DD Forms 2910 and 2911), to include retention in investigative records. Explaining why it is recommended that sexual assault victims retain sexual assault records for potential use in VA benefits applications. (DoDI 6495.02 March 2013 - E10.2.d.12 - page 63)

*Note: An explanation of all adult learning strategies is provided at the end of this document.
Last Revised: 9 August 2013
Yellow Highlight: Annual/Refresher Training Requirement



Adult Learning Strategies Explained

Practical Exercise. Technique that allows students to practice the knowledge, skills and attitudes necessary to successfully perform the training objective. Practical Exercises provide students the opportunity to apply what they learned. Practical exercises are most appropriate for skills that are highly critical, difficult to learn, and frequently performed.

Discussion. Examples include peer-to-peer, instructor-peer, or small group discussion. This method is used to talk about a particular topic in order to reach a decision or to exchange ideas. Discussions provide an opportunity for students to engage by sharing stories, experiences, and/or knowledge/skills.

Job Aid. Examples include checklists, manuals, frequently asked question lists, helpline support. This is a good option to support skills that are performed infrequently, require recall of some technical information, or are less critical and not difficult to learn.

Role-play. Assuming the attitudes, actions of another in a situation in order to understand a different point of view or interaction. Role-plays are effective for understanding empathy of a particular person or practicing action assuming a particular role.

Case Study. Analysis of persons, events, decisions, etc. to illustrate a main point. Case studies are a good way to provide examples that can provide insight into a situation. They allow students to apply concepts, encourage active learning, provide an opportunity to develop key skills, and increase the students' learning of the topic.

Demonstration. Act or process of showing a person, process, or object. Examples include: explanation of a SAFE kit, video showing a victim of sexual assault talking about their experience, etc. Demonstrations provide little to no opportunity for students to engage, and therefore should be used sparingly.

Presentation. Formal instruction delivered by a live instructor or web-based instructional module. This method usually involves the use of presentation slides to aid in the facilitation of basic skills and knowledge. Presentations often provide little to no opportunity for students to engage in dialogue and deepen learning, and therefore, should be used sparingly.

**Note: An explanation of all adult learning strategies is provided at the end of this document.*

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Yellow Highlight: Annual/Refresher Training Requirement



Accessions SAPR Training –Core Competencies and Learning Objectives			
Audience Profile			
Corps	Level	Training Environment	Target Audience Description
Enlisted	Entry Level	Recruit Schools <i>(Basic Combat Training(USA), Boot Camp (USN),</i>	Enlisted personnel range in age from 17 to 35. For most individuals their first experience with the military is “Initial Military Training.” Most Initial Military Training is conducted in an environment with males and females but a few are male only.
		<i>Recruit Training (USMC), Basic Military Training (USAF))</i>	During this time, recruits are tested physically, mentally, and emotionally through a rigorous and demanding program that is solely focused on transitioning them into the military environment and culture stressing core values and proper conduct. The “recruits” are monitored continuously without outside privileges and with limited external access until they have completed the training.
Enlisted	Post-Recruit	Post-Recruit Schools <i>(Army Advanced Individual Training School, Marine Corps Military Occupational Specialty (MOS) School, Navy “A” School, Air Force Technical Training)</i>	<p>Once Initial Military Training is completed the individual is then sent to the post recruit school. Each school has its own time requirements and standards. During post-recruit school, the new military Service member is involved in intensive preparation to apply his/her specialized skill that will prepare them to work in an operational unit to support the mission of the particular military service.</p> <p>Although monitoring is still in effect, the post recruit service member is allowed privileges, usually on an earned and progressive continuum, and has access to the environment outside the training area and outside the military compound.</p>

*Note: An explanation of all adult learning strategies is provided at the end of this document.

Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to Accessions



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Accessions SAPR Training –Core Competencies and Learning Objectives			
Audience Profile			
Corps	Level	Training Environment	Target Audience Description
Officer	Pre-Commission	Pre-Commission Schools <i>(Officer Candidate School (USA, USN, USMC), Officer Training School (USAF))</i>	Pre-commissioned officers come from several sources including college graduates who “join the military” after completing their education or enlisted soldiers, after graduating from college/university, who are seeking a commission. Ages and experiences with the military are varied. By law, the maximum age for a commission is age 35 years but there are some exceptions for professions such as medical officers and chaplains. Pre-commissioning training focuses on the specialized areas of the particular military service. These individuals are tested physically, mentally, and emotionally to assess, evaluate, and develop them to serve as Officers in the Military. While attending Officer Candidate School, officer candidates are monitored closely and are rarely permitted off installation privileges during initial training. Note – This level does not refer to ROTC or Military Service Academy programs.
Officer	Post-Commission	Post-Commission Schools <i>(e.g. Basic Officer Leader Course (USA), Division Officer Course (USN), The Basic School (USMC))</i>	Post-commission schools focus on basic leadership skills for newly commissioned military officers as well as providing training in their specialized areas of focus. A new officer has basic leadership responsibilities in their upcoming role in a unit and is in a position to observe the behavior of other unit personnel.

*Note: An explanation of all adult learning strategies is provided at the end of this document.

Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to Accessions



Accessions SAPR Training –Core Competencies and Learning Objectives	
General Training Requirements Applicable to All SAPR Training Course Design	
Policy Reference	Adult Learning Theory Considerations*
<ul style="list-style-type: none"> The SAPR training, at a minimum, shall incorporate adult learning theory, which includes interaction and group participation. <i>(DoDI 6495.02 March 2013 - E10.2.a.2 - page 62)</i> Provide scenario-based, real-life situations to demonstrate the entire cycle of prevention, reporting, response, and accountability procedures to new accessions to clarify the nature of sexual assault in the military environment. <i>(DoDI 6495.02 March 2013 - E10.3.a.2)</i> Accessions training shall occur upon initial entry <i>(DoDI 6495.02 March 2013 - E10.3.a – page 64)</i> 	<ol style="list-style-type: none"> 1. Training should provide sufficient opportunities for active learning so that students have a chance to apply what they learned. <ul style="list-style-type: none"> <u>Examples of active learning techniques</u> include participating in a Role-play, group discussion, peers helping others learn, etc. <u>Examples of passive learning techniques</u> include reading, listening to words, and looking at pictures. A common passive learning technique is an instructor relying on lecture and PowerPoint slides for extended amounts of time and/or to cover the majority of topics. 2. Training should provide an opportunity for students to apply their life experiences. For example, students should be provided opportunities to share personal stories and/or past experiences/knowledge, etc. if they choose to deepen their understanding of a new concept or skill. 3. Training should explain the immediate usefulness of the course material. For example, students should be able to clearly see how the learning of a new concept/skill can be used right away. 4. Training should explain the reasons for learning. A way to accomplish this is to have the instructor not just introduce a topic but also to explain the importance and relevance to the students’ role/job.
<ul style="list-style-type: none"> The required subject matter for the training shall be appropriate to the Service member’s rank and commensurate with their level of responsibility <i>(DoDI 6495.02 March 2013 - E10.2.d - page 63)</i> 	<ol style="list-style-type: none"> 5. Training should be tailored to meet the needs of the intended target audience. The course should provide an indication of the training audience and equip students with the necessary skills and tools for successfully performing their job.

*Note: An explanation of all adult learning strategies is provided at the end of this document.



Accessions SAPR Training – Core Competencies and Learning Objectives				
General Training Requirements Applicable to SAPR Training Course Content				
Enlisted –Entry level (Phase 1)	Enlisted – Post-recruit (Phase 2)	Officer – Pre- commissioned (Phase 1)	Officer - Post- commissioned (Phase 2)	Policy Reference
1. Core Competency (Sexual Assault): Describe sexual assault and its impact on the military.				
1.A Define sexual assault. Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Presentation • Discussion <i>Also cover in a:</i> <ul style="list-style-type: none"> • Job Aid 	1.A Recognize sexual assault in real-life situations. Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Case Study • Demonstration 	1.A Define sexual assault. Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Presentation • Discussion <i>Also cover in a:</i> <ul style="list-style-type: none"> • Job Aid 	1.A Recognize sexual assault in real-life situations. Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Case Study • Demonstration 	<ul style="list-style-type: none"> • Defining what constitutes sexual assault. Utilizing the term “sexual assault” as defined in Reference (b) [DoDD 6495.01 January 2012]. (<i>DoDI 6495.02 March 2013 - E10.2.d.1 - page 63</i>) • Explaining the distinction between sexual harassment and sexual assault. Emphasizing the distinction between civil and criminal actions. (<i>DoDI 6495.02 March 2013 - E10.2.d.5 - page 63</i>) • The DoD goal is a culture free of sexual assault, through an environment of prevention, education and training, response capability (defined in Reference (c)), victim support, reporting procedures, and appropriate accountability that enhances the safety and well being of all persons covered by this Directive and Reference (c). (<i>DoDD 6495.01 January 2012 – 4.b page 2</i>) • Note: The DoDD 6495.01 January 2012, Part II Definitions provides the definition of sexual assault.
1.B Recognize the impact of sexual assault on victims, the unit, and operational mission/readiness. Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Presentation • Video • Discussion 	1.B Recognize the impact of sexual assault on victims, the unit, and operational mission/readiness. Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Discussion • Practical Exercise 	1.B Recognize the impact of sexual assault on victims, the unit, and operational mission/readiness. Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Presentation • Video • Discussion 	1.B Recognize the impact of sexual assault on victims, the unit, and operational mission/readiness. Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Discussion • Practical Exercise 	

*Note: An explanation of all adult learning strategies is provided at the end of this document.

Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to Accessions



Accessions SAPR Training – Core Competencies and Learning Objectives				
General Training Requirements Applicable to SAPR Training Course Content				
Enlisted –Entry level (Phase 1)	Enlisted – Post-recruit (Phase 2)	Officer – Pre- commissioned (Phase 1)	Officer - Post- commissioned (Phase 2)	Policy Reference
<p>1.C Communicate the difference between sexual harassment and sexual assault.</p> <p>Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion <p><i>Also cover in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<p>1.C Identify civil and criminal penalties for sexual harassment and sexual assault.</p> <p>Recommended Adult Learning Strategies <i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Presentation • Job Aid 	<p>1.C Communicate the difference between sexual harassment and sexual assault.</p> <p>Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion <p><i>Also cover in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<p>1.C Identify civil and criminal penalties for sexual harassment and sexual assault.</p> <p>Recommended Adult Learning Strategies <i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Presentation • Job Aid 	<ul style="list-style-type: none"> • Explaining offender accountability and UCMJ violations. (<i>DoDI 6495.02 March 2013 - E10.2.d.4 - page 63</i>) • Explaining why sexual assaults are crimes. (<i>DoDI 6495.02 March 2013 - E10.2.d.2 - page 63</i>) • Explaining the distinction between sexual harassment and sexual assault. Emphasizing the distinction between civil and criminal actions. (<i>DoDI 6495.02 March 2013 - E10.2.d.5 - page 63</i>)
<p>1.D Identify the types of sexual assault under the UCMJ.</p> <p>Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Discussion <p><i>Also cover in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<p>1.D Identify the range of offender accountability punishable under the UCMJ.</p> <p>Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion <p><i>Also cover in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<p>1.D Identify the types of sexual assault under the UCMJ.</p> <p>Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion <p><i>Also cover in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<p>1.D Identify the range of offender accountability punishable under the UCMJ.</p> <p>Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Case Study • Discussion <p><i>Also cover in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	

*Note: An explanation of all adult learning strategies is provided at the end of this document.

Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to Accessions



SAPRO
Sexual Assault Prevention and Response Office

Accessions SAPR Training – Core Competencies and Learning Objectives

General Training Requirements Applicable to SAPR Training Course Content

Enlisted –Entry level (Phase 1)	Enlisted – Post-recruit (Phase 2)	Officer – Pre- commissioned (Phase 1)	Officer - Post- commissioned (Phase 2)	Policy Reference
<p>1.E Explain DoD and Service-specific SAPR programs and command personnel roles and responsibilities.</p> <p>Recommended Adult Learning Strategies <i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion • Job Aid 	<p>1.E Recognize DoD and Service-specific SAPR programs and command personnel roles and responsibilities.</p> <p>Recommended Adult Learning Strategies <i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion • Job Aid 	<p>1.E Explain DoD and Service-specific SAPR programs and command personnel roles and responsibilities.</p> <p>Recommended Adult Learning Strategies <i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion • Job Aid 	<p>1.E Identify the role of a leader in DoD and Service-specific SAPR programs.</p> <p>Recommended Adult Learning Strategies <i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion • Job Aid 	<ul style="list-style-type: none"> • Providing an awareness of the SAPR program (DoD and Service) and command personnel roles and responsibilities, including all available resources for victims on and off base. (DoDI 6495.02 March 2013 - E10.2.d.7 - page 63)

*Note: An explanation of all adult learning strategies is provided at the end of this document.

Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to Accessions



Accessions SAPR Training – Core Competencies and Learning Objectives				
General Training Requirements Applicable to SAPR Training Course Content				
Enlisted –Entry level (Phase 1)	Enlisted – Post-recruit (Phase 2)	Officer – Pre- commissioned (Phase 1)	Officer - Post- commissioned (Phase 2)	Policy Reference
2. Core Competency (Prevention): Describe strategies to prevent (reduce the risk of) sexual assaults.				
2.A Describe strategies to prevent sexual assault. Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Discussion • Demonstration 	2.A Describe strategies for sexual assault bystander intervention and risk reduction. Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Discussion • Practical Exercise • Demonstration • Case Study 	2.A Describe strategies to prevent sexual assault. Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Discussion • Demonstration 	2.A Describe strategies for sexual assault bystander intervention and risk reduction. Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Discussion • Practical Exercise • Demonstration • Case Study 	<ul style="list-style-type: none"> • Identifying prevention strategies and behaviors that may reduce sexual assault, including bystander intervention, risk reduction, and obtaining consent. (<i>DoDI 6495.02 March 2013 - E10.2.d.8 - page 63</i>)

*Note: An explanation of all adult learning strategies is provided at the end of this document.

Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to Accessions



SAPRO
Sexual Assault Prevention and Response Office

Accessions SAPR Training – Core Competencies and Learning Objectives

General Training Requirements Applicable to SAPR Training Course Content

Enlisted –Entry level (Phase 1)	Enlisted – Post-recruit (Phase 2)	Officer – Pre- commissioned (Phase 1)	Officer - Post- commissioned (Phase 2)	Policy Reference
<p>2.B Define consent.</p> <p>Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Discussion • Practical Exercise • Demonstration <p><i>Also cover in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<p>2.B Determine if consent has been obtained or provided.</p> <p>Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Practical Exercise • Demonstration • Case Study <p><i>Also cover in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<p>2.B Define consent.</p> <p>Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Discussion • Practical Exercise • Demonstration <p><i>Also cover in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<p>2.B Determine if consent has been obtained or provided.</p> <p>Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Practical Exercise • Demonstration • Case Study <p><i>Also cover in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<ul style="list-style-type: none"> • Defining the meaning of “consent” as defined in Reference (b) [DoDD 6495.01 January 2012]. (<i>DoDI 6495.02 March 2013 - E10.2.d.3 - page 63</i>) • Note: The DoDD 6495.01 January 2012, Part II Definitions provides the definition of consent.

*Note: An explanation of all adult learning strategies is provided at the end of this document.



Accessions SAPR Training – Core Competencies and Learning Objectives				
General Training Requirements Applicable to SAPR Training Course Content				
Enlisted – Entry level (Phase 1)	Enlisted – Post-recruit (Phase 2)	Officer – Pre-commissioned (Phase 1)	Officer - Post-commissioned (Phase 2)	Policy Reference
3. Core Competency (Reporting and Response): Identify support resources available to victims of sexual assault.				
3.A Describe the two sexual assault reporting options. Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Presentation • Discussion <i>Also cover in a:</i> <ul style="list-style-type: none"> • Job Aid 	3.A Recall the two sexual assault reporting options and their advantages and limitations. Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Discussion • Practical Exercise • Demonstration • Case Study <i>Also cover in a:</i> <ul style="list-style-type: none"> • Job Aid 	3.A Describe the two sexual assault reporting options. Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Presentation • Discussion <i>Also cover in a:</i> <ul style="list-style-type: none"> • Job Aid 	3.A Recall the two sexual assault reporting options and their advantages and limitations. Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Discussion • Practical Exercise • Demonstration • Case Study <i>Also cover in a:</i> <ul style="list-style-type: none"> • Job Aid 	<ul style="list-style-type: none"> • Explaining available reporting options (Restricted and Unrestricted), the advantages and limitations of each option, the effect of independent investigations on Restricted Reports (See paragraph 1.f. of Enclosure 4 of this Instruction) and explaining MRE 514. (<i>DoDI 6495.02 March 2013 - E10.2.d.6 - page 63</i>) • Explaining available reporting options (Restricted and Unrestricted), the advantages and limitations of each option, the effect of independent investigations on Restricted Reports (See paragraph 1.f. of Enclosure 4 of this Instruction) and explaining MRE

*Note: An explanation of all adult learning strategies is provided at the end of this document.



