



***Sexual Harassment/Assault  
Response and Prevention  
(SHARP) Brief to***

***Response System Panel***

21 November 2013



# Planning Considerations

Per SecArmy Memo, dtd 28 MAY 13, to review the role and placement of the SARC/VA.

- **Current structure and checks** – Evaluated current SARC/VA Requirements
- **Victim Protection/Advocacy** – Evaluated best alignment to ensure victim protection/support
- **Geographic Dispersion of units** – NDAA requires at BDE level – evaluated requirements for commands below BDE level support
- **Military Duty Descriptions and Rating Chain** – Evaluated SARC/VA attributes requirements and rating chain
- **Civilian Job Classifications** – positions of trust to ensure moderate level of screening
- **Military Retainability** – to ensure return on training investment; professionalization of SARC/VA role
- **Civilian Career Progression** – grade structure to support movement from VA to SARC, from small installation to larger installation program manager
- **Future Requirements** – Awarding of Military Occupational Specialty (MOS) and who attends future SHARP schoolhouse



### Sexual Assault Response Coordinator (GS-0301-11):

- Experience required: at least one year of experience defined as:
  - Providing managerial and technical assistance in programs such as equal opportunity, sexual assault prevention and response;
  - Evaluating programs to identify and resolve systematic issues;
  - Directing program activities that emphasize prevention of sexual assault and harassment;
  - Establishing comprehensive policy that reinforces a culture of sexual harassment and sexual assault prevention, response and accountability.
  
- Education in lieu of specialized experience:
  - PhD or doctoral graduate degree or 3 full years of progressively higher level graduate education leading to such a degree in education or a subject matter related to Training Instruction.
  - Combining Education and Experience:
    - Combinations of successfully completed post-high school education and experience
    - Only graduate education in excess of the amount required for the next lower grade level may be used to qualify applicants for positions at that grade level.



### Victim Advocate (GS-0101-09):

- Experience: possess one year of specialized experience ( ) equivalent to the next lower grade/level (GS-07).
  - professional advocacy services for sexual harassment and sexual assault
  - conducting assessments with clients to evaluate needs and risks; recognizing the need for professional intervention and referring to appropriate services;
  - maintaining partnerships in the community, and conducting training/seminars on sexual assault/sexual harassment.
- Degree: behavioral or social science; or related disciplines appropriate to the position - master's or equivalent graduate degree or 2 full years of progressively higher level graduate education leading to such a degree or LL.B. or J.D.
- Combination of education and experience -- possess knowledge of one or more of the behavioral or social sciences equivalent to a major in the field.
- Four years of appropriate experience that demonstrated that the applicant has acquired knowledge of one or more of the behavioral or social sciences equivalent to a major in the field.



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# Requirements – Screening - Certification

- **NDAAs 2012**

- 1 SARC and 1VA per BDE or equivalent
- Government only (Civilian or Military)

- **Qualifications**

- Background checks
  - Local Police check
  - **Army Central Registry** (ACR) Check/Family Advocacy Program
  - Department of Justice Sex Offender Registry
  - **Army Substance Abuse Program**
  - **Military Personnel File (MPF) including Restricted-fiche and/or civilian Official Personnel Folders (OPF)**
  - **IG Check**
  - **CID/Crimes Record Center (CRC) Database**
  - U.S. Office of **Personnel Management (OPM) Moderate Background Investigations (Civ only)**
- Appointed:
  - Be recommended by the chain of command/ First GO (SARC) and O6/GS-15 (VA)
- Rank
  - SARC (SFC/MAJ/CW3/GS11/12)
  - VA (SSG/1LT/CW2/GS9/11)
- Retainability (1 year for collateral/2 years for full-time)
- Deployable
- Complete 80-hours of SHARP training (Continuing education required)
- Certified through DoD SAPRO and accredited

**As of 1 Oct, SecArmy decision:**

All military SARC/VA require Face to Face Behavior Health Interview (BHI)



# Summary

## Echelons Above BDE

- Program Management
  - Full time
    - All Senior Commanders
    - ACOM
    - ASCC (-)
    - DRU (-)
- SARC and VA
  - Where there is no PM, SARC on a case by case basis
  - VA on a case by case basis based on size and composition of population

## Brigade

- 1 Full-time SARC and 1 VA
- F2F BHI for all MIL
- Mixed military and civilian
  - Brigades, Groups, Regiments and MEPCOM BDEs
    - Military SARC
    - Civilian VA
- Supervision
  - SARC: Brigade Commander
  - VA: SHARP PM and Senior Commander (BDE Commander not in rating chain)

