

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

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*.

a. Average rank and eligibility criteria:

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/pdffiles/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.

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

Screening and selection process are provided in AR 600-20, paragraph 8-6; *SHARP Program Synchronization Order 221-12*, dated 23 Jun 12, Annexes B/D/G; and in Memorandum, Secretary of the Army, dtd 28 May 2013, *Ensuring the Quality of Sexual Assault Response Coordinators, Sexual Assault Prevention and Response Victim Advocates and Others in Identified Positions of Significant Trust and Authority*. The Army integrates the DoD Sexual Assault Advocate Certification Program (D-SAACP) into its screening and selection process. The Army records check process includes data as identified in the Department of Defense definition for "Installation Records Check" in Department of Defense Instruction 1402.5 (*Criminal History Background Checks on Individuals in Child Care Services*), January 19, 1993; U.S. Department of Justice National Sex Offender Registry; Army Military Human Resource Record; Department of the Army Inspector General files; and U.S. Army Criminal Investigation Command/Crime Records Center databases.

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

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.

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

The current number of credentialed military and civilian full-time Victim Advocates is:

- Active Army Component: 10,499
- National Guard Bureau: 394

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

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

f. Average caseload:

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.

g. Reporting structure:

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.

h. How performance is evaluated and how often:

The Army is not currently tracking performance evaluation at the HQDA level.

i. Average length of assignment:

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.

9. Please describe your (civilian) Victim Advocate program, including:

The requirements for the Army's civilian 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); Memorandum, Assistant Secretary of the Army for Manpower and Reserve Affairs, dated 27 August 2013, *Guidance for Civilian Sexual Harassment/Assault Response and Prevention (SHARP) Program Positions*; 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*.

The responses for training (c), caseload (f), reporting structure (g), and evaluation (h) are the same as for military VAs in Question 8 above.

a. Average pay grade and eligibility criteria:

Per AR 600-20, paragraph 8-5o(10), the pay grade for civilian Victim Advocate is GS9 or higher. The eligibility criteria is provided at the following URL: http://www.apd.army.mil/pdffiles/r600_20.pdf, Army Regulation 600-20, Army 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.

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

Screening and selection process are provided in AR 600-20, paragraph 8-6; Memorandum, Assistant Secretary of the Army for Manpower and Reserve Affairs, dtd 27 August 2013, *Guidance for Civilian Sexual Harassment/Assault Response and Prevention (SHARP) Program Positions*; and in Memorandum, Secretary of the Army, dtd 28 May 2013, *Ensuring the Quality of Sexual Assault Response Coordinators, Sexual Assault Prevention and Response Victim Advocates and Others in Identified Positions of Significant Trust and Authority*. The Army integrates the DoD Sexual Assault Advocate Certification Program (D-SAACP) into its screening and selection process. The Army records check process includes data as identified in the Department of Defense definition for "Installation Records Check" in Department of Defense Instruction 1402.5 (*Criminal History Background Checks on Individuals in Child Care Services*), January 19, 1993; U.S. Department of Justice National Sex Offender Registry; Army Military Human Resource Record; Department of the Army Inspector General files; and U.S. Army Criminal Investigation Command/Crime Records Center databases.

d. Number of full-time, part-time, volunteer, and deployable civilian Victim Advocates:

The current number of credentialed military and civilian full-time Victim Advocates is:

- Active Army Component: 10,499
- National Guard Bureau: 394

i. Average length of assignment:

Civilian SARC's and VAs are permanent hires into the position; as such, the Army does not track length of assignment.

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

The requirements for the Army's Uniformed Sexual Assault Response Coordinator program are provided at the following URL: http://www.apd.army.mil/pdf/r600_20.pdf, Army Regulation 600-20, Army Command Policy, paragraph 8-5o/p; paragraph 8-6; paragraph 8-7e; and Appendix I. The Army's program is in-line with the following requirements: DoD Sexual Assault Advocate Certification Program (D-SAACP); *SHARP Program Synchronization Order 221-12*, dated 23 Jun 12, Annexes B/D/G; and Memorandum, Secretary of the Army, dtd 28 May 2013, *Ensuring the Quality of Sexual Assault Response Coordinators, Sexual Assault Prevention and Response Victim Advocates and Others in Identified Positions of Significant Trust and Authority*.

The responses for screening/selection (b), training (c), demographics (e), caseload (f), reporting structure (g), and evaluation (h) are the same as for military VAs in Q#8.

a. Average rank and eligibility criteria:

Per AR 600-20, paragraph 8-5o(11), the pay grade for Uniformed Sexual Assault Response Coordinator is NCO (SFC or higher) and officer (MAJ/CW3 or higher). The eligibility criteria is provided at the following URL: http://www.apd.army.mil/pdf/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.

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

The current number of credentialed military and civilian full-time SARCs is:

- Active Army Component: 1,214
- National Guard Bureau: 2,394

i. Average length of assignment:

The Army does not track the average length of assignment; however, the Army does require a one-year minimum retainability for deployable SARCs in accordance with AR 600-20, paragraph 8-6h. 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.

11. Please describe your civilian Sexual Assault Response Coordinator program, including:

The requirements for the Army's civilian Sexual Assault Response Coordinator program are provided at the following URL: http://www.apd.army.mil/pdffiles/r600_20.pdf, Army Regulation 600-20, Army Command Policy, paragraph 8-5o/p; paragraph 8-6; paragraph 8-7e; and Appendix I. The Army's program is in-line with the following requirements: DoD Sexual Assault Advocate Certification Program (D-SAACP); *SHARP Program Synchronization Order 221-12*, dated 23 Jun 12, Annexes B/D/G, and Memorandum, Secretary of the Army, dtd 28 May 2013, *Ensuring the Quality of Sexual Assault Response Coordinators, Sexual Assault Prevention and Response Victim Advocates and Others in Identified Positions of Significant Trust and Authority*.

The responses for training (c), caseload (f), reporting structure (g), and evaluation (h) are the same as for military VAs in Q#8. The responses for screening/selection (b), demographics (e), and assignment length (i) are the same as for civilian VAs in Question 9 above.

a. Average pay grade and eligibility criteria:

Per AR 600-20, paragraph 8-5o(11), the pay grade for civilian Sexual Assault Response Coordinator is GS-11 or higher. The eligibility criteria is provided at the following URL: http://www.apd.army.mil/pdffiles/r600_20.pdf, Army Regulation 600-20, Army 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.

d. Number of full-time, part-time, volunteer, and deployable civilian SARCs:

The current number of credentialed military and civilian full-time SARCs is:

- Active Army Component: 1,214
- National Guard Bureau: 285