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Sexual Assault Prevention and Response Office

Accessions SAPR Training – Core Competencies and Learning Objectives

General Training Requirements Applicable to SAPR Training Course Content

Enlisted – Entry level (Phase 1)	Enlisted – Post-recruit (Phase 2)	Officer – Pre- commissioned (Phase 1)	Officer - Post- commissioned (Phase 2)	Policy Reference
<p>3.B Describe options for reporting a sexual assault to retain a restricted report and confidentiality.</p> <p>Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Discussion Also cover in a: • Job Aid 	<p>3.B Recognize exceptions to restricted reporting options that would warrant a break in privileged communications and the effect of independent investigations on a restricted report of sexual assault.</p> <p>Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Practical Exercise • Case Study • Role-play Also cover in a: • Job Aid 	<p>3.B Describe options for reporting a sexual assault to retain a restricted report and confidentiality.</p> <p>Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Discussion Also cover in a: • Job Aid 	<p>3.B Recognize exceptions to restricted reporting options that would warrant a break in privileged communications and the effect of independent investigations on a restricted report of sexual assault.</p> <p>Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Practical Exercise • Case Study • Role-play Also cover in a: • Job Aid 	<p>514. (DoDI 6495.02 March 2013 - E10.2.d.6 - page 63)</p> <ul style="list-style-type: none"> • Note: The Victim Advocate – Victim Privilege Military Rule of Evidence (MRE) 514 Executive Order provides guidance on privileged communication.

*Note: An explanation of all adult learning strategies is provided at the end of this document.

Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to Accessions

000129



Accessions SAPR Training – Core Competencies and Learning Objectives				
General Training Requirements Applicable to SAPR Training Course Content				
Enlisted – Entry level (Phase 1)	Enlisted – Post-recruit (Phase 2)	Officer – Pre-commissioned (Phase 1)	Officer - Post-commissioned (Phase 2)	Policy Reference
<p>3.C Identify the procedure for reporting a sexual assault when the alleged perpetrator is the commander or in the chain of command.</p> <p>Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Discussion <p><i>Also cover in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<p>3.C Describe the procedure for reporting a sexual assault when the alleged perpetrator is the commander or in the chain of command.</p> <p>Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Discussion • Case Study <p><i>Also cover in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<p>3.C Identify the procedure for reporting a sexual assault when the alleged perpetrator is the commander or in the chain of command.</p> <p>Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Discussion <p><i>Also cover in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<p>3.C Describe the procedure for reporting a sexual assault when the alleged perpetrator is the commander or in the chain of command.</p> <p>Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Discussion • Case Study <p><i>Also cover in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<ul style="list-style-type: none"> • Providing information to victims when the alleged perpetrator is the commander or in the victim’s chain of command, to go outside the chain of command to report the offense to other commanding officers or an Inspector General. Victims shall be informed that they can also seek assistance from a legal assistance attorney or the DoD Safe Helpline. (DoDI 6495.02 March 2013 - E10.2.d.11 - page 63) • Discussing process change to ensure that all sexual assault response services are gender-responsive, culturally-competent, and recovery-oriented. (DoDI 6495.02 March 2013 - E10.2.d.9 - page 63)

*Note: An explanation of all adult learning strategies is provided at the end of this document.

Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to Accessions



SAPRO
Sexual Assault Prevention and Response Office

Accessions SAPR Training – Core Competencies and Learning Objectives

General Training Requirements Applicable to SAPR Training Course Content

Enlisted – Entry level (Phase 1)	Enlisted – Post-recruit (Phase 2)	Officer – Pre-commissioned (Phase 1)	Officer - Post-commissioned (Phase 2)	Policy Reference
<p>3.D Recognize available SAPR resources for victims on and off base.</p> <p>Recommended Adult Learning Strategies <i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Presentation • Practical Exercise • Job Aid 	<p>3.D Identify all available resources for victims on and off base, including legal assistance, protective orders, expedited transfers, and the DoD Safe Helpline.</p> <p>Recommended Adult Learning Strategies <i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Presentation • Practical Exercise • Job Aid 	<p>3.D Recognize available SAPR resources for victims on and off base.</p> <p>Recommended Adult Learning Strategies <i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Presentation • Practical Exercise • Job Aid 	<p>3.D Identify all available resources for victims on and off base, including legal assistance, protective orders, expedited transfers, and the DoD Safe Helpline.</p> <p>Recommended Adult Learning Strategies <i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Presentation • Practical Exercise • Job Aid 	<ul style="list-style-type: none"> • Providing an awareness of the SAPR program (DoD and Service) and command personnel roles and responsibilities, including all available resources for victims on and off base. (DoDI 6495.02 March 2013 - E10.2.d.7 - page 63) • DoDI 6495.02 March 2013 E7.11.d.2-page 52 requires healthcare providers to consult with the victim, once clinically stable, regarding further healthcare options to the extent eligible, which shall include, but are not limited to assessment of the risk of pregnancy, options for emergency contraception, and any necessary follow-up and referral services. • Discussing expedited transfers and MPO procedures. (DoDI 6495.02 March 2013 - E10.2.d.10- page 63) • Victims shall be informed that they can also seek assistance from a legal assistance attorney or the DoD Safe Helpline. (DoDI 6495.02 March 2013 - E10.2.d.11 - page 63) • Discussing process change to ensure that all sexual assault response services are gender-responsive, culturally-competent, and recovery-oriented. (DoDI 6495.02 March 2013 - E10.2.d.9 - page 63)

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Yellow Highlight: Training Requirement Specific to Accessions

000131



SAPRO
Sexual Assault Prevention and Response Office

Accessions SAPR Training – Core Competencies and Learning Objectives				
General Training Requirements Applicable to SAPR Training Course Content				
Enlisted – Entry level (Phase 1)	Enlisted – Post-recruit (Phase 2)	Officer – Pre-commissioned (Phase 1)	Officer - Post-commissioned (Phase 2)	Policy Reference
3.E Recognize the importance of retaining SAPR documentation. Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Presentation • Discussion <i>Also cover in a:</i> <ul style="list-style-type: none"> • Job Aid 	3.E Recognize document retention schedules for the DD Forms 2910 and 2911 and how they are used in VA benefit applications. Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Presentation • Discussion <i>Also cover in a:</i> <ul style="list-style-type: none"> • Job Aid 	3.E Recognize the importance of retaining SAPR documentation. Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Presentation • Discussion <i>Also cover in a:</i> <ul style="list-style-type: none"> • Job Aid 	3.E Recognize document retention schedules for the DD Forms 2910 and 2911 and how they are used in VA benefit applications. Recommended Adult Learning Strategies <i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Presentation • Discussion <i>Also cover in a:</i> <ul style="list-style-type: none"> • Job Aid 	<ul style="list-style-type: none"> • Discussing document retention for sexual assault documents (DD Forms 2910 and 2911), to include retention in investigative records. Explaining why it is recommended that sexual assault victims retain sexual assault records for potential use in VA benefits applications. (<i>DoDI 6495.02 March 2013 - E10.2.d.12 - page 63</i>) • Key to remind victims who choose a restricted report that they have the option of retaining all documents/ evidence for 50 vice 5 years if they choose.

*Note: An explanation of all adult learning strategies is provided at the end of this document.
 Last Revised: 9 August 2013
 Yellow Highlight: Training Requirement Specific to Accessions



Adult Learning Strategies Explained

Practical Exercise. Technique that allows students to practice the knowledge, skills and attitudes necessary to successfully perform the training objective. Practical Exercises provide students the opportunity to apply what they learned. Practical exercises are most appropriate for skills that are highly critical, difficult to learn, and frequently performed.

Discussion. Examples include peer-to-peer, instructor-peer, or small group discussion. This method is used to talk about a particular topic in order to reach a decision or to exchange ideas. Discussions provide an opportunity for students to engage by sharing stories, experiences, and/or knowledge/skills.

Job Aid. Examples include checklists, manuals, frequently asked question lists, helpline support. This is a good option to support skills that are performed infrequently, require recall of some technical information, or are less critical and not difficult to learn.

Role-play. Assuming the attitudes, actions of another in a situation in order to understand a different point of view or interaction. Role-plays are effective for understanding empathy of a particular person or practicing action assuming a particular role.

Case Study. Analysis of persons, events, decisions, etc. to illustrate a main point. Case studies are a good way to provide examples that can provide insight into a situation. They allow students to apply concepts, encourage active learning, provide an opportunity to develop key skills, and increase the students' learning of the topic.

Demonstration. Act or process of showing a person, process, or object. Examples include: explanation of a SAFE kit, video showing a victim of sexual assault talking about their experience, etc. Demonstrations provide little to no opportunity for students to engage, and therefore should be used sparingly.

Presentation. Formal instruction delivered by a live instructor or web-based instructional module. This method usually involves the use of presentation slides to aid in the facilitation of basic skills and knowledge. Presentations often provide little to no opportunity for students to engage in dialogue and deepen learning, and therefore, should be used sparingly.

**Note: An explanation of all adult learning strategies is provided at the end of this document.*

Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to Accessions



SAPRO

Sexual Assault Prevention and Response Office

202-8

Pre-Deployment SAPR Training – Core Competencies and Learning Objectives	
General Training Requirements Applicable to All SAPR Training Course Design	
Policy Reference	Adult Learning Theory Considerations
<ul style="list-style-type: none"> The SAPR training, at a minimum, shall incorporate adult learning theory, which includes interaction and group participation. (DoDI 6495.02 March 2013 - E10.2.a.2 - page 62) 	<p>1. Training should provide sufficient opportunities for active learning so that students have a chance to apply what they learned.</p> <ul style="list-style-type: none"> Examples of active learning techniques include participating in a Role-play, group discussion, peers helping others learn, etc. Examples of passive learning techniques include reading, listening to words, and looking at pictures. A common passive learning technique is an instructor relying on lecture and PowerPoint slides for extended amounts of time and/or to cover the majority of topics.
	<p>2. Training should provide an opportunity for students to apply their life and deployment experiences. For example, students should be provided opportunities to share personal stories and/or past experiences/knowledge, etc. if they choose to, to deepen their understanding of a new concept or skill.</p>
	<p>3. Training should explain the immediate usefulness of the course material. For example, students should be able to clearly see how the learning of a new concept/skill can be used right away.</p>
	<p>4. Training should explain the reasons for learning. A way to accomplish this is to have the instructor not just introduce a topic but also to explain the importance and relevance to the students' role/job.</p>
<ul style="list-style-type: none"> The required subject matter for the training shall be appropriate to the Service member's rank and commensurate with their level of responsibility (DoDI 6495.02 March 2013 - E10.2.d - page 63) 	<p>5. Training should be tailored to meet the needs of the intended target audience. The course should provide an indication of the training audience and equip students with the necessary skills and tools for successfully performing their job.</p>

*Note: An explanation of all adult learning strategies is provided at the end of this document.

Last Revised: 9 August 2013

Yellow Highlight: Pre-Deployment Training Requirement



Pre-Deployment SAPR Training – Core Competencies and Learning Objectives		
General Training Requirements Applicable to SAPR Training Course Content		
1. Core Competency (Sexual Assault): Describe sexual assault and its impact on the military.		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
1.A Recognize the impact of sexual assault on victims, the unit, and operational mission/readiness.	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Discussion • Job Aid 	<ul style="list-style-type: none"> • Defining what constitutes sexual assault. Utilizing the term “sexual assault” as defined in DoDD 6495.01 January 2012. <i>(DoDI 6495.02 March 2013 - E10.2.d.1 - page 63)</i> • Explaining why sexual assaults are crimes. <i>(DoDI 6495.02 March 2013 - E10.2.d.2 - page 63)</i> • Explaining offender accountability and UCMJ violations. <i>(DoDI 6495.02 March 2013 - E10.2.d.4 - page 63)</i> • Explaining the distinction between sexual harassment and sexual assault. Emphasizing the distinction between civil and criminal actions. <i>(DoDI 6495.02 March 2013 - E10.2.d.5 - page 63)</i> • Providing an awareness of the SAPR program (DoD and Service) and command personnel roles and responsibilities, including all available resources for victims on and off base. <i>(DoDI 6495.02 March 2013 - E10.2.d.7 - page 63)</i> • Discussing process change to ensure that all sexual assault response services are gender-responsive, culturally-competent, and recovery-oriented. <i>(DoDI 6495.02 March 2013 - E10.2.d.9 - page 63)</i>
1.B Recognize customs, mores, and religious practices of anticipated foreign countries of both deployment and coalition partners and how these apply to sexual assault ¹ .	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Discussion • Case Study • Demonstration • Practical Exercise <p><i>Also cover the objective in a:</i></p>	<ul style="list-style-type: none"> • Provide a brief history of the specific foreign countries or areas anticipated for deployment, and the area’s customs, mores, religious practices, and status of forces agreement. Explain cultural customs, mores, and religious practices of coalition partners. <i>(DoDI 6495.02 March 2013 - E10.3.d.3 - page 65)</i>

¹ This information may be provided by pre-deployment training not specific to SAPR.

*Note: An explanation of all adult learning strategies is provided at the end of this document.



	<ul style="list-style-type: none"> • Job Aid 	
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Pre-Deployment SAPR Training – Core Competencies and Learning Objectives

General Training Requirements Applicable to SAPR Training Course Content

2. Core Competency (Prevention): Describe strategies to prevent sexual assaults.

Standardized Learning Objectives	Recommended Adult Learning Strategies	References
2.A Recognize sexual assault prevention strategies.	<i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Discussion • Job Aid 	<ul style="list-style-type: none"> • Identifying prevention strategies and behaviors that may reduce sexual assault, including bystander intervention, risk reduction, and obtaining affirmative consent. (DoDI 6495.02 March 2013 - E10.2.d.8 - page 63)
2.B Describe strategies for sexual assault bystander intervention specific to a deployed environment.	<i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Discussion • Demonstration • Practical Exercise • Case Study <i>Also cover the objective in a:</i> <ul style="list-style-type: none"> • Job Aid 	<ul style="list-style-type: none"> • Identifying prevention strategies and behaviors that may reduce sexual assault, including bystander intervention, risk reduction, and obtaining consent. (DoDI 6495.02 March 2013 - E10.2.d.8 - page 63) • Explain risk reduction factors tailored to the deployment location. (DoDI 6495.02 March 2013 - E10.3.d.2 - page 65)
2.C Describe strategies for sexual assault risk reduction specific to a deployed environment.	<i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Discussion • Demonstration • Practical Exercise • Case Study <i>Also cover the objective in a:</i> <ul style="list-style-type: none"> • Job Aid 	
2.D Define consent.	<i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Discussion • Practical Exercise 	<ul style="list-style-type: none"> • Defining the meaning of “consent” as defined in DoDD 6495.01 January 2012. (DoDI 6495.02 March 2013 - E10.2.d.3 - page 63)

*Note: An explanation of all adult learning strategies is provided at the end of this document.



	<ul style="list-style-type: none"> • Case Study • Demonstration <p><i>Also cover the objective in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	
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Pre-Deployment SAPR Training – Core Competencies and Learning Objectives

General Training Requirements Applicable to SAPR Training Course Content

3. Core Competency (Reporting and Response): Identify support resources available to victims of sexual assault.

Standardized Learning Objectives	Recommended Adult Learning Strategies	References
<p>3.A Recall sexual assault reporting and response policies and procedures.</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Discussion • Job Aid 	<ul style="list-style-type: none"> • Explaining available reporting options (Restricted and Unrestricted), the advantages and limitations of each option, the effect of independent investigations on Restricted Reports (See paragraph 1.f. of Enclosure 4 of this Instruction) and explaining MRE 514. <i>(DoDI 6495.02 March 2013 - E10.2.d.6 - page 63)</i> • Providing an awareness of the SAPR program (DoD and Service) and command personnel roles and responsibilities, including all available resources for victims on and off base. <i>(DoDI 6495.02 March 2013 - E10.2.d.7 - page 63)</i> • Discussing process change to ensure that all sexual assault response services are gender-responsive, culturally-competent, and recovery-oriented. <i>(DoDI 6495.02 March 2013 - E10.2.d.9 - page 63)</i> • Discussing expedited transfers and MPO procedures. <i>(DoDI 6495.02 March 2013 - E10.2.d.10 - page 63)</i> • Providing information to victims when the alleged perpetrator is the commander or in the victim’s chain of command, to go outside the chain of command to report the offense to other commanding officers or an Inspector General. Victims shall be informed that they can also seek assistance from a legal assistance attorney or the DoD Safe Helpline. <i>(DoDI 6495.02 March 2013 - E10.2.d.11 - page 63)</i>

**Note: An explanation of all adult learning strategies is provided at the end of this document.*

Last Revised: 9 August 2013

Yellow Highlight: Pre-Deployment Training Requirement



SAPRO
Sexual Assault Prevention and Response Office

		63) <ul style="list-style-type: none"> Discussing document retention for sexual assault documents (DD Forms 2910 and 2911), to include retention in investigative records. Explaining why it is recommended that sexual assault victims retain sexual assault records for potential use in VA benefits applications. (DoDI 6495.02 March 2013 - E10.2.d.12 - page 63)
3.B Identify sexual assault offenses punishable under the UCMJ.	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> Presentation Practical Exercise Case Study <p><i>Also cover the objective in a:</i></p> <ul style="list-style-type: none"> Job Aid 	<ul style="list-style-type: none"> Explaining offender accountability and UCMJ violations. (DoDI 6495.02 March 2013 - E10.2.d.4 - page 63) Identify the type of trained sexual assault responders who are available during the deployment (e.g., law enforcement personnel, legal personnel, SARC, SAPR VAs, healthcare personnel, chaplains). (DoDI 6495.02 March 2013 - E10.3.d.4 - page 65)
3.C Identify DoD and Service-specific policies for victim care in a deployed environment.	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> Presentation Practical Exercise Case Study <p><i>Also cover the objective in a:</i></p> <ul style="list-style-type: none"> Job Aid 	<ul style="list-style-type: none"> Providing an awareness of the SAPR program (DoD and Service) and command personnel roles and responsibilities, including all available resources for victims on and off base. (DoDI 6495.02 March 2013 - E10.2.d.7 - page 63)
3.D Identify the types of sexual assault responders available in a deployed environment.	<p><i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> Presentation Practical Exercise Job Aid 	<ul style="list-style-type: none"> Providing an awareness of the SAPR program (DoD and Service) and command personnel roles and responsibilities, including all available resources for victims on and off base. (DoDI 6495.02 March 2013 - E10.2.d.7 - page 63) Identify the type of trained sexual assault responders who are available during the deployment (e.g., law enforcement personnel, legal personnel, SARC, SAPR VAs, healthcare personnel, chaplains). (DoDI 6495.02 March 2013 - E10.3.d.4 - page 65)

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Last Revised: 9 August 2013

Yellow Highlight: Pre-Deployment Training Requirement



Adult Learning Strategies Explained

Practical Exercise. Technique that allows students to practice the knowledge, skills and attitudes necessary to successfully perform the training objective. Practical Exercises provide students the opportunity to apply what they learned. Practical exercises are most appropriate for skills that are highly critical, difficult to learn, and frequently performed.