## Battalion

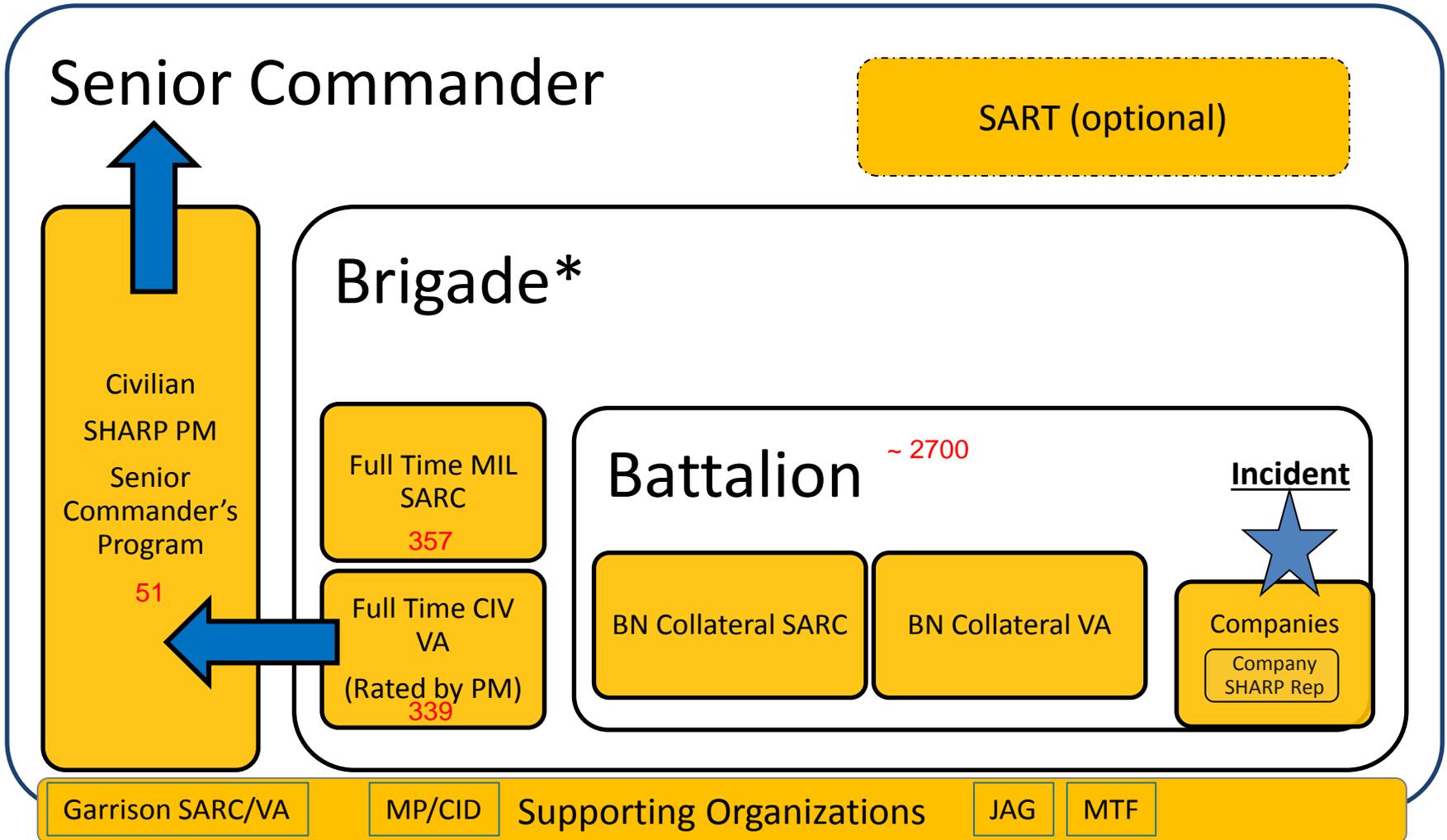
- 1 SARC and 1 VA
- Collateral duty
- No civilians
- No BHI

## Company

- Define a new category called Company SHARP Representative
- New position focused on commander support and training
- Require 1 per company or company size unit
- NO contact with victims
- Screening: Local police, DoJ Sex Offender Registry and ACR/FAP only
- Training: 80-hour training course



