

89. (DoD) What is the “Competencies Framework” referenced in the D-SAACCP Overview?

DoD	The Competencies Framework was developed in collaboration with DoD SAPRO, the Services, national experts from NOVA, and the Office of Victims of Crime (OVC), as a critical element in the Department’s Sexual Assault Advocate Certification Program (D-SAACP) in order to provide a framework for identifying and organizing core competencies for performing sexual assault victim advocacy. The Competencies Framework includes purpose, uses, and key features, and is attached for your reference. A copy of the “Competencies Framework” referenced in D-SAACCP is provided at Q#89 using the following link: https://pmev2.bah.com/sites/DSAID/Document_Transfer/Forms/AllItems.aspx
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Narrative responses have been consolidated by the Response Systems Panel (RSP). Please forgive formatting errors in text and data. Source documents for narrative responses can be obtained by contacting the RSP.



DEPARTMENT OF DEFENSE SEXUAL ASSAULT PREVENTION AND RESPONSE

Competencies Framework

PURPOSE

To provide a framework for identifying and organizing core competencies for performing sexual assault victim advocacy.

USES

The Sexual Assault Prevention and Response Office and the Military Services can use this framework to standardize the knowledge and skills required for effective sexual assault response. Specifically, this framework can be used to:

- Identify knowledge and skills that Sexual Assault Response Coordinators (SARC) and Sexual Assault Prevention and Response (SAPR) Victim Advocates (VA) should demonstrate upon assuming victim assistance duties, upon completion of training, and upon receipt of credential;
- Educate Commanders on the scope and level of effort for carrying out victim assistance duties;
- Educate other first responders (e.g. criminal investigators, prosecutors, victim/witness liaisons, healthcare providers) on best practices in sexual assault victim advocacy;
- Inform the review of training curricula prior to submission to the National Advocate Credentialing Program (NACP) board for approval; and
- Serve as a baseline to inform any supplementary victim assistance competencies that are aligned with the forthcoming DoD Standards for Victim Assistance Services while being tailored to address the needs of sexual assault victims in their Military Service.

KEY FEATURES

Each competency included in this framework:

- Represents a knowledge, skill, or attitude that SARCs and SAPR VAs can and should possess;
- Is based on empirical studies, professional practice guidelines, or DoD or Military Service policy;
- Can have specific indicators describing what the competency looks like in the work environment; and
- Has expected levels of proficiencies associated with those indicators:
 - Minimum - SARCs and SAPR VAs are expected to demonstrate competencies upon completion of an academic program, Military Service training course, or specified victim advocacy experiences; experience may improve mastery of behaviors.
 - Preferred – SARC or SAPR VA experience will be enhanced upon completion of training and ongoing work experiences.



DEPARTMENT OF DEFENSE SEXUAL ASSAULT PREVENTION AND RESPONSE

FOUR ELEMENTS OF SEXUAL ASSAULT RESPONSE

The competencies are organized according to the four elements of sexual assault response.

Crisis Intervention

- Immediate efforts to intervene, assess, and reduce the severity of a crisis and address victims' urgent needs

Recovery & Investigation

- Period of time when victims experience treatment (e.g. medical care, counseling, chaplain support) and criminal investigation procedures (if they have made an Unrestricted Report)

Command Decision Making & Action

- Sequence of events and interactions from when Commanders choose to pursue disciplinary action (if they choose to do so) through case resolution

Reintegration

- Process in which victims focus on rebuilding their lives



DEPARTMENT OF DEFENSE SEXUAL ASSAULT PREVENTION AND RESPONSE

INITIAL COMPETENCIES ORGANIZED ACCORDING TO FOUR ELEMENTS

These competencies apply to the victim advocacy and sexual assault response duties of SARCs and SAPR VAs. These competencies may not apply to other SARC and SAPR VA duties relating to case management and sexual assault prevention. In some cases, SARCs and SAPR VAs may need to demonstrate multiple competencies simultaneously. Finally, some competencies, particularly those relating to investigative and administrative processes, will not apply when the SARC or SAPR VA is responding to a Restricted Report.