Discussion. Examples include peer-to-peer, instructor-peer, or small group discussion. This method is used to talk about a particular topic in order to reach a decision or to exchange ideas. Discussions provide an opportunity for students to engage by sharing stories, experiences, and/or knowledge/skills.

Job Aid. Examples include checklists, manuals, frequently asked question lists, helpline support. This is a good option to support skills that are performed infrequently, require recall of some technical information, or are less critical and not difficult to learn.

Role-play. Assuming the attitudes, actions of another in a situation in order to understand a different point of view or interaction. Role-plays are effective for understanding empathy of a particular person or practicing action assuming a particular role.

Case Study. Analysis of persons, events, decisions, etc. to illustrate a main point. Case studies are a good way to provide examples that can provide insight into a situation. They allow students to apply concepts, encourage active learning, provide an opportunity to develop key skills, and increase the students' learning of the topic.

Demonstration. Act or process of showing a person, process, or object. Examples include: explanation of a SAFE kit, video showing a victim of sexual assault talking about their experience, etc. Demonstrations provide little to no opportunity for students to engage, and therefore should be used sparingly.

Presentation. Formal instruction delivered by a live instructor or web-based instructional module. This method usually involves the use of presentation slides to aid in the facilitation of basic skills and knowledge. Presentations often provide little to no opportunity for students to engage in dialogue and deepen learning, and therefore, should be used sparingly.

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Last Revised: 9 August 2013

Yellow Highlight: Pre-Deployment Training Requirement



Post-Deployment SAPR Training – Core Competencies and Learning Objectives

General Training Requirements Applicable to All SAPR Training Course Design

Policy Reference	Adult Learning Theory Considerations
<ul style="list-style-type: none"> The SAPR training, at a minimum, shall incorporate adult learning theory, which includes interaction and group participation. (DoDI 6495.02 March 2013 - E10.S2.a.2 - page 62) 	<ol style="list-style-type: none"> 1. Training should provide sufficient opportunities for active learning so that students have a chance to apply what they learned. <ul style="list-style-type: none"> Examples of active learning techniques include participating in a role-play, group discussion, peers helping others learn, etc. Examples of passive learning techniques include reading, listening to words, and looking at pictures. A common passive learning technique is an instructor relying on lecture and PowerPoint slides for extended amounts of time and/or to cover the majority of topics. 2. Training should provide an opportunity for students to apply their life experiences. For example, students should be provided opportunities to share personal stories and/or past experiences/knowledge, etc. if they choose to, to deepen their understanding of a new concept or skill. 3. Training should explain the immediate usefulness of the course material. For example, students should be able to clearly see how the learning of a new concept/skill can be used right away. 4. Training should explain the reasons for learning. A way to accomplish this is to have the instructor not just introduce a topic but also to explain the importance and relevance to the students' role/job. 5. Training should be tailored to meet the needs of the intended target audience. The course should provide an indication of the training audience and equip students with the necessary skills and tools for successfully performing their job.
<ul style="list-style-type: none"> The required subject matter for the training shall be appropriate to the Service member's rank and commensurate with their level of responsibility (DoDI 6495.02 March 2013 - E10.S2.d - page 63) 	

*Note: An explanation of all adult learning strategies is provided at the end of this document.

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Post-Deployment SAPR Training – Core Competencies and Learning Objectives

General Training Requirements Applicable to SAPR Training Course Content

1. Core Competency (Reporting and Response): Identify support resources available to victims of sexual assault.

Standardized Learning Objectives	Recommended Adult Learning Strategies	References
<p>1.A Identify the available counseling and medical services, and eligibility benefits for Service members, National Guard and the Reserve Component.</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion <p><i>Also cover the objective in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<ul style="list-style-type: none"> • Explain available counseling and medical services, and eligibility benefits for Service members and the Reserve Component. (DoDI 6495.02 March 2013 - E10.3.e.2 - page 65) • Explaining available reporting options (Restricted and Unrestricted), the advantages and limitations of each option, the effect of independent investigations on Restricted Reports (See paragraph 1.f. of Enclosure 4 of this Instruction) and explaining MRE 514. (DoDI 6495.02 March 2013 - E10.2.d.6 - page 63)
<p>1.B Recall the protections and exceptions to MRE 514.</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion <p><i>Also cover the objective in a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<ul style="list-style-type: none"> • Explain MRE 514. (DoDI 6495.02 March 2013 - E10.3.e.3 - page 65)
<p>1.C Explain the reporting options and restrictions for Service members, National Guard and Reserve Component members</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion 	<ul style="list-style-type: none"> • Explain that Reserve members not in active service at the time of the incident or at the time of the report can make a Restricted or Unrestricted report with the SARC or SAPR VA and then be eligible to receive SAPR services. (DoDI 6495.02 March 2013 - E10.3.e.3 - page 65)

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Last Revised: 9 August 2013

Yellow Highlight: Post-Deployment Training Requirement



Adult Learning Strategies Explained

Practical Exercise. Technique that allows students to practice the knowledge, skills and attitudes necessary to successfully perform the training objective. Practical Exercises provide students the opportunity to apply what they learned. Practical exercises are most appropriate for skills that are highly critical, difficult to learn, and frequently performed.

Discussion. Examples include peer-to-peer, instructor-peer, or small group discussion. This method is used to talk about a particular topic in order to reach a decision or to exchange ideas. Discussions provide an opportunity for students to engage by sharing stories, experiences, and/or knowledge/skills.

Job Aid. Examples include checklists, manuals, frequently asked question lists, helpline support. This is a good option to support skills that are performed infrequently, require recall of some technical information, or are less critical and not difficult to learn.

Role-play. Assuming the attitudes, actions of another in a situation in order to understand a different point of view or interaction. Role-plays are effective for understanding empathy of a particular person or practicing action assuming a particular role.

Case Study. Analysis of persons, events, decisions, etc. to illustrate a main point. Case studies are a good way to provide examples that can provide insight into a situation. They allow students to apply concepts, encourage active learning, provide an opportunity to develop key skills, and increase the students' learning of the topic.

Demonstration. Act or process of showing a person, process, or object. Examples include: explanation of a SAFE kit, video showing a victim of sexual assault talking about their experience, etc. Demonstrations provide little to no opportunity for students to engage, and therefore should be used sparingly.

Presentation. Formal instruction delivered by a live instructor or web-based instructional module. This method usually involves the use of presentation slides to aid in the facilitation of basic skills and knowledge. Presentations often provide little to no opportunity for students to engage in dialogue and deepen learning, and therefore, should be used sparingly.

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Last Revised: 9 August 2013

Yellow Highlight: Post-Deployment Training Requirement



Chaplain SAPR Training – Core Competencies and Learning Objectives

General Training Requirements Applicable to All SAPR Training Course Design

Policy Reference	Adult Learning Theory Considerations
<ul style="list-style-type: none"> The SAPR training, at a minimum, shall incorporate adult learning theory, which includes interaction and group participation. (DoDI 6495.02 March 2013 - E10.2.a.2 - page 62) 	<ol style="list-style-type: none"> 1. Training should provide sufficient opportunities for active learning so that students have a chance to apply what they learned. <ul style="list-style-type: none"> <u>Examples of active learning techniques</u> include participating in a role-play, group discussion, peers helping others learn, etc. <u>Examples of passive learning techniques</u> include reading, listening to words, and looking at pictures. A common passive learning technique is an instructor relying on lecture and PowerPoint slides for extended amounts of time and/or to cover the majority of topics. 2. Training should provide an opportunity for students to apply their life experiences. For example, students should be provided opportunities to share personal stories and/or past experiences/knowledge, etc. if they choose to, to deepen their understanding of a new concept or skill. 3. Training should explain the immediate usefulness of the course material. For example, students should be able to clearly see how the learning of a new concept/skill can be used right away. 4. Training should explain the reasons for learning. A way to accomplish this is to have the instructor not just introduce a topic but also to explain the importance and relevance to the students' role/job.
<ul style="list-style-type: none"> The required subject matter for the training shall be appropriate to the Service member's rank and commensurate with their level of responsibility (DoDI 6495.02 March 2013 - E10.2.d - page 63) 	<ol style="list-style-type: none"> 5. Training should be tailored to meet the needs of the intended target audience. The course should provide an indication of the training audience and equip students with the necessary skills and tools for successfully performing their job.

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Last Revised: 9 August 2013



Chaplain SAPR Training - Core Competencies and Learning Objectives

1. Core Competency: Demonstrate awareness of the SAPR program.

Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
<p>1.A Summarize the critical issues in combatting sexual assault in the military.</p>		<ul style="list-style-type: none"> • Providing an awareness of the SAPR program (DoD and Service) and command personnel roles and responsibilities, including all available resources for victims on and off base. (<i>DoDI 6495.02 March 2013 - E10.2.d.7 - page 63</i>)
<p>1.B Describe DoD and military Service-specific SAPR policies, including SAPR roles and responsibilities.</p>	<p><i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion • Job Aid 	<ul style="list-style-type: none"> • Explain the different sexual assault response policies and critical issues. <ol style="list-style-type: none"> 1. DoD SAPR policy, including the role of the SARC, SAPR VA, victim witness liaison, and CMG. 2. Military Service-specific policies. 3. Unrestricted and Restricted Reporting as well as MRE514. 4. Exceptions to Restricting Reporting and limitations to use. 5. Change in victim reporting preference election. 6. Victim advocacy resources. <p>(<i>DoDI 6495.02 March 2013 - E10.7.a.2.a1,2 – page 67</i>)</p>
<p>1.C Demonstrate awareness of sexual assault policies and procedures in their command and in forward-deployed locations, including remote locations.</p>	<p><i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion • Job Aid 	<ul style="list-style-type: none"> • Describe local policies and procedures with regards to local resources, referrals, procedures for military and civilians as well as collaboration and knowledge of resources and referrals that can be utilized at that specific geographic location. (<i>DoDI 6495.02 March 2013 - E10.7.a.2.c – page 67</i>) • Explain deployment issues, including remote location assistance. (<i>DoDI 6495.02 March 2013 - E10.7.a.2.e – page 67</i>)
<p>1.D Describe the possible flow and outcomes of sexual assault investigations.</p>	<p><i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Case Study • Discussion 	<ul style="list-style-type: none"> • Explain the possible outcomes of investigations of sexual assault. (<i>DoDI 6495.02 March 2013 - E10.7.a.2.f– page 67</i>) • Explain the possible flow of a sexual assault investigation. (See flowchart in the SAPR Policy Toolkit, located at www.sapr.mil.) (<i>DoDI 6495.02 March 2013 - E10.7.a.2.g– page 67</i>)

*Note: An explanation of all adult learning strategies is provided at the end of this document.
Last Revised: 9 August 2013



Chaplain SAPR Training - Core Competencies and Learning Objectives		
2. Core Competency: Demonstrate awareness of the impact of sexual assault on victims.		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
<p>2.A Recognize the range of reactions to victimization and the impact of trauma on the victim's behavior and ability to communicate clearly.</p>	<p><i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Demonstration • Role-play 	<ul style="list-style-type: none"> • Explain the range of victim responses to sexual assault to include: <ol style="list-style-type: none"> 1. Victimization process, including re-victimization and secondary victimization. 2. Counterintuitive behavior. 3. Impact of trauma on memory and recall. 4. Potential psychological consequences, including acute stress disorder and post-traumatic stress disorder. (<i>DoDI 6495.02 March 2013 - E10.7.a.2.d – page 67</i>) Include: <ol style="list-style-type: none"> (a) Necessary counseling skills. (b) Basic interpersonal and assessment skills. <ol style="list-style-type: none"> 1. Appropriate relationship and rapport building. 2. Sensitivity training to prevent re-victimization. (<i>DoDI 6495.02 March 2013 - E10.7.c.4.a,b – page 69,</i>
<p>2.B Demonstrate sensitivity in interactions with victims and avoid re-victimization.</p>	<p><i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Demonstration • Role-play 	<p>Include:</p> <ol style="list-style-type: none"> (a) Necessary counseling skills. (b) Basic interpersonal and assessment skills. <ol style="list-style-type: none"> 1. Appropriate relationship and rapport building. 2. Sensitivity training to prevent re-victimization. (<i>DoDI 6495.02 March 2013 - E10.7.c.4.a,b – page 69,</i>

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<p>2.C Educate victims on self-care strategies to prevent re-victimization.</p>	<p><i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Practical Exercise • Case Study 	<p>Include:</p> <p>(a) Necessary counseling skills.</p> <p>(b) Basic interpersonal and assessment skills.</p> <ol style="list-style-type: none"> 1. Appropriate relationship and rapport building. 2. Sensitivity training to prevent re-victimization. (DoDI 6495.02 March 2013 - E10.7.c.4.a,b - page 69)
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Chaplain SAPR Training - Core Competencies and Learning Objectives

3. Core Competency: Provide effective care to those impacted by sexual assault.

Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
<p>3.A Listen attentively to victims and alleged offenders and use the information they provide to identify crisis situations and offer appropriate care.</p>	<p><i>Use all of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Practical Exercise • Discussion 	<p>How to support victims with discussion on sensitivity of chaplains in addressing and supporting sexual assault victims, identifying chaplain's own bias and ethical issues, trauma training with pastoral applications, and how to understand victims' rights as prescribed in References (w) and (ae). (DoDI 6495.02 March 2013 - E10.7.i.3.b – page 76)</p>
<p>3.B Identify and apply effective strategies to provide victim and alleged offenders care in contingency and remote areas.</p>	<p><i>Use any of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Discussion • Case Study • Practical Exercise <p><i>Also cover this objective with a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<ul style="list-style-type: none"> • Explain deployment issues, including remote location assistance. (DoDI 6495.02 March 2013 - E10.7.a.2.e – page 67) • Pre-deployment SAPR training shall focus on the counseling services needed by sexual assault victims and offenders in contingency and remote areas. (DoDI 6495.02 March 2013 - E10.7.i.2 – page 76)

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<p>3.C Explain Chaplain’s confidentiality and role in Sexual Assault support.</p>	<p><i>Use any of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion • Case Study • Practical Exercise <p><i>Also cover this objective with a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<p>Privileged communications and the Restricted Reporting policy rules and limitations, including legal protections for chaplains and their confidential communications, assessing victim or offender safety issues (while maintaining chaplain’s confidentiality), and MRE 514. (DoDI 6495.02 March 2013 - E10.7.i.3.a – page 76)</p>
<p>3.D Refer victims and alleged offenders to appropriate resources regarding their situation.</p>	<p><i>Use any of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion • Case Study <p><i>Also cover this objective with a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<ul style="list-style-type: none"> • Explain the possible outcomes of investigations of sexual assault. • Explain the possible flow of a sexual assault investigation. (See flowchart in the SAPR Policy Toolkit, located at www.sapr.mil) (DoDI 6495.02 March 2013 - E10.7.a.2.f, g – page 67) • Other counseling and support topics. Offender counseling should include assessing and addressing victim and offender safety issues while maintaining confidentiality; and counseling an offender when the victim is known to the chaplain (counseling both the offender and the victim, when there is only one chaplain at a military installation). (DoDI 6495.02 March 2013 - E10.7.i.3.c.1 – page 76)
<p>3.E Assess and address victim and alleged offender safety issues.</p>	<p><i>Use any of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion 	<p>Privileged communications and the Restricted Reporting policy rules and limitations, including legal protections for chaplains and their confidential communications, assessing victim or offender safety issues (while maintaining chaplain’s confidentiality), and Executive Order Military Rules of Evidence 514. (DoDI 6495.02 March 2013 - E10.7.i.3.a – page 76)</p>
<p>3.F Provide support to sexual assault witnesses, bystanders, and any other unit members impacted by the crime, addressing the effects of trauma and stress</p>	<p><i>Use any of the strategies listed below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion • Practical Exercise • Role-play 	<p>Potential distress experienced by witnesses and bystanders over the assault they witnessed or about which they heard. (DoDI 6495.02 March 2013 - E10.7.i.3.c.2– page 76)</p>