# Proposed Coverage



\* Includes Garrisons, MTFs and other Brigade-like organizations



# SecDef SAPR Directives Status

Green	Complete
Yellow	Staffing
Red	Not Started
Black	DoD Proponent

Directive	TASK	DELIVERABLE	SUSPENSE	STATUS
6 May 2013 Memorandum	<b>Enhancing Commander Accountability:</b> Command Climate Survey Update	Army Directive & Info Memo to OSD	31 JUL 13	Complete
6 May 2013 Memorandum	<b>Ensuring Appropriate Command Climate:</b> Workplace Inspections	EXORD 161-13 & Info Memo to OSD	31 JUL 13	Complete
6 May 2013 Memorandum	<b>Ensuring Safety:</b> Develop initiatives to protect personnel in Recruiting, MEPS, & ROTC	Info Memo to OSD	30 SEP 13	Complete
6 May 2013 Memorandum	<b>Enhancing Commander Accountability:</b> OER Counseling	Army Directive & Info Memo to OSD	1 NOV 13	Complete
6 May 2013 Memorandum	<b>Improving Response and Victim Treatment:</b> Develop initiatives to enhance support to victims	Info Memo to OSD	1 NOV 13	Complete
6 May 2013 Memorandum	<b>Ensuring Victim's Rights (DoD OGC):</b> Review for Crime Victims Rights Act for UCMJ use	DoD Directive	1 NOV 13	DoD Proponent
6 May 2013 Memorandum	<b>Improving Victim's Counsel (DoD OGC):</b> Evaluate Air Force Special Victim Counsel Program	DoD Info Memo	1 NOV 13	DoD Proponent
6 May 2013 Memorandum	<b>Assessing Military Justice System (DoD):</b> Response Systems Panel review	Issue-Recommendation Paper	MAY, 2014	DoD Proponent
14 August 2013 Memorandum	<b>Ensuring Investigative Quality (DoD IG):</b> Review quality of our investigative capability	Action Plan	30 SEP 13	Complete
14 August 2013 Memorandum	<b>Expanding Victim Rights (DoD OGC):</b> Review how to include victim input into Post-Trial process	DoD Directive	15 OCT 13	Complete
14 August 2013 Memorandum	<b>Standardization Protections (DoD SAPR):</b> Ensure standard and effective regulations governing inappropriate relations	Info Memo to OSD	1 NOV 13	DoD Proponent
14 August 2013 Memorandum	<b>Elevating Oversight (DoD SAPR):</b> Establish DoD Policy to elevate all SAPR allegations immediately to first GO	DoD Directive & Army Directive	1 NOV 13	Staffing
14 August 2013 Memorandum	<b>Improving Victim Legal Support:</b> Establish Special Victim Advocacy program	OTJAG Program & Info Memo to OSD	1 NOV 13	Complete
14 August 2013 Memorandum	<b>Enhancing Pretrial Investigations:</b> Establish JAG Officers only policy for Sexual Assault ART 32 hearings	OTJAG Program & Info Memo to OSD	1 DEC 13	Complete
14 August 2013 Memorandum	<b>Enhancing Protections:</b> Establish policy that allows commanders to reassign alleged perpetrators	Army Directive (reviewing Army Directive 2011-13)	1 JAN 14	Staffing



# Army SHARP Initiatives

## Objective

## Initiatives

### Prevention

Mutual respect/trust, professional values, reinforced to create environment where sexual assault is not tolerated.

- ❖ Special emphasis Pre-commissioning Training, Future Soldiers Training, and IMT
- ❖ I. A. M. Strong SHARP Training integrated into all aspects of Soldier/Civilian 'Life-cycle' training
- ❖ Building a Professional Team: SARC/VA Schoolhouse pilot course JAN '14; FOC in 4<sup>th</sup> QTR, FY14
- ❖ Publish Commander's SHARP Guidebook to implement and maintain program
- ❖ Revitalizing the Sponsorship Program through Command emphasis
- ❖ Reviewing linkage of SHARP and the increasing opportunities available to women due to repeal of DGCAR

### Investigation

Investigative resources yield timely and accurate results.

- ❖ Special Victims Capability: Investigation/Prosecution training for CID agents and prosecutors
  - ❖ 23 Special Victim Prosecutors Army-wide
  - ❖ 21 Special Victim Investigators (Additional 8X Investigators in FY 14)
  - ❖ Team Approach: Coordination with CID & JAG on every SA case
  - ❖ Dedicated Paralegal Support (Directed Military Over strength) 2013
  - ❖ Victim Witness Liaison at every General Court-Martial Jurisdiction
  - ❖ Trial Counsel Assistance Program (TCAP) reach back assistance and direct support

### Accountability

Perpetrators & CofCs are held appropriately accountable.

- ❖ Implemented Policy to require mandatory OER comments addressing unit's SHARP climate
- ❖ Revised Command Climate Survey Policy to address SHARP & increase commander awareness
- ❖ Recurring CSA-led SHARP Summits with senior Army leadership
- ❖ Developing rigorous screening and behavior health assessments for positions of trust
- ❖ Expanded Commander's legal courses

### Advocacy

Quality services, support to instill confidence, inspire victims to report, restore resilience.

- ❖ Recurring CSA-led SHARP Army Advisory Panel that includes victims
- ❖ Special Victim Advocacy Program: reporting triggers multidisciplinary team approach to victim advocacy; program covers entire 'life-cycle' of case
- ❖ Increased role & presence of SARCs & VAs across our formations

### Assessment

Meaningful, and accurate systems of measurement and evaluation.

- ❖ Executed 'Red Team' Program in FY 2012-2013 to assess program effectiveness
- ❖ Commander Risk Reduction Dashboard and Strategic Management System "SMS" reporting
- ❖ ARI-led Field Focus Group Assessments, 1<sup>st</sup> & 2<sup>nd</sup> Qtr, FY 14: Define perceptions of Army culture
- ❖ Reporting data used to measure compliance with current regulatory standards