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<p>3.G Provide support to sexual assault first responders (SARCs, SAPR VAs, healthcare personnel, chaplains, JAGs, law enforcement, or any other professionals) regarding the secondary effects of trauma and stress.</p>	<p><i>Use any of the strategies listed below:</i></p> <ul style="list-style-type: none">• Presentation• Discussion• Practical Exercise• Role-play	<p>Counseling for SARCs, SAPR VAs, healthcare personnel, and chaplains, JAGs, law enforcement or any other professionals, who routinely work with sexual assault victims and may experience secondary effects of trauma. (DoDI 6495.02 March 2013 - E10.7.i.3.c.3 – page 76)</p>
<p>3.H Provide guidance to unit members on how to mitigate the impact of sexual assault in the unit, while keeping in mind the needs and concerns of the victim, the alleged offenders and their families.</p>	<p><i>Use any of the strategies listed below:</i></p> <ul style="list-style-type: none">• Presentation• Discussion• Practical Exercise	<p>Providing guidance to unit members and leadership on how to mitigate the impact that sexual assault has on a unit and its individuals, while keeping in mind the needs and concerns of the victim. (DoDI 6495.02 March 2013 - E10.7.i.3.c.4 – page 76)</p>
<p>3.I Provide guidance to command leadership team on how to mitigate the impact of sexual assault in the unit, while keeping in mind the needs and concerns of the victim, the alleged offenders and their families.</p>	<p><i>Use any of the strategies listed below:</i></p> <ul style="list-style-type: none">• Presentation• Discussion• Practical Exercise	<p>Providing guidance to unit members and leadership on how to mitigate the impact that sexual assault has on a unit and its individuals, while keeping in mind the needs and concerns of the victim. (DoDI 6495.02 March 2013 - E10.7.i.3.c.4 – page 76)</p>

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Adult Learning Strategies Explained

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Case Study. Analysis of persons, events, decisions, etc. to illustrate a main point. Case studies are a good way to provide examples that can provide insight into a situation. They allow students to apply concepts, encourage active learning, provide an opportunity to develop key skills, and increase the students' learning of the topic.

Demonstration. Act or process of showing a person, process, or object. Examples include: an example of a SAFE kit, video showing a victim of sexual assault talking about their experience, etc. Demonstrations provide little to no opportunity for students to engage, and therefore should be used sparingly.

Presentation. Formal instruction delivered by a live instructor or web-based instructional module. This method usually involves the use of presentation slides to aid in the facilitation of basic skills and knowledge. Presentations often provide little to no opportunity for students to engage in dialogue and deepen learning, and therefore, should be used sparingly.



Professional Military Education SAPR Training – Core Competencies and Learning Objectives			
Target Audience Profile			
Corps (Officer or Enlisted)	Level	Type of School	Target Audience Description
Officer	Intermediate Leader	Officer Career Course	<p>Officers with 4-10 years of service who have been selected to prepare for junior level command and equivalent staff posts with a responsibility to create environments that support military ethos and values, develop subordinate leaders, build teams, and inspire subordinates to service. Individuals as O3s typically command and control smaller-sized units (62 to 190 subordinates) together with a principal NCO assistant. They also instruct at service schools and combat training centers and are often a Staff Officer.</p> <p>The intermediate leader (Officer) is responsible for implementing the unit SAPR Plan and initiating any corrective action in the event of noncompliance with a policy.</p>
Officer	Advanced Leader	Staff College	<p>Officers with 10-15 years of service who are being developed to understand and solve problems in the highly complex operational environment and serve on division, corps, echelons-above-corps, land component command, and joint staffs. These individuals are trained to counsel, coach, and mentor subordinate leaders, identify future leaders, and inspire junior officers to continue their career in the military.</p> <p>The advanced leader (Officer) is responsible for developing the unit SAPR Plan.</p>
Enlisted	New Leader	Basic Enlisted Leader Course	<p>Enlisted personnel with 2-4 years of service who have been selected for promotion to E-5 and are being developed to be “first level” leaders at the unit level typically commanding a squad (9 to 10 subordinates).</p> <p>The new leader (Enlisted) is responsible for the individual training, personal appearance, cleanliness, and counseling of their subordinates.</p>
Enlisted	Advanced Leader	Senior Enlisted Leader Course	<p>Noncommissioned officers with 10-15 years of enlisted service at the senior E-6 rank or recently promoted E-7 rank selected for development to lead, mentor, coach, and develop individuals in the unit. This rank/position is considered key in the command structure of the DoD as she/he is the advisor to the leader and commands the unit in the absence of the leader.</p> <p>The advanced leader (Enlisted) is responsible for assisting in the implementation of the unit SAPR Plan by coordinating with unit leadership and providing direct supervision to unit members.</p>

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Last Revised: 9 August 2013
Yellow Highlight: Training Requirement Specific to Professional Military Education*



Professional Military Education - Core Competencies and Learning Objectives	
General Training Requirements Applicable to All SAPR Training Course Design	
Policy Reference	Adult Learning Theory Considerations
<ul style="list-style-type: none"> • The SAPR training, at a minimum, shall incorporate adult learning theory, which includes interaction and group participation. <i>(DoDI 6495.02 March 2013 - E10.2.a.2 - page 62)</i> • The required subject matter for the training shall be appropriate to the Service member's rank and commensurate with their level of responsibility <i>(DoDI 6495.02 March 2013 - E10.2.d - page 63)</i> 	<ol style="list-style-type: none"> 1. Training should provide sufficient opportunities for active learning so that students have a chance to apply what they learned. <ul style="list-style-type: none"> • <u>Examples of active learning techniques</u> include participating in a Role-play, group discussion, peers helping others learn, etc. • <u>Examples of passive learning techniques</u> include reading, listening to words, and looking at pictures. A common passive learning technique is an instructor relying on lecture and PowerPoint slides for extended amounts of time and/or to cover the majority of topics. 2. Training should provide an opportunity for students to apply their life experiences. For example, students should be provided opportunities to share personal stories and/or past experiences/knowledge, etc. if they choose to, to deepen their understanding of a new concept or skill. 3. Training should explain the immediate usefulness of the course material. For example, students should be able to clearly see how the learning of a new concept/skill can be used right away. 4. Training should explain the reasons for learning. A way to accomplish this is to have the instructor not just introduce a topic but also to explain the importance and relevance to the students' role/job. 5. Training should be tailored to meet the needs of the intended target audience. The course should provide an indication of the training audience and equip students with the necessary skills and tools for successfully performing their job.

**Note: An explanation of all adult learning strategies is provided at the end of this document.*

Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to Professional Military Education



Professional Military Education - Core Competencies and Learning Objectives

General Training Requirements Applicable to All SAPR Training Course Design

1. Core Competency (Sexual Assault): Describe sexual assault and its impact on the military.

New Leader Enlisted	Advanced Leader Enlisted	Intermediate Leader Officer	Advanced Leader Officer	Policy References
<p>1.A Recognize the impact of sexual assault on victims, the unit, and operational mission/readiness.</p> <p>Recommended Adult Learning Strategy. (Choose one or more from the list below.)</p> <ul style="list-style-type: none"> • Discussion • Job Aid 	<p>1.A Recognize the impact of sexual assault on victims, the unit, and operational mission/readiness.</p> <p>Recommended Adult Learning Strategy. (Choose one or more from the list below.)</p> <ul style="list-style-type: none"> • Discussion • Job Aid 	<p>1.A Recognize the impact of sexual assault on victims, the unit, and operational mission/readiness.</p> <p>Recommended Adult Learning Strategy. (Choose one or more from the list below.)</p> <ul style="list-style-type: none"> • Discussion • Job Aid 	<p>1.A Recognize the impact of sexual assault on victims, the unit, and operational mission/readiness.</p> <p>Recommended Adult Learning Strategy. (Choose one or more from the list below.)</p> <ul style="list-style-type: none"> • Discussion • Job Aid 	<ul style="list-style-type: none"> • Defining what constitutes sexual assault. Utilizing the term “sexual assault” as defined in DoDD 6495.01 January 2012. <i>(DoDI 6495.02 March 2013 - E10.2.d.1 - page 63)</i> • Review of all items found in the commander’s protocols for Unrestricted Reports of sexual assault. (E10.3.c.2.e) • Explaining why sexual assaults are crimes. <i>(DoDI 6495.02 March 2013 - E10.2.d.2 - page 63)</i> • Explaining offender accountability and UCMJ violations. <i>(DoDI 6495.02 March 2013 - E10.2.d.4 - page 63)</i> • Explaining the distinction between sexual harassment and sexual assault. Emphasizing the distinction between civil and criminal actions. <i>(DoDI 6495.02 March 2013 - E10.2.d.5 - page 63)</i> • Providing an awareness of the SAPR program (DoD and Service) and command personnel roles and responsibilities, including all available resources for victims on and off base. <i>(DoDI 6495.02 March 2013 - E10.2.d.7 - page 63)</i> • Discussing process change to ensure that all sexual assault response services are gender-responsive, culturally-competent, and recovery-oriented. <i>(DoDI 6495.02 March 2013 - E10.2.d.9 - page 63)</i>

**Note: An explanation of all adult learning strategies is provided at the end of this document.*

Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to Professional Military Education



Professional Military Education - Core Competencies and Learning Objectives

General Training Requirements Applicable to All SAPR Training Course Design

1. Core Competency (Sexual Assault): Describe sexual assault and its impact on the military.

New Leader Enlisted	Advanced Leader Enlisted	Intermediate Leader Officer	Advanced Leader Officer	Policy References
<p>1.AL.1 Explain the steps involved in an immediate response to a sexual assault incident and identify long-term actions that should be taken to minimize the lasting consequences of violence.</p> <p>Recommended Adult Learning Strategy.</p> <ul style="list-style-type: none"> • Presentation • Practical Exercise • Feedback 	<p>1.AL.1 Describe procedures for immediate response to a sexual assault incident and identify long-term actions that should be taken following an incident of sexual assault to minimize the lasting consequences of violence.</p> <p>Recommended Adult Learning Strategy.</p> <ul style="list-style-type: none"> • Presentation • Small Group Exercise w/ Brief Out • Feedback 	<p>1.AL.1 Discuss how implementation of effective immediate and long term actions in response to an incident of sexual assault can have an impact on the effects of violence.</p> <p>Recommended Adult Learning Strategy.</p> <ul style="list-style-type: none"> • Presentation • Small Group Exercise w/ Brief Out • Feedback 	<p>1.AL.1 Summarize elements that should be included in a plan addressing the immediate and the long term actions in response to a sexual assault.</p> <p>Recommended Adult Learning Strategy.</p> <ul style="list-style-type: none"> • Presentation • Small Group Exercise w/ Brief Out • Feedback 	<p>Explanation and analysis of the necessity of immediate responses after a sexual assault has occurred to counteract and mitigate the long-term effects of violence. Long-term responses after sexual assault has occurred will address the lasting consequences of violence. <i>(DoDI 6495.02 March 2013 – E10.3.c.2,b - page 64)</i></p>

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Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to Professional Military Education



Professional Military Education - Core Competencies and Learning Objectives

General Training Requirements Applicable to All SAPR Training Course Design

1. Core Competency (Sexual Assault): Describe sexual assault and its impact on the military.

New Leader Enlisted	Advanced Leader Enlisted	Intermediate Leader Officer	Advanced Leader Officer	Policy References
<p>1.AL.2 Demonstrate how you would-explain the SAPR program and how to access the resources available to a unit member.</p> <p>Recommended Adult Learning Strategy.</p> <ul style="list-style-type: none"> •Presentation •Role Play •Feedback 	<p>1.AL.2 Explain how you would incorporate the SAPR monitoring processes, evaluation measures, and education into the normal command training, readiness and safety forums.</p> <p>Recommended Adult Learning Strategy.</p> <ul style="list-style-type: none"> •Presentation •Small Group Exercise w/Brief Out •Feedback 	<p>1.AL.2 Prepare a strategy for monitoring the unit environment to ensure that SAPR resources are visible, available, and accessible to all unit members.</p> <p>Recommended Adult Learning Strategy.</p> <ul style="list-style-type: none"> •Presentation •Small Group Exercise w/Brief Out •Feedback 	<p>1.AL.2 Develop a high-level plan that outlines the Service Specific SAPR program resources and responsibilities and how those should be coordinated with the DoD SAPR program.</p> <p>Recommended Adult Learning Strategy.</p> <ul style="list-style-type: none"> •Presentation •Small Group Exercise w/ Brief Out •Feedback 	<p>Explanation and analysis of the SAPR program. <i>(DoDI 6495.02 March 2013 - E10.3.c.2.a - page 64)</i></p>

*Note: An explanation of all adult learning strategies is provided at the end of this document.

Last Revised: 9 August 2013

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SAPRO

Sexual Assault Prevention and Response Office

Professional Military Education - Core Competencies and Learning Objectives

General Training Requirements Applicable to All SAPR Training Course Design

2. Core Competency (Prevention): Describe strategies to prevent sexual assaults.

New Leader Enlisted	Advanced Leader Enlisted	Intermediate Leader Officer	Advanced Leader Officer	Policy References
<p>2.A Recognize sexual assault prevention strategies.</p> <p>Recommended Adult Learning Strategy. <i>Choose one or more from the list below.</i></p> <ul style="list-style-type: none"> • Discussion • Job Aid 	<p>2.A Recognize sexual assault prevention strategies.</p> <p>Recommended Adult Learning Strategy. <i>Choose one or more from the list below.</i></p> <ul style="list-style-type: none"> • Discussion • Job Aid 	<p>2.A Recognize sexual assault prevention strategies.</p> <p>Recommended Adult Learning Strategy. <i>Choose one or more from the list below.</i></p> <ul style="list-style-type: none"> • Discussion • Job Aid 	<p>2.A Recognize sexual assault prevention strategies.</p> <p>Recommended Adult Learning Strategy. <i>Choose one or more from the list below.</i></p> <ul style="list-style-type: none"> • Discussion • Job Aid 	<ul style="list-style-type: none"> • Defining the meaning of “consent” as defined in DoDD 6495.01 January 2012. <i>(DoDI 6495.02 March 2013 - E10.2.d.3 - page 63)</i> • Identifying prevention strategies and behaviors that may reduce sexual assault, including bystander intervention, risk reduction, and obtaining affirmative consent. <i>(DoDI 6495.02 March 2013 - E10.2.d.8 - page 63)</i>

*Note: An explanation of all adult learning strategies is provided at the end of this document.

Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to Professional Military Education

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SAPRO

Sexual Assault Prevention and Response Office

Professional Military Education - Core Competencies and Learning Objectives

General Training Requirements Applicable to All SAPR Training Course Design

2. Core Competency (Prevention): Describe strategies to prevent sexual assaults.

New Leader Enlisted	Advanced Leader Enlisted	Intermediate Leader Officer	Advanced Leader Officer	Policy References
<p>2.AL.1 Demonstrate how you would counsel a junior Service member on sexual assault myths.</p> <p>Recommended Adult Learning Strategy.</p> <ul style="list-style-type: none"> • Presentation • Role Play • Feedback 	<p>2.AL.1 Identify practices that can be implemented to eliminate the perpetuation of sexual assault myths.</p> <p>Recommended Adult Learning Strategy.</p> <ul style="list-style-type: none"> • Presentation • Small Group Exercise (Vignettes) w/Brief Out • Feedback 	<p>2.AL.1 Recognize effective strategies that could be employed in a unit to eliminate the perpetuation of sexual assault myths.</p> <p>Recommended Adult Learning Strategy.</p> <ul style="list-style-type: none"> • Presentation • Small Group Exercise (Vignettes) w/Brief Out • Feedback 	<p>2.AL.1 Assess the effectiveness of strategies employed in a unit to eliminate the perpetuation of sexual assault myths.</p> <p>Recommended Adult Learning Strategy.</p> <ul style="list-style-type: none"> • Presentation • Small Group Exercise w/Brief Out • Feedback 	<p>Explanation of rape myths (see SAPR Toolkit on www.sapr.mil), facts, and trends pertaining to the military population. (DoDI 6495.02 March 2013 E10.3.c.2.c - page 64)</p>

*Note: An explanation of all adult learning strategies is provided at the end of this document.

Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to Professional Military Education

000156



SAPRO

Sexual Assault Prevention and Response Office

Professional Military Education - Core Competencies and Learning Objectives

General Training Requirements Applicable to All SAPR Training Course Design

2. Core Competency (Prevention): Describe strategies to prevent sexual assaults.

New Leader Enlisted	Advanced Leader Enlisted	Intermediate Leader Officer	Advanced Leader Officer	Policy References
<p>2.AL.2 Explain the role of the commander and the senior enlisted Service member in the SAPR program.</p> <p>Recommended Adult Learning Strategy.</p> <ul style="list-style-type: none"> • Interactive vignettes (role plays) Feedback 	<p>2.AL.2 Identify actions the senior enlisted Service member should take to ensure that the SAPR program is effectively implemented.</p> <p>Recommended Adult Learning Strategy.</p> <ul style="list-style-type: none"> • Case Study w/Brief Out • Feedback 	<p>2.AL.2 Identify actions the commander should take to ensure that the SAPR program is effectively implemented.</p> <p>Recommended Adult Learning Strategy.</p> <ul style="list-style-type: none"> • Case Study w/Brief Out • Feedback 	<p>2.AL.2 Recommend improvements to a sample unit SAPR plan to ensure that it comprehensively addresses the roles of the commander and the senior enlisted Service member.</p> <p>Recommended Adult Learning Strategy.</p> <ul style="list-style-type: none"> • Presentation • Small Group Exercise w/ Brief Out • Feedback 	<p>Explanation of the commander's and senior enlisted Service member's role in the SAPR program. (<i>DoDI 6495.02 March 2013 - E10.3.c.2.d - page 64</i>)</p>

*Note: An explanation of all adult learning strategies is provided at the end of this document.

Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to Professional Military Education

000157



Professional Military Education - Core Competencies and Learning Objectives

General Training Requirements Applicable to All SAPR Training Course Design

3. Core Competency (Reporting and Response): Identify support resources available to victims of sexual assault.

New Leader Enlisted	Advanced Leader Enlisted	Intermediate Leader Officer	Advanced Leader Officer	Policy References
<p>3.A Recall sexual assault reporting and response policies and procedures.</p> <p>Recommended Adult Learning Strategy. <i>Choose one or more from the list below.</i></p> <ul style="list-style-type: none"> • Discussion • Job Aid 	<p>3.A Recall sexual assault reporting and response policies and procedures.</p> <p>Recommended Adult Learning Strategy. <i>Choose one or more from the list below.</i></p> <ul style="list-style-type: none"> • Discussion • Job Aid 	<p>3.A Recall sexual assault reporting and response policies and procedures.</p> <p>Recommended Adult Learning Strategy. <i>Choose one or more from the list below.</i></p> <ul style="list-style-type: none"> • Discussion • Job Aid 	<p>3.A Recall sexual assault reporting and response policies and procedures.</p> <p>Recommended Adult Learning Strategy. <i>Choose one or more from the list below.</i></p> <ul style="list-style-type: none"> • Discussion • Job Aid 	<ul style="list-style-type: none"> • Explaining available reporting options (Restricted and Unrestricted), the advantages and limitations of each option, the effect of independent investigations on Restricted Reports (See paragraph 1.f. of Enclosure 4 of this Instruction) and explaining MRE 514. (DoDI 6495.02 March 2013 - E10.2.d.6 - page 63) • Providing an awareness of the SAPR program (DoD and Service) and command personnel roles and responsibilities, including all available resources for victims on and off base. (DoDI 6495.02 March 2013 - E10.2.d.7 - page 63) • Discussing process change to ensure that all sexual assault response services are gender-responsive, culturally-competent, and recovery-oriented. (DoDI 6495.02 March 2013 - E10.2.d.9 - page 63) • Discussing expedited transfers and MPO procedures. (DoDI 6495.02 March 2013 - E10.2.d.10 - page 63) • Providing information to victims when the alleged perpetrator is the commander or in the victim's chain of command, to go outside the chain of command to report the offense to other commanding officers or an Inspector General. Victims shall be informed that they can also seek assistance from a legal assistance attorney or the DoD Safe Helpline. (DoDI 6495.02 March 2013 - E10.2.d.11 - page 63)

*Note: An explanation of all adult learning strategies is provided at the end of this document.



Professional Military Education - Core Competencies and Learning Objectives

General Training Requirements Applicable to All SAPR Training Course Design

3. Core Competency (Reporting and Response): Identify support resources available to victims of sexual assault.

New Leader Enlisted	Advanced Leader Enlisted	Intermediate Leader Officer	Advanced Leader Officer	Policy References
				<ul style="list-style-type: none"> Discussing document retention for sexual assault documents (DD Forms 2910 and 2911), to include retention in investigative records. Explaining why it is recommended that sexual assault victims retain sexual assault records for potential use in VA benefits applications. (DoDI 6495.02 March 2013 - E10.2.d.12 - page 63)
<p>3.AL.1 Identify the elements of reprisal, why it is prohibited, and the actions you should take to elevate the incident or the risk.</p> <p>Recommended Adult Learning Strategy.</p> <ul style="list-style-type: none"> Presentation Practical Exercise 	<p>3.AL.1 Determine if an incident of reprisal has occurred or if there are risks in the environment for reprisal. Discuss how you would elevate the incident or the risks to the Commanding Officer and what recommendations</p>	<p>3.AL.1 Develop a unit procedure for monitoring the unit for reprisal risks as a result of a sexual assault case. Include steps for intervention to ensure the safety of the victim, if at risk, and the execution of CPOs and MPOs to</p>	<p>3.AL.1 Analyze a sample policy to determine if it adequately addresses the monitoring of the unit to identify risk situations and prevent reprisals, steps for intervention to ensure the safety of the victim, if at risk, and</p>	<p>Explanation of what constitutes reprisal according to the Glossary and procedures for reporting allegations of reprisal in accordance with DoD Instruction 1030.2 June 2004. (DoDI 6495.02 March 2013 - E10.3.c.2.f - page 65)</p>

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Professional Military Education - Core Competencies and Learning Objectives

General Training Requirements Applicable to All SAPR Training Course Design

3. Core Competency (Reporting and Response): Identify support resources available to victims of sexual assault.

New Leader Enlisted	Advanced Leader Enlisted	Intermediate Leader Officer	Advanced Leader Officer	Policy References
<ul style="list-style-type: none"> Feedback 	<p>you would forward for alleviating the situation.</p> <p>Recommended Adult Learning Strategy.</p> <ul style="list-style-type: none"> Presentation Small Group Exercise (Vignettes) w/Brief Out Feedback 	<p>protect victims.</p> <p>Recommended Adult Learning Strategy.</p> <ul style="list-style-type: none"> Presentation Small Group Exercise w/ Brief Out Feedback 	<p>the execution of CPOs and MPOs to protect victims.</p> <p>Recommended Adult Learning Strategy.</p> <ul style="list-style-type: none"> Presentation Small Group Exercise w/ Brief Out Feedback 	

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Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to Professional Military Education



SAPRO

Sexual Assault Prevention and Response Office

Adult Learning Strategies Explained

Practical Exercise. A technique that allows students to practice the knowledge, skills, and attitudes necessary to successfully perform the training objective. Practical Exercises provide students the opportunity to apply what they learned. Practical exercises are most appropriate for skills that are highly critical, difficult to learn, and frequently performed.

Small Group Exercises. A method that incorporates the interaction of more than one student to collaborate on an exercise, achieve agreement or consensus on the outcome, and provide and explain the output, usually as a briefing or an outline, for review by a larger group or the facilitator. This method is appropriate for leadership training in situations where an answer may or may not be “text book” but may need to consider past experiences, observations, and institutional knowledge.

Feedback. A training method that provides active, constructive, and proactive review and comment on a student’s work. This is an essential element in Small Group Exercises that target the higher levels of objectives such as analysis and decision making where the feedback is a part of the learning process.

Discussion. Examples include peer-to-peer, instructor-peer, or small group discussion. This method is used to talk about a particular topic in order to reach a decision or to exchange ideas. Discussions provide an opportunity for students to engage by sharing stories, experiences, and/or knowledge/skills.

Job Aid. Examples include checklists, manuals, frequently asked question lists, helpline support. This is a good option to support skills that are performed infrequently, require recall of some technical information, or are less critical and not difficult to learn.

Role-play. Assuming the attitudes, actions of another in a situation in order to understand a different point of view or interaction. Role-plays are effective for understanding empathy of a particular person or practicing action assuming a particular role.

Case Study. Analysis of persons, events, decisions, etc. to illustrate a main point. Case studies are a good way to provide examples that can provide insight into a situation. They allow students to apply concepts, encourage active learning, provide an opportunity to develop key skills, and increase the students’ learning of the topic.

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Last Revised: 9 August 2013

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Vignettes. Smaller and more targeted to specific situations than the Case Study. Vignettes are used to provide contextual information to a student who is then asked to determine if something is done appropriately, compare the actions of one situation to another, and/or recommend a solution for the situation. Usually multiple Vignettes are provided for a training event.

Demonstration. Act or process of showing a person, process, or object. Examples include: explanation of a SAFE kit, video showing a victim of sexual assault talking about their experience, etc. Demonstrations provide little to no opportunity for students to engage, and therefore should be used sparingly.

Presentation. Formal instruction delivered by a live instructor or web-based instructional module. This method usually involves the use of presentation slides to aid in the facilitation of basic skills and knowledge. Presentations often provide little to no opportunity for students to engage in dialogue and deepen learning, and therefore, should be used sparingly.

**Note: An explanation of all adult learning strategies is provided at the end of this document.*

Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to Professional Military Education

000162



SAPRO

Sexual Assault Prevention and Response Office

DoD 8

SARC/VA SAPR Training – Core Competencies and Learning Objectives

General Training Requirements Applicable to All SAPR Training Course Design

Policy Reference	Adult Learning Theory Considerations
<ul style="list-style-type: none"> The SAPR training, at a minimum, shall incorporate adult learning theory, which includes interaction and group participation. <i>(DoDI 6495.02 March 2013 - E10.2.a.2 – page 62)</i> SAPR VA training shall be scenario-based and interactive. Provide for role play where a trainee SAPR VA offers crisis intervention to a sexual assault victim, and then that crisis intervention session is critiqued by an instructor. <i>(DoDI 6495.02 March 2013 – E10.7.c.2 - page 68)</i> 	<ol style="list-style-type: none"> 1. Training should provide sufficient opportunities for active learning so that students have a chance to apply what they learned. <ul style="list-style-type: none"> <u>Examples of active learning techniques</u> include participating in a Role-play, group discussion, peers helping others learn, etc. <u>Examples of passive learning techniques</u> include reading, listening to words, and looking at pictures. A common passive learning technique is an instructor relying on lecture and PowerPoint slides for extended amounts of time and/or to cover the majority of topics. 2. Training should provide an opportunity for students to apply their life experiences. For example, students should be provided opportunities to share personal stories and/or past experiences/knowledge, etc. if they choose to, to deepen their understanding of a new concept or skill. 3. Training should explain the immediate usefulness of the course material. For example, students should be able to clearly see how the learning of a new concept/skill can be used right away. 4. Training should explain the reasons for learning. A way to accomplish this is to have the instructor not just introduce a topic but also to explain the importance and relevance to the students’ role/job.
<ul style="list-style-type: none"> The required subject matter for the training shall be appropriate to the Service member’s rank (civilian’s responsibility level) and commensurate with their level of responsibility <i>(DoDI 6495.02 March 2013 - E10.2.d – page 63)</i> 	<ol style="list-style-type: none"> 5. Training should be tailored to meet the needs of the intended target audience. The course should provide an indication of the training audience and equip students with the necessary skills and tools for successfully performing their job.

*Note: An explanation of all adult learning strategies is provided at the end of this document.

Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to SARC Only



SAPRO

Sexual Assault Prevention and Response Office

SARC/VA SAPR Training – Core Competencies and Learning Objectives

General Training Requirements Applicable to SAPR Training Course Content

Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
1. Core Competency: Apply the SAPR program to aid victims of sexual assault.		
<p>1.A Explain the critical issues in combating sexual assault in the military.</p> <p>1.B Explain DoD and military Service-specific SAPR policies and SAPR roles and responsibilities.</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion • Job Aid 	<ul style="list-style-type: none"> • Providing an awareness of the SAPR program (DoD and Service) and command personnel roles and responsibilities, including all available resources for victims on and off base. <i>(DoDI 6495.02 March 2013 - E10.2.d.7 - page 63)</i> • Explain the different sexual assault response policies and critical issues. <ol style="list-style-type: none"> 1. DoD SAPR policy, including the role of the SARC, SAPR VA, victim witness liaison, and CMG. 2. Military Service-specific policies. <i>(DoDI 6495.02 March 2013 - E10.7.a.2.a1,2 – page 67)</i>
<p>1.C Apply sexual assault policies and procedures in their command and in forward-deployed locations, including remote locations.</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion • Job Aid 	<ul style="list-style-type: none"> • (c) Describe local policies and procedures with regards to local resources, referrals, procedures for military and civilians as well as collaboration and knowledge of resources and referrals that can be utilized at that specific geographic location. <i>(DoDI 6495.02 March 2013 - E10.7.a.2.c – page 67)</i> • (e) Explain deployment issues, including remote location assistance. <i>(DoDI 6495.02 March 2013 - E10.7.a.2.e – page 67)</i>
<p>1.D Explain the possible flow and outcomes of sexual assault investigations.</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Case Study • Discussion 	<ul style="list-style-type: none"> • (f) Explain the possible outcomes of investigations of sexual assault. • (g) Explain the possible flow of a sexual assault investigation. (See flowchart in the SAPR Policy Toolkit, located at www.sapr.mil.) <i>(DoDI 6495.02 March 2013 - E10.7.a.2.f,g – page 67)</i>

*Note: An explanation of all adult learning strategies is provided at the end of this document.



SAPRO

Sexual Assault Prevention and Response Office

SARC/VA SAPR Training – Core Competencies and Learning Objectives		
General Training Requirements Applicable to SAPR Training Course Content		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
2. Core Competency: Demonstrate awareness of the impact of sexual assault on victims.		
2.A Recognize the range of reactions to victimization and the impact of trauma on the victim's behavior and ability to communicate clearly.	<i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> Demonstration Role-play 	<ul style="list-style-type: none"> Explain the range of victim responses to sexual assault to include: <ol style="list-style-type: none"> Victimization process, including re-victimization and secondary victimization. Counterintuitive behavior. Impact of trauma on memory and recall. Potential psychological consequences, including acute stress disorder and post-traumatic stress disorder. (<i>DoDI 6495.02 March 2013 E10.7.a.2.d – page 67</i>) Include: <ol style="list-style-type: none"> Necessary critical advocacy skills. Basic interpersonal and assessment skills. <ol style="list-style-type: none"> Appropriate relationship and rapport building. Sensitivity training to prevent re-victimization. (<i>DoDI 6495.02 March 2013 - E10.7.c.4.a, b - page 69</i>)
2.B Demonstrate sensitivity in interactions with victims and avoid re-victimization.	<i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> Demonstration Role-play 	Include: <ol style="list-style-type: none"> Necessary critical advocacy skills. Basic interpersonal and assessment skills. <ol style="list-style-type: none"> Appropriate relationship and rapport building. Sensitivity training to prevent re-victimization. (<i>DoDI 6495.02 March 2013 - E10.7.c.4.a,b - page 69</i>)

*Note: An explanation of all adult learning strategies is provided at the end of this document.



SARC/VA SAPR Training – Core Competencies and Learning Objectives		
General Training Requirements Applicable to SAPR Training Course Content		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
2. Core Competency: Demonstrate awareness of the impact of sexual assault on victims.		
2.C Educate victims on self-care strategies.	Choose one or more from the list below: <ul style="list-style-type: none"> • Practical Exercise • Case Study 	<ul style="list-style-type: none"> • Include: <ol style="list-style-type: none"> (a) Necessary critical advocacy skills. (b) Basic interpersonal and assessment skills. <ol style="list-style-type: none"> 1. Appropriate relationship and rapport building. 2. Sensitivity training to prevent re-victimization. (DoDI 6495.02 March 2013 - E10.7.c.4.b.1,2 – page 69) Support will include providing information on available options and resources so the victim can make informed decisions about his or her case. (DoDI 6495.02 March 2013 – E6.2.a.3.a – page 49)
2.D Listen to victims and use the information they provide to identify crisis situations.	Choose one or more from the list below: <ul style="list-style-type: none"> • Practical Exercise • Case Study 	Explain the range of victim responses to sexual assault to include: <ol style="list-style-type: none"> <u>1.</u> Victimization process, including re-victimization and secondary victimization. <u>2.</u> Counterintuitive behavior. <u>3.</u> Impact of trauma on memory and recall. <u>4.</u> Potential psychological consequences, including acute stress disorder and post-traumatic stress disorder. (DoDI 6495.02 March 2013 – E10.7.a.2.d – page 67)
2.E Advise commanders that disciplinary actions can be delayed with regard to collateral misconduct. (SARC only)	Choose one or more from the list below: <ul style="list-style-type: none"> • Practical Exercise • Case Study 	Collateral misconduct by the victim of a sexual assault is one of the most significant barriers to reporting assault because of the victim’s fear of punishment Commanders shall have discretion to defer action on alleged collateral misconduct by the sexual assault victims (and shall not be penalized for such a deferral decision), until final disposition of the sexual assault case, taking into account the trauma to the victim and responding appropriately so as to encourage reporting of sexual assault and continued victim cooperation, while also bearing in mind any potential speedy trial and statute of limitations concerns. (DoDI 6495.02 March 2013 – E5.7.a – page 41)

*Note: An explanation of all adult learning strategies is provided at the end of this document.



SAPRO

Sexual Assault Prevention and Response Office

SARC/VA SAPR Training – Core Competencies and Learning Objectives

General Training Requirements Applicable to SAPR Training Course Content

Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
2. Core Competency: Demonstrate awareness of the impact of sexual assault on victims.		
2.F Educate commanders on their responsibility to provide the victim updated information on the status of the investigation and any criminal justice proceedings. (SARC only)	<i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Discussion • Case Study 	Commanders shall provide victims of a sexual assault who filed an Unrestricted Reports monthly updates regarding the current status of any ongoing investigative, medical, legal, or command proceedings regarding the sexual assault until the final disposition (see Glossary) of the reported assault, and to the extent permitted pursuant to Reference (w), Public Law 104-191, and section 552a of title 5, U.S.C. (References (ad) and (ae)). This is a non-delegable commander duty. This update must occur within 72 hours of the last CMG. Commanders of the NG victims who were sexually assaulted when the victim was on title 10 orders and filed unrestricted reports are required to update, to the extent allowed by law and regulations, the victim’s home State title 32 commander as to all or any ongoing investigative, medical, and legal proceedings regarding the extent of any actions being taken by the active component against subjects who remain on title 10 orders. (DoDI 6495.02 March 2013 – E5.3.g.2 – page 32-33)
2.G Identify offenses punishable under UCMJ Articles 120, 125, 80 and other relevant UCMJ offenses.	<i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Presentation • Discussion • Job Aid 	<ul style="list-style-type: none"> • A discussion of individual versus system advocacy. (DoDI 6495.02 March 2013 – E10.7.c.4.k – page 69) A review of the military justice process and adverse administrative actions. (DoDI 6495.02 March 2013 – E10.7.c.4.l – page 70) • Explain the possible outcomes of investigations of sexual assault. DoDI 6495.02 March 2013 - E10.7.a.2.f – page 67) • Explain the possible flow of a sexual assault investigation. (See flowchart in the SAPR Policy Toolkit, located at www.sapr.mil.) (DoDI 6495.02 March 2013 - E10.7.a.2.g – page 67)

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Last Revised: 9 August 2013

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Sexual Assault Prevention and Response Office

SARC/VA SAPR Training – Core Competencies and Learning Objectives		
General Training Requirements Applicable to SAPR Training Course Content		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
3. Core Competency: Respond to victim reports and manage crises effectively.		
<p>3.A Accept all reports of sexual assault (SARC, SAPR VA, or healthcare personnel only), and provide commanders information regarding Unrestricted Reports.</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Discussion <p><i>Also cover the objective using a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<p>The SARC shall:</p> <ul style="list-style-type: none"> • Serve as the single point of contact to coordinate sexual assault response when a sexual assault is reported. All SARCs shall be authorized to perform victim advocate duties in accordance with Military Service regulations, and will be acting in the performance of those duties. (DoDI 6495.02 March 2013 -E6.1.a – page 44) • Be authorized by this Instruction to accept reports of sexual assault along with the SAPR VA and healthcare personnel. (DoDI 6495.02 March 2013 -E6.1.e – page 44) • Provide a 24 hour, 7 day per week response capability to victims of sexual assault, to include deployed areas. (1) SARCs shall respond (see Glossary) to every Restricted and Unrestricted Report of sexual assault on a military installation and the response shall be in person, unless otherwise requested by the victim. (DoDI 6495.02 March 2013 -E6.1.g – page 44) • Provide the installation commander with information regarding an Unrestricted Report within 24 hours of an Unrestricted Report of sexual assault. This notification may be extended to 48 hours after the Unrestricted Report of the incident if there are extenuating circumstances in the deployed environments. (DoDI 6495.02 March 2013 -E6.1.h.5 – page 46) • Provide the installation commander with non-PII within 24 hours of a Restricted Report of sexual assault. This notification may be extended to 48 hours after the Restricted Report of the incident if there are extenuating circumstances in a deployed environment. Command and installation demographics shall be taken into account when determining the information to be provided. (DoDI 6495.02 March 2013 -E6.1.h.6 – page 46) • Direct that the SARC or a SAPR VA be immediately called in every incident of sexual assault on a military installation. There will be situations where a

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SARC/VA SAPR Training – Core Competencies and Learning Objectives		
General Training Requirements Applicable to SAPR Training Course Content		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
3. Core Competency: Respond to victim reports and manage crises effectively.		
		<p>sexual assault victim receives medical care and a SAFE outside of a military installation through an MOU or MOA with a local private or public sector entity. In these cases, the MOU or MOA will require that victims shall be asked whether they would like the SARC to be notified as part of the MOU or MOA, and, if yes, a SARC or VA shall be notified and shall respond. (DoDI 6495.02 March 2013 – E2.6.c.2 – page 16)</p> <ul style="list-style-type: none"> Explain to the victim that the services of the SARC and SAPR VA are optional and these services may be declined, in whole or in part, at any time. The victim may decline advocacy services, even if the SARC or SAPR VA holds a position of higher rank or authority than the victim. Explain to victims the option of requesting a different SAPR VA (subject to availability, depending on locality staffing) or continuing without SAPR VA services. (DoDI 6495.02 March 2013 - E6.1.h - page 46)
<p>3.B Address victim safety in crisis situations. (VA only)</p> <p>3.C Facilitate victim risk assessment of victims by High-Risk Response Team. (SARC only)</p>	<p>Choose one or more from the list below:</p> <ul style="list-style-type: none"> Presentation Discussion <p>Also cover the objective using a:</p> <ul style="list-style-type: none"> Job Aid 	<ul style="list-style-type: none"> Form a High-Risk Response Team if a victim is assessed to be in a high-risk situation. The CMG chair will immediately stand up a multi-disciplinary High-Risk Response Team to continually monitor the victim’s safety, by assessing danger and developing a plan to manage the situation. (DoDI 6495.02 March 2013, E.9.2.h.5 – page 59) <ol style="list-style-type: none"> The High-Risk Response Team shall be chaired by the victim’s commander and, at a minimum, include the suspect’s commander; the victim’s SARC and SAPR VA; the MCIO, the judge advocate, and the VWAP assigned to the case, victim’s healthcare provider or mental health and counseling services provider; and the personnel who conducted the safety assessment. (DoDI 6495.02 March 2013, E.9.2.h.5.a – page 60) The High-Risk Response Team shall make their first report to the installation commander, CMG chair, and CMG co-chair within 24

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Sexual Assault Prevention and Response Office

SARC/VA SAPR Training – Core Competencies and Learning Objectives		
General Training Requirements Applicable to SAPR Training Course Content		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
3. Core Competency: Respond to victim reports and manage crises effectively.		
		<p>hours of being activated. A briefing schedule for the CMG chair and co-chair will be determined, but briefings shall occur at least once a week while the victim is on high-risk status. (DoDI 6495.02 March 2013, E.9.2.h.5.b – page 60)</p> <p>c. (The High-Risk Response Team assessment of the victim shall include, but is not limited to evaluating: [Items 1–12] (DoDI 6495.02 March 2013, E.9.2.h.5.c.1-12)</p> <ul style="list-style-type: none"> • Identification of safety issues and their immediate report to the SARC or law enforcement, as appropriate. (DoDI 6495.02 March 2013 - E10.7.c.6 – page 70)
<p>3.D Explain to victims the purpose for, and procedures of, the SAFE exam IAW DoDI 6495.02 and DD Form 2911.</p>	<p>Choose one or more from the list below:</p> <ul style="list-style-type: none"> • Demonstration • Discussion <p>Also cover the objective using a:</p> <ul style="list-style-type: none"> • Job Aid 	<ul style="list-style-type: none"> • Healthcare management of sexual assault and medical resources and treatment options to include the medical examination, the forensic examination, mental health and counseling, pregnancy, and STD/I and HIV. (DoDI 6495.02 March 2013 - E10.7.c.4.n.5 – page 70)”. Enclosure 7,11 d (2) requires healthcare providers to consult with the victim, once clinically stable, regarding further healthcare options to the extent eligible, which shall include, but are not limited to assessment of the risk of pregnancy, options for emergency contraception, and any necessary follow-up and referral services. • Explain SAFE confidentiality to victims and the confidentiality of the contents of the SAFE Kit. (DoDI 6495.02 March 2013 – E6.h.3 – page 46)
<p>3.E Explain to victims their reporting options (Restricted and Unrestricted) and the related rules and restrictions.</p>	<p>Choose one or more from the list below:</p> <ul style="list-style-type: none"> • Demonstration • Role Play <p>Also cover the objective using a:</p>	<p>Explain the available reporting options to the victim:</p> <ul style="list-style-type: none"> • Give the victim a hard copy of the DD Form 2910 with the victim’s signature. (DoDI 6495.02 March 2013 - E6.h.2 - page 46) • Advise the victim to keep the copy of the DD Form 2910 in their personal permanent records as this form may be used by the victim in other matters before other agencies (e.g., Department of Veterans Affairs) or for any other lawful purpose. (DoDI 6495.02 March 2013 - E6.h.2.a – page 46)

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SARC/VA SAPR Training – Core Competencies and Learning Objectives		
General Training Requirements Applicable to SAPR Training Course Content		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
3. Core Competency: Respond to victim reports and manage crises effectively.		
	<ul style="list-style-type: none"> • Job Aid 	<ul style="list-style-type: none"> • The SARC or SAPR VA shall tell the victim of any local or State sexual assault reporting requirements that may limit the possibility of Restricted Reporting. At the same time, the victims shall be briefed of the protections and exception to MRE 514. <i>(DoDI 6495.02 March 2013 - E6.h.1.c – page 46)</i> • Be trained in and understand the confidentiality requirements of Restricted Reporting and MRE 514. Training must include exceptions to Restricted Reporting and MRE 514. <i>(DoDI 6495.02 March 2013 - E6.1.c – page 44)</i> • Explain the implications of a victim confiding in another person resulting in a third-party report to command or DoD law enforcement (see Enclosure 4 of this Instruction). <i>(DoDI 6495.02 March 2013 - E6.1.h.4 – page 46)</i> • Explain the different reporting options, to include the effects of independent investigations (see Enclosure 4 of this Instruction). Explain the exceptions to Restricted Reporting, with special emphasis on suspending Restricted Reporting where it is necessary to prevent or mitigate a serious and imminent threat to the health or safety of the victim or another person. <i>(DoDI 6495.02 March 2013 - E.10.7.b.4 – page 68)</i> • Consult with command legal representatives, healthcare personnel, and MCIOs, (or when feasible, civilian law enforcement), to assess the potential impact of State laws governing the reporting requirements for adult sexual assault that may affect compliance with the Restricted Reporting option and develop or revise applicable MOUs and MOAs, as appropriate. <i>(DoDI 6495.02 March 2013 - E6.1.h.18 – page 47)</i> • The SARC or SAPR VA shall tell the victim of any local or State sexual assault reporting requirements that may limit the possibility of Restricted Reporting before proceeding with the SAFE. <i>(DoDI 6495.02 March 2013 - E8.d - page 54)</i>
3.F	<i>Choose one or more from the list</i>	<ul style="list-style-type: none"> • Inform the victim that pursuant to their Military Service regulations, each

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SARC/VA SAPR Training – Core Competencies and Learning Objectives		
General Training Requirements Applicable to SAPR Training Course Content		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
3. Core Competency: Respond to victim reports and manage crises effectively.		
Provide victims the opportunity to consult with legal assistance and VWAP staff, using DD Form 2701.	<p><i>below:</i></p> <ul style="list-style-type: none"> • Presentation <p><i>Also cover the objective using a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<p>Service member who reports having been sexually assaulted shall be given the opportunity to consult with legal assistance counsel and in cases where the victim may have been involved in collateral misconduct, to consult with defense counsel. The Service member victim shall be informed of the opportunity to consult with legal assistance counsel as soon as the victim seeks assistance from a SARC or SAPR VA. (DoDI 6495.02 March 2013 - E6.h.9. – page 46)</p> <ul style="list-style-type: none"> • An explanation of the roles and responsibilities of the VWAP and DD Form 2701. (DoDI 6495.02 March 2013, - E10.7.b.9.o – page 70)
3.G Provide information to victims when the alleged perpetrator is the commander or in the victim’s chain of command.	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation <p><i>Also cover the objective using a:</i></p> <ul style="list-style-type: none"> • Job Aid 	<p>Providing information to victims when the alleged perpetrator is the commander or in the victim’s chain of command, to go outside the chain of command to report the offense to other commanding officers or an Inspector General. Victims shall be informed that they can also seek assistance from a legal assistance attorney or the DoD Safe Helpline. (DoDI 6495.02 March 2013 - E10.2.d.11 – page 63)</p>
3.H Collaborate with commanders to ensure victims are protected from any intimidation, harassment, violence, or invasion of privacy.	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Practical exercise • Case Study 	<ul style="list-style-type: none"> • Identification of reprisal and retaliation actions against the victim; procedures for responding to reprisal actions and their immediate reporting to the SARC and the VWAP; safety planning to include how to prevent retaliation or reprisal actions against the victim. (DoDI 6495.02 March 2013 – E10.7.c.4.n.7 – page 70) • Separation of the victim and offender as well as the MPO and CPO process. (DoDI 6495.02 March 2013 – E10.7.c.4.n.8 – page 70)
3.I Inform victims of the option to request an expedited transfer, military protective order, or	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation 	<p>Service members who file an Unrestricted Report of sexual assault shall be informed by the SARC, SAPR VA, or the Service member’s commanding officer (CO) at the time of making the report, or as soon as practicable, of the option to request a temporary or permanent expedited transfer from their assigned</p>

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SARC/VA SAPR Training – Core Competencies and Learning Objectives		
General Training Requirements Applicable to SAPR Training Course Content		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
3. Core Competency: Respond to victim reports and manage crises effectively.		
civilian protective order.	<i>Also cover the objective using a:</i> <ul style="list-style-type: none"> • Job Aid 	command or installation, or to a different location within their assigned command or installation. The Service members shall initiate the transfer request and submit the request to their COs. (DoDI 6495.02 March 2013 - E5.5.b – page 37)

SARC/VA SAPR Training – Core Competencies and Learning Objectives		
General Training Requirements Applicable to SAPR Training Course Content		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
4. Core Competency: Coordinate services and advocate for victims.		
4.A Apply understanding of the impacts of sexual offenses to select support strategies appropriate for each case.	<i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Practical exercise • Case Study 	<ul style="list-style-type: none"> • A review of the issues in victimology. <ol style="list-style-type: none"> 1. Types of assault. 2. Health consequences such as mental and physical health. 3. Cultural and religious differences. <p>(DoDI 6495.02 March 2013 - E10.7.c.4.n – page 70)</p>
4.B Ensure victim communications are handled as privileged communications and manage disclosure of victim information to other parties.	<i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Practical exercise • Case Study 	<p>The SARC will evaluate the confidential information provided under the Restricted Report to determine whether an exception applies.</p> <ol style="list-style-type: none"> 1) The SARC shall disclose the otherwise protected confidential information only after consultation with the staff judge advocate (SJA) of the installation commander, supporting judge advocate or other legal advisor concerned, who shall advise the SARC whether an exception to Restricted Reporting applies. In addition, the SJA, supporting judge advocate, or other legal

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SARC/VA SAPR Training – Core Competencies and Learning Objectives		
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Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
4. Core Competency: Coordinate services and advocate for victims.		
		<p>advisor concerned will analyze the impact of MRE 514 on the communications.</p> <p>2) When there is uncertainty or disagreement on whether an exception to Restricted Reporting applies, the matter shall be brought to the attention of the installation commander for decision without identifying the victim (using non-PII information). Improper disclosure of confidential communications under Restricted Reporting, improper release of medical information, and other violations of this guidance are prohibited and may result in discipline pursuant to the UCMJ or State statute, loss of privileges, loss of certification or credentialing, or other adverse personnel or administrative actions. (DoDI 6495.02 March 2013 -E4.5.a.1 and 2 – page 30)</p>
<p>4.C Refer victims to appropriate service resources on and off-base and facilitate referrals to those resources as appropriate.</p>	<p>Choose one or more from the list below:</p> <ul style="list-style-type: none"> • Practical exercise • Case Study 	<p>SARCs shall offer appropriate referrals to sexual assault victims and facilitate access to referrals. Provide referrals at the request of the victim. (a) Encourage sexual assault victims to follow-up with the referrals and facilitate these referrals, as appropriate. (DoDI 6495.02 March 2013 - E6.1.g.5.a – page 45) ”.</p> <p>Enclosure 7,11,d,(2) of the instruction requires healthcare providers to consult with the victim, once clinically stable, regarding further healthcare options to the extent eligible, which shall include, but are not limited to assessment of the risk of pregnancy, options for emergency contraception, and any necessary follow-up and referral services.</p>
<p>4.D Identify policies, procedures, and resources applicable to National Guard and Reserve Component members depending on duty status.</p>	<p>Choose one or more from the list below:</p> <ul style="list-style-type: none"> • Practical exercise • Job Aid 	<ul style="list-style-type: none"> • National Guard (NG) and Reserve Component members who are sexually assaulted when performing active service, as defined in section 101(d)(3) of Reference (d), and inactive duty training. If reporting a sexual assault that occurred prior to or while not performing active service or inactive training, NG and Reserve Component members will be eligible to receive limited SAPR support services from a SARC and a SAPR VA and are eligible to file a Restricted Report.(DoDI 6495.02 March 2013 – 2.b – page 2) • Members of the Reserve Components, whether they file a Restricted or

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SAPRO

Sexual Assault Prevention and Response Office

SARC/VA SAPR Training – Core Competencies and Learning Objectives		
General Training Requirements Applicable to SAPR Training Course Content		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
4. Core Competency: Coordinate services and advocate for victims.		
		<p>Unrestricted Report, shall have access to medical treatment and counseling for injuries and illness incurred from a sexual assault inflicted upon a Service member when performing active duty service, as defined in section 101(d)(3) of Reference (d), and inactive duty training. (DoDI 6495.02 March 2013 – E5.4.a – page 36)</p> <ul style="list-style-type: none"> • Medical entitlements remain dependent on a LOD determination as to whether or not the sexual assault incident occurred in an active duty or inactive duty training status. However, regardless of their duty status at the time that the sexual assault incident occurred, or at the time that they are seeking SAPR services (see Glossary), Reserve Component members can elect either the Restricted or Unrestricted Reporting option (see Glossary in Reference (b)) and have access to the SAPR services of a SARC and a SAPR VA. (DoDI 6495.02 March 2013 – E5.4.b – page 36) • In order to competently facilitate referrals, inquire whether the victim is a Reservist or an NG member to ensure that victims are referred to the appropriate geographic location. (DoDI 6495.02 March 2013 – E6.1.g.5.b – page 45)
<p>4.E Apply the relevant local, State, and international laws and/or agreements and restrictions to victim response and assistance. (SARC only)</p>	<p>Choose one or more from the list below:</p> <ul style="list-style-type: none"> • Practical exercise • Case Study 	<p>Consult with command legal representatives, healthcare personnel, and MCIOs, (or when feasible, civilian law enforcement), to assess the potential impact of State laws governing the reporting requirements for adult sexual assault that may affect compliance with the Restricted Reporting option and develop or revise applicable MOUs and MOAs, as appropriate. (DoDI 6495.02 March 2013 - E6.1.h.18 – page 47)</p>

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SARC/VA SAPR Training – Core Competencies and Learning Objectives

General Training Requirements Applicable to SAPR Training Course Content

Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
4. Core Competency: Coordinate services and advocate for victims.		
<p>4.F Actively participate in each CMG meeting by presenting oral updates on assigned Unrestricted Report sexual assault victim cases, providing recommendations and, if needed, seeking assistance from the Chair or victim’s commander.</p> <p>4.G Serve as the co-chair of the Case Management Group (CMG) if in the role of installation SARC. (SARC only)</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Discussion • Case Study 	<ul style="list-style-type: none"> • Required CMG members shall include: victim’s commander; all SARCs assigned to the installation (mandatory attendance regardless of whether they have an assigned victim being discussed); victims’ SAPR VA, MCIO and DoD law enforcement who are involved with and working on a specific case; victims’ healthcare provider or mental health and counseling services provider; chaplain, legal representative, or SJA; installation personnel trained to do a safety assessment of current sexual assault victims; victim’s VWAP representative (or civilian victim witness liaison, if available). MCIO, DoD law enforcement, and the legal representative or SJA shall provide case dispositions. The CMG chair will ensure that the appropriate principal is available. (DoDI 6495.02 March 2013 – E9.1.c – page 57) • The installation SARC shall serve as the co-chair of the CMG. This responsibility is not delegable. If an installation has multiple SARCs on the installation, a Lead SARC shall be designated by the Service concerned, and shall serve as the co-chair. (DoDI 6495.02 March 2013 –E6.1.h.24.a – page 48)
<p>4.H Retain case documentation for Government and victim, as required by DoDI 6495.02</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Job Aid 	<p>When a victim has a temporary or permanent change of station or is deployed, request victim consent to transfer case management documents and, upon receipt of victim consent, expeditiously transfer case management documents to ensure continuity of care and SAPR services. If the SARC has already closed the case and terminated victim contact, no other action is needed. (DoDI 6495.02 March 2013 –E6.1.h.21 – page 48)</p>

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SARC/VA SAPR Training – Core Competencies and Learning Objectives

General Training Requirements Applicable to SAPR Training Course Content

Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
4. Core Competency: Coordinate services and advocate for victims.		
4.1 Assist victims in the transfer of case management documents.	<i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Presentation • Job Aid 	Store the original DD Form 2910 pursuant to secure storage Military Service regulations and privacy laws. A SARC being reassigned shall be required to assure their supervisor of the secure transfer of stored DD Forms 2910 to the next SARC. In the event of transitioning SARCs, the departing SARC shall inform their supervisor of the secure storage location of the DD Forms 2910, and the SARC supervisor will ensure the safe transfer of the DD Forms 2910. (DoDI 6495.02 March 2013 - E6.1.h.2.b – page 46)

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SARC/VA SAPR Training – Core Competencies and Learning Objectives		
General Training Requirements Applicable to SAPR Training Course Content		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
5. Core Competency: Conduct Prevention Activities.		
<p>5.A Apply knowledge of sexual assault prevention facts and trends to dispel myths.</p> <p>5.B Apply knowledge of prevention facts to promote effective strategies for sexual assault prevention and risk reduction, especially bystander intervention.</p>	<p><i>Use all from the list below</i></p> <ul style="list-style-type: none"> • Myths – Case Study • Facts and Trends – Presentation 	<p>Identifying prevention strategies and behaviors that may reduce sexual assault, including bystander intervention, risk reduction, and obtaining affirmative consent. (DoDI 6495.02 March 2013 - E10.2.d.8 – page 63)</p>
<p>5.C Explain to personnel the definition of consent and how to determine if consent has been provided.</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Discussion • Demonstration • Role-play 	<ul style="list-style-type: none"> • Identifying prevention strategies and behaviors that may reduce sexual assault, including bystander intervention, risk reduction, and obtaining affirmative consent. (DoDI 6495.02 March 2013 - E10.2.d.8 – page 63) • Defining the meaning of “consent” as defined in DoDD 6495.01 January 2012. (DoDI 6495.02 March 2013 - E10.2.d.3 – page 63)

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Sexual Assault Prevention and Response Office

SARC/VA SAPR Training – Core Competencies and Learning Objectives

General Training Requirements Applicable to SAPR Training Course Content

Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
5. Core Competency: Conduct Prevention Activities.		
5.D Provide information to assist installation senior commander to manage trends and characteristics of sexual assault crimes and mitigate the risk factors that may be present within the command environment. (SARC only)	<i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Practical Exercise • Case Study 	Provide information to assist installation commanders to manage trends and characteristics of sexual assault crimes at the Military Service-level and mitigate the risk factors that may be present within the associated environment (e.g., the necessity for better lighting in the showers or latrines and in the surrounding area). (DoDI 6495.02 March 2013 –E6.1.h.1.23 – page 48)

*Note: An explanation of all adult learning strategies is provided at the end of this document.

Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to SARC Only



SARC/VA SAPR Training – Core Competencies and Learning Objectives		
General Training Requirements Applicable to SAPR Training Course Content		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
6. Core Competency: Communicate Effectively.		
6.A Apply the basic principles of interpersonal communication to communicate effectively.	<i>Choose one or more from the list below:</i> <ul style="list-style-type: none"> • Discussion • Demonstration • Role-play 	1) Victim assistance personnel communicate effectively with victims. They: a) Recognize and understand basic principles of effective communication, including verbal, nonverbal, and cultural variation.
6.B Apply understanding of cultural diversity to conduct effective interpersonal communication.		
6.C Monitor personal verbal and nonverbal reactions in victim communications to select communication style appropriate to the audience, the situation, and the perceived reception by listener.		

*Note: An explanation of all adult learning strategies is provided at the end of this document.

Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to SARC Only



SAPRO

Sexual Assault Prevention and Response Office

SARC/VA SAPR Training –Core Competencies and Learning Objectives		
General Training Requirements Applicable to SAPR Training Course Content		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
7. Core Competency: Facilitate education and training.		
7.A Apply adult learning theories to deliver effective training to adults.	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Practical Exercise • Role-play 	The SAPR training, at a minimum, shall incorporate adult learning theory, which includes interaction and group participation. (DoDI 6495.02 March 2013 - E10.2.a.2 - page 62)
7.B Facilitate the development and collaboration of SAPR public awareness campaigns, plans local events for Sexual Assault Awareness Month, and publicizes the DoD Safe Helpline on all outreach materials. (SARC only)	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Practical Exercise 	Facilitate the development and collaboration of SAPR public awareness campaigns for victims of sexual assault, including planning local events for Sexual Assault Awareness Month. Publicize the DoD Safe Helpline on all outreach materials. (DoDI 6495.02 March 2013 – E6.1.h.13 – page 47)
7.C Facilitate SAPR education in fulfillment of the annual SAPR training requirements of all DoD personnel in command. (SARC only)	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Practical Exercise 	<ul style="list-style-type: none"> • Facilitate education of command personnel on sexual assault and victim advocacy services. (DoDI 6495.02 March 2013 – E6.1.h.10 – page 47) • Facilitate briefings on victim advocacy services to Service members, military dependents, DoD civilian employees (OCONUS), DoD contractors (accompanying the Military Services in contingency operations OCONUS), and other command or installation personnel, as appropriate. (DoDI 6495.02 March 2013 – E6.1.h.11 – page 47) • Facilitate annual SAPR training. (DoDI 6495.02 March 2013 – E6.1.h.12 – page 47) • Report directly to the installation commander in accordance with DoDD 6495.01 January 2012, to include providing regular updates to the installation commander and assist the commander to meet annual SAPR training requirements, including providing orientation briefings for newly assigned

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Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to SARC Only

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Sexual Assault Prevention and Response Office

SARC/VA SAPR Training –Core Competencies and Learning Objectives		
General Training Requirements Applicable to SAPR Training Course Content		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
7. Core Competency: Facilitate education and training.		
		personnel and, as appropriate, providing community education publicizing available SAPR services. (DoDI 6495.02 March 2013 – E6.1.f – page 44)
7.D Train VAs on their duties in victim response, including providing a scenario-based and interactive role play. (SARC only)	Choose one or more from the list below: <ul style="list-style-type: none"> • Presentation • Practical Exercise 	<ul style="list-style-type: none"> • Exercise oversight responsibility for SAPR VAs authorized to respond to sexual assaults when they are providing victim advocacy services. (DoDI 6495.02 March 2013 – E6.1.h.7 – page 46) • SAPR VA training shall: <ul style="list-style-type: none"> ○ Provide the responder training requirements in paragraph 7.a. of this enclosure. ○ Be scenario-based and interactive. Provide for role play where a trainee SAPR VA counsels a sexual assault victim, and then that counseling session is critiqued by an instructor. (DoDI 6495.02 March 2013 – E10.7.c.1 and 2 – page 69)

*Note: An explanation of all adult learning strategies is provided at the end of this document.

Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to SARC Only



SAPRO

Sexual Assault Prevention and Response Office

SARC/VA SAPR Training –Core Competencies and Learning Objectives		
General Training Requirements Applicable to SAPR Training Course Content		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
7. Core Competency: Facilitate education and training.		
<p>7.E Facilitate training of healthcare personnel of local private or public sector entities on the SAPR program and policies. (SARC only)</p> <p>7.F Facilitate ongoing training of DoD and civilian law enforcement and criminal investigative personnel on the SAPR policy related to investigations and the roles and responsibilities of the SARC and SAPR VAs. (SARC only)</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Practical Exercise 	<ul style="list-style-type: none"> • Collaborate with MTFs within their respective areas of responsibility to establish protocols and procedures to direct notification of the SARC and SAPR VA for all incidents of reported sexual assault, and facilitate ongoing training of healthcare personnel on the roles and responsibilities of the SARC and SAPR VAs. (DoDI 6495.02 March 2013 – E6.1.h.19 –page47) • Facilitate ongoing training of DoD and civilian law enforcement and criminal investigative personnel on the SAPR policy and program and the roles and responsibilities of the SARC and SAPR VAs. (DoDI 6495.02 March 2013 – E6.1.h.17.c –page 47)

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Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to SARC Only



SARC/VA SAPR Training – Core Competencies and Learning Objectives		
General Training Requirements Applicable to SAPR Training Course Content		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
8. Core Competency: Uphold ethical standards.		
<p>8.A Conduct victim assistance in a professional manner, adhering to the DoD SARC/VA Code of Professional Ethics.</p> <p>8.B Address personal safety and self-care to ensure ongoing health and capability to respond to victims and provide assistance.</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Case Study • Role-play 	<p><u>SARC/SAPR VA Code of Professional Ethics DD Form 2950</u></p> <p>I. In relationships with every victim, the SARC/SAPR VA shall:</p> <ol style="list-style-type: none"> 1. Recognize the interests of the victim as a primary responsibility. 2. Respect the victim's civil and legal rights, subject only to laws requiring disclosure of information to appropriate other sources. 3. Respect the victim's rights to privacy and confidentiality, subject only to laws requiring disclosure. 4. Respond compassionately to each victim with personalized services. 5. Accept the victim's statement of events as it is told, withholding opinion or judgment, whether or not a suspected offender has been identified, arrested, convicted, or acquitted. 6. Provide services to every victim, within policy guidelines set by the DoD and the Services, without attributing blame, no matter what the victim's conduct was at the time of the victimization or at another stage of the victim's life. 7. Foster maximum self-determination on the part of the victim. 8. Serve as a victim advocate when assigned, and in that capacity, act on behalf of the victim's stated needs and within policy guidelines set by DoD and the Services. 9. Should one victim's needs conflict with another's, act with regard to one victim only after promptly referring the other to another qualified SARC/SAPR VA. 10. Have no personal or sexual relations with victims currently supported by SARCs or SAPR VAs or with alleged offenders, in recognition that to do so risks exploitation of the knowledge and trust derived from the professional relationship. 11. Make victim referrals to other resources or services only in the victim's best interest, avoiding any conflict of interest in the process, and do so in accordance with DoD regulations. <p>II. In relationships with colleagues, other professionals, and the public, the SARC/SAPR VA shall:</p> <ol style="list-style-type: none"> 1. Conduct relationships with colleagues in such a way as to promote mutual respect and improvement of service. 2. Conduct relationships with allied professionals such that they are given equal respect

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SARC/VA SAPR Training – Core Competencies and Learning Objectives

General Training Requirements Applicable to SAPR Training Course Content

Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
<p>8. Core Competency: Uphold ethical standards.</p>		
		<p>and dignity as professionals in the victim assistance field.</p> <ol style="list-style-type: none"> 3. Take steps to quell negative, insubstantial rumors about colleagues and allied professionals. 4. Share knowledge and encourage proficiency and excellence in victim assistance among colleagues and allied professionals, paid and volunteer. 5. Provide professional support, guidance, and assistance to new SARCs/SAPR VAs to the field in order to promote consistent quality and professionalism in victim assistance. 6. Obey all applicable Federal, DoD, and Service laws and regulations. <p>III. In her or his professional conduct, the SARC/SAPR VA shall:</p> <ol style="list-style-type: none"> 1. Maintain high personal and professional standards in the capacity of a service provider and advocate for victims. 2. Seek and maintain a proficiency in the delivery of services to victims. 3. Not discriminate against any victim, employee, colleague, allied professional, or member of the public on the basis of age, gender, disability, ethnicity, race, national origin, religious belief, or sexual orientation. 4. In accordance with restricted reporting, applicable privileged communications, and all applicable Federal, DoD, and Service privacy laws and regulations, respect the privacy of information provided by the victims served before, during, and after the course of the professional relationship. 5. Clearly distinguish in public statements representing one's personal views from positions adopted by organizations for which she or he works or is a member, in accordance with Service policy. 6. Not use her or his official position to secure gifts, monetary rewards, or special privileges or advantages. 7. Notify competent authorities of the conduct of any colleague or allied professional that constitutes mistreatment of a victim or that brings the profession into disrepute. 8. Notify competent authorities of any conflict of interest that prevents oneself or a colleague from being able to provide competent services to a victim, or from working cooperatively with colleagues or allied professionals, or from being impartial in the assistance of any victim.

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SARC/VA SAPR Training – Core Competencies and Learning Objectives

General Training Requirements Applicable to SAPR Training Course Content

Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
9. Core Competency: Manage the SAPR Program at the installation level.		
<p>9.A Take responsibility as the lead point of contact that coordinates sexual assault response services at the installation. (SARC only)</p>	<p>Choose one or more from the list below:</p> <ul style="list-style-type: none"> • Presentation • Case Study • Practical Exercise 	<ul style="list-style-type: none"> • Serve as the single point of contact to coordinate sexual assault response when a sexual assault is reported. All SARCs shall be authorized to perform victim advocate duties in accordance with Military Service regulations, and will be acting in the performance of those duties. <i>(DoDI 6495.02 March 2013 – E6.1.a – page 44)</i> • Activate victim advocacy 24 hours a day, 7 days a week for all incidents of reported sexual assault occurring either on or off the installation involving Service members and other persons covered by this Instruction. <i>(DoDI 6495.02 March 2013 – E6.1.h.17.a – page 47)</i> • Provide a 24-hour, 7-day per week response capability to victims of sexual assault, to include deployed areas. <i>(DoDI 6495.02 March 2013 – E6.1.g – page 44)</i> • Exercises oversight responsibility for SAPR VAs authorized to respond to sexual assaults, while they are providing victim advocacy services. <i>(DoDI 6495.02 March 2013 – E6.1.h.7 – page 46)</i> • Provide instruction on all details of SAPR VA screening, including: <ul style="list-style-type: none"> (a) What to do if SAPR VA is a recent victim, or knows sexual assault victims. (b) What to do if SAPR VA was accused of being an offender or knows someone who was accused. (c) Identifying the SAPR VA’s personal biases. (d) The necessary case management skills: <ol style="list-style-type: none"> 1. Required reports and proper documentation as well as records management. 2. Instruction to complete DD Form 2910 and proper storage according to

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SAPRO

Sexual Assault Prevention and Response Office

SARC/VA SAPR Training – Core Competencies and Learning Objectives		
General Training Requirements Applicable to SAPR Training Course Content		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
8. Core Competency: Uphold ethical standards.		
		<p>Federal service privacy regulations.</p> <p><u>3.</u> Ability to conduct SAPR training, when requested by the SARC or commander.</p> <p><u>4.</u> Transferring cases to another installation SARC. (<i>DoDI 6495.02 March 2013 – E10.7.b.8 – page 68</i>)</p> <ul style="list-style-type: none"> 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. (<i>DoDI 6495.02 March 2013 – E6.2.a.3.b – page 49</i>) Upon implementation of the D-SAACP, comply with DoD Sexual Assault Advocate Certification requirements. (<i>DoDI 6495.02 March 2013 – E6.1.b – page 44</i>)
<p>9.B</p> <p>Ensure all sexual assault response services are gender responsive, culturally-competent, and recovery-oriented. (SARC only)</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> Presentation Case Study Practical Exercise 	<p>(4) SARCs shall provide a response that is gender-responsive, culturally-competent, and recovery-oriented. (<i>DoDI 6495.02 March 2013 – E6.1.g.4 – page 45</i>)</p>
<p>9.C</p> <p>Conduct an ongoing assessment of the consistency and effectiveness of the SAPR program within their assigned area of responsibility. (SARC only)</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> Presentation Case Study Practical Exercise 	<p>(15) Conduct an ongoing assessment of the consistency and effectiveness of the SAPR program within the assigned area of responsibility. (<i>DoDI 6495.02 March 2013 – E6.1.h.15 – page 47</i>)</p>

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Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to SARC Only



SAPRO

Sexual Assault Prevention and Response Office

SARC/VA SAPR Training – Core Competencies and Learning Objectives		
General Training Requirements Applicable to SAPR Training Course Content		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
8. Core Competency: Uphold ethical standards.		
<p>9.D Collaborate with other agencies and activities to improve SAPR responses and support of victims of sexual assault. (SARC only)</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Case Study • Practical Exercise 	<ul style="list-style-type: none"> • Collaborate with other agencies and activities to improve SAPR responses to and support of victims of sexual assault. (DoDI 6495.02 March 2013 – E6.1.h.16 – page 47) • Coordinate medical and counseling services between military installations and deployed units related to care for victims of sexual assault. (DoDI 6495.02 March 2013 – E6.1.h.14 – page 47) • Collaborate with local private or public sector entities that provide medical care Service members or TRICARE eligible beneficiaries who are for sexual assault victims and a SAFE outside of a military installation through an MOU or MOA. (DoDI 6495.02 March 2013 –E6.1.h.20 – page 48)
<p>9.E Collaborate with commanders, DoD law enforcement, MCIOs, and civilian authorities on public safety, awareness, and prevention measures. (SARC only)</p> <p>9.F Familiarize unit commanders and supervisors of SAPR VAs with the SAPR VA roles and responsibilities, using DD Form 2909, “Victim Advocate Supervisor Statement of Understanding.” (SARC only)</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Case Study • Practical Exercise 	<ul style="list-style-type: none"> • Maintain liaison with commanders, DoD law enforcement, and MCIOs, and civilian authorities, as appropriate, for the purpose of facilitating the following protocols and procedures to: <ul style="list-style-type: none"> ○ Collaborate on public safety, awareness, and prevention measures.(DoDI 6495.02 March 2013 – E6.1.h.17.b – page 47) • Familiarize the unit commanders and supervisors of SAPR VAs with the SAPR VA roles and responsibilities, using the DD Form 2909, “Victim Advocate Supervisor Statement of Understanding.” DD Form 2909 is available via the Internet at http://www.dtic.mil/whs/directives/infomgt/forms/eforms/dd2909.pdf. (DoDI 6495.02 March 2013 –E6.1.h.25– page 49)
<p>9.G Assess the potential impact of State laws governing the reporting</p>	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation 	<p>Consult with command legal representatives, healthcare personnel, and MCIOs, (or when feasible, civilian law enforcement), to assess the potential impact of State laws governing the reporting requirements for adult sexual assault that may</p>

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Last Revised: 9 August 2013

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SARC/VA SAPR Training – Core Competencies and Learning Objectives		
General Training Requirements Applicable to SAPR Training Course Content		
Standardized Learning Objectives	Recommended Adult Learning Strategies*	References
8. Core Competency: Uphold ethical standards.		
requirements for adult sexual assault that may affect compliance with the Restricted Reporting option and develop or revise applicable MOUs and MOAs, as appropriate. (SARC only)	<ul style="list-style-type: none"> • Case Study • Practical Exercise 	affect compliance with the Restricted Reporting option and develop or revise applicable MOUs and MOAs, as appropriate. (DoDI 6495.02 March 2013 – E6.1.h.18– page 47)
9.H Maintain and manage the input of data into the case file for all reported sexual assault incidents in DSAID, or the DSAID interfaced Military Service data system. (SARC only)	<p><i>Choose one or more from the list below:</i></p> <ul style="list-style-type: none"> • Presentation • Practical Exercise 	<ul style="list-style-type: none"> • Enters information into DSAID or Military Service DSAID-interface within 48 hours of the report of sexual assault. In deployed locations that have internet connectivity issues, the time frame is extended to 96 hours. (DoDI 6495.02 March 2013 - E6.1.h.22.a - page 47) • Maintain in DSAID, or the DSAID-interfaced Military Service data system, an account of the services referred to and requested by the victim for all reported sexual assault incidents, from medical treatment through counseling, and from the time of the initial report of a sexual assault through the final case disposition or until the victim no longer desires services. (DoDI 6495.02 March 2013 –E6.1.h.22.b – page 48)

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Adult Learning Strategies Explained

Practical Exercise. Technique that allows students to practice the knowledge, skills and attitudes necessary to successfully perform the training objective. Practical Exercises provide students the opportunity to apply what they learned. Practical exercises are most appropriate for skills that are highly critical, difficult to learn, and frequently performed.

Discussion. Examples include peer-to-peer, instructor-peer, or small group discussion. This method is used to talk about a particular topic in order to reach a decision or to exchange ideas. Discussions provide an opportunity for students to engage by sharing stories, experiences, and/or knowledge/skills.

Job Aid. Examples include checklists, manuals, frequently asked question lists, helpline support. This is a good option to support skills that are performed infrequently, require recall of some technical information, or are less critical and not difficult to learn.

Role-play. Assuming the attitudes, actions of another in a situation in order to understand a different point of view or interaction. Role-plays are effective for understanding empathy of a particular person or practicing action assuming a particular role.

Case Study. Analysis of persons, events, decisions, etc. to illustrate a main point. Case studies are a good way to provide examples that can provide insight into a situation. They allow students to apply concepts, encourage active learning, provide an opportunity to develop key skills, and increase the students' learning of the topic.

Demonstration. Act or process of showing a person, process, or object. Examples include: explanation of a SAFE kit, video showing a victim of sexual assault talking about their experience, etc. Demonstrations provide little to no opportunity for students to engage, and therefore should be used sparingly.

Presentation. Formal instruction delivered by a live instructor or web-based instructional module. This method usually involves the use of presentation slides to aid in the facilitation of basic skills and knowledge. Presentations often provide little to no opportunity for students to engage in dialogue and deepen learning, and therefore, should be used sparingly.

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Last Revised: 9 August 2013

Yellow Highlight: Training Requirement Specific to SARC Only

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
USARCEN	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)

200350

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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	
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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 (COMPLETE 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 (HRC)	STATUS	PHASE 1 (AC/USAR)	PHASE 2 (AC/USAR)	REQUIREMENTS	ADDITIONAL SCREENINGS	ADDITIONAL 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	

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.
12. I have reviewed the volunteer's Personal Information File (PIF), evaluations history, and PRP (if applicable) and have found no factors that would disqualify this volunteer.

(Signature of Commander or Agency Head)

(Date)

(Signature of Victim Advocate)

(Date)

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 essential 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 warranting 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 assailant.
- 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

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 commit to the mandatory training and on and off-duty time that may be required to assist a victim?

6. What other volunteer activities are you engaged with?

7. Do you have any current significant stressors 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 in their service to others by the care they themselves have received, including care from mental health professionals. This program affirms the work of mental 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 assign victim advocates can most 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 two references who are not family members

a. Name _____
Address _____
Relationship _____
Phone number _____

b. 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 function within the boundaries of AF policy and assigned responsibilities. I give permission for the SARC to call my references, secure a criminal background check on me, and if deemed necessary, to consult with any treating physician or health care professionals regarding my ability to perform these responsibilities.

Signature _____ Date _____

**Sexual Assault Victim Advocate (SAVA) Program (GS-11)
Volunteer Victim Advocate Program (VA)
30 Oct 13**

Sexual Assault Prevention and Response Program

- All Sexual Assault Victim Advocates (SAVA) and Volunteer Victim Advocates (VA) are located at the installation level

- SAVA

- Serve as an installation Sexual Assault Victim Advocate providing a wide range of essential support and advocacy services, liaison services, and care to victims of sexual assault in accordance with generally accepted procedures and techniques

-- Establishes the link with local victim support agencies in order to gain support and cooperation in achieving support for victims of sexual assault and to promote the enhancement of the sexual assault prevention and support program

- FY12 National Defense Authorization Act (NDAA) requires the Air Force's 91 projected SAVA be in place 1 Oct 13

-- 19/91 SAVAs hired to date (Per AF Civilian Personnel) (Hiring was slowed by recent furlough and government shutdown)

- VA

- Volunteer program that provides essential support, liaison services and care to victims of sexual assault

- Currently 2,237 VAs that are National Organization of Victims Assistance (NOVA) credentialed and are located worldwide at AF installations

- Responsibilities:

Commonalities:

- SAVA/VAs, both:

- Provide crisis intervention, safety planning, referral, ongoing non-clinical support, and furnishes information on available options and resources to assist victims in making informed decisions regarding reporting options and care

-- Provide the victim with a complete explanation of restricted and unrestricted reporting options, and in the case of restricted reporting, follows DoD and AF guidelines addressing confidential disclosure and privacy

-- Possess an extensive knowledge of professional and non-professional services and support available, informs the victim of referral services available on the installation as well as in the surrounding community

-- Provide continuity of care and ensures coordination is accomplished with all AF functions who must respond to victim's needs, to include physical and emotional safety

- Ensures the victim of sexual assault receives all needed guidance and support during administrative, medical, investigative, and legal procedures and that the victim understands the processes involved

-- Provides assistance in contacting appropriate military and/or civilian legal offices for services

-- Assists victim with gaining access to service providers and available victim support resources that may help the victim explore avenues of actions

UNCLASSIFIED

Current as of: 10/31/2013

- Maintains support and follow-up contact with sexual assault victims throughout the lifecycle of the case
 - Ensures victims continue to receive the necessary care and support until the victim states, or SARC determines, that support is no longer needed
- Complies with DoD certification and continuing education requirements
- Promotes awareness of sexual assault prevention in the community by performing outreach activities in the preparation for and implementation of the Sexual Assault Awareness Month campaign

Differences:

- SAVA:

- Role is a paid, typically GS-11, position
- Assists the installation SARC in the development and delivery of comprehensive sexual assault training to comply with Department of Defense (DoD) requirements
 - Facilitates or assists in the planning, scheduling, and delivery of sexual assault prevention and response training for all installation personnel, leadership, deploying personnel, volunteer victim advocates, and other key functional stakeholders to include annual refresher SAPR training.
 - Coordinates guest speakers, arranges announcements and marketing, and coordinates logistics for the various training activities.
- Assists the SARC in the supervision of volunteer Victim Advocates
 - Assists in the initial and periodic refresher training of volunteer Victim Advocates
 - Serves on the installation sexual assault prevention and response (SAPR) Case Management team and ensures SARC is kept abreast of victim's status/case.
- Represents the SAPR installation program at both military and civilian agencies
 - Maintains contacts with agencies that provide such services and remains knowledgeable of their confidentiality policies and the procedures for accessing services of these agencies.
 - Promotes awareness of sexual assault prevention in the community by performing outreach activities in the preparation for and implementation of the Sexual Assault Awareness Month campaign
- Conducts assessments of individuals to determine required care needs and evaluates safety and levels of risks; provides emotional support, guidance, and advice to victims in crisis while addressing the individual's needs and desires.
 - Cases are assigned from a variety of sources to include referrals from SAPR hotlines, training classes, command identification, investigator identification, and medical provider identification.
 - Conducts assessments of individuals to determine required needs and evaluates safety and levels of risks; provides emotional support, guidance, and information to victims in crisis while addressing the individual's needs and desires.
 - On request of the victim may accompany them and/or act as their spokesperson, providing support in securing medical treatment for injuries; safe shelter; protective orders; court orders; support before, during, and after trials; appointments; educational services; transportation; financial services; and any other services deemed necessary.

UNCLASSIFIED

Current as of: 10/31/2013

VA:

- Role is strictly volunteer and AF sees this as a critical function

- Selection process:

SAVA:

- Apply per AF Civilian Hiring policies, to meet requirements in the position description:
 - Knowledge of a wide range of generally accepted practices and procedures associated with victim advocacy, social services delivery systems, principles, and behavioral theories relating to victim advocacy, sexual assault and other acts of interpersonal violence
 - Knowledge of laws, regulations, executive orders, issues, etc, relating to victim advocacy, sexual assault, and interpersonal violence.
 - Skill in effective development and delivery of sexual assault prevention and response training to a variety of individuals and organizations
 - Ability to employ various methods and techniques typical of a sexual assault victim advocate program, including crisis intervention, situational assessment, and analyzing the needs of the victim to support/assist them in the resolution of complex problems
 - Ability to function as liaison to installation and community organizations representatives to establish, maintain, and provide effective victim support in a wide variety of situations
- Installation commander is the hiring official, interviewing and selecting the SAVA

VA:

- Per AFI 36-6001, must:
 - Have a Commander's or Agency Head's Statement of Understanding/Permission to apply
 - Have a Volunteer's Statement of Understanding as a Volunteer Victim Advocate
 - Have a completed Application, per AFI
 - Conduct an interview with the installation SARC
 - Have a completed criminal background check conducted by AFOSI using AFOSI Manual 71-122
 - Have a completed mental health background check by the local base mental health office

- Training:

SAVA:

- Receives specific training at the Sexual Assault Response Coordinator Course at Maxwell AFB
 - The new/revised course will start January 2014.
 - The course is eight days, 64 total hours
- Must have minimum of 40 NOVA-credentialed hours
- Requires 32 hours of continuing education every two years after initial NOVA certification

VA:

- Receives training at their installation by local SARC/SAVA
- Must have minimum of 40 NOVA-credentialed hours
- Requires 32 hours of continuing education every two years after initial NOVA certification

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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

(LA: "Latest Application" AC: "Active Certification")

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
DeMarious	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

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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
Shuntesia	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

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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	Approved
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
Shaneeka	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	

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
Diena	M	SMSgt	SAPR VA	Approved
Andrea	M	SSgt	SAPR VA	Approved

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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
Ieake	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

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	JCSgt	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
Ericka	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
Janaee	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

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	Q	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

AF, O, B.C.
9.C.
10.C
11.C

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

300251

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

300251

Content Areas

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.

Content Areas

300253

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

300253

300253

Content Areas

300254

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	

300000

Content Areas

300255

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

300005

Content Areas

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