

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

a. Average rank and eligibility criteria;

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.

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

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.

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

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 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.

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

All UVAs are deployable and the billet is always a collateral duty (i.e., part-time).

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

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

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.

f. Average caseload;

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.

g. Reporting structure;

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.

h. How performance is evaluated and how often; and

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 include performance, effectiveness under stress, taking care of subordinates, setting the example, judgment, and decision-making ability.

i. Average length of assignment.

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.

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

a. Average pay grade and eligibility criteria;

There are full-time civilian VAs employed at each installation (GS-9 or NAF-4). Civilian VAs are hired under a standardized position description developed by HQMC SAPR, requiring completion of a four-year degree in behavioral health, social science, or a related field or work area and three years of experience that demonstrates the knowledge and skill needed to provide direct support to victims, in addition to the HQMC-specific VA training.

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

Similar to UVAs, VAs must receive a local background check prior to credentialing and appointment. Additionally, VAs receive a National Agency Check prior to being offered the position.

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

In addition to the requirements above, all VAs 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 VAs can be credentialed by NOVA. Additionally, all VAs are required to maintain their certification by completing 16 hours of continuing education annually. After receipt of certification, VAs are required to provide proof of continuing education completion to NOVA every two years to maintain their credentials.

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

The Marine Corps currently has 21 full-time VAs. VAs are in general support of the operating forces and are located at the installation level. Civilian VAs are not deployable.

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

All VAs are GS-9 or NAF-4. The Marine Corps does not track VAs by age or gender. VAs are required (by position description) to possess a four-year degree in behavioral health, social science, or a related field or work area and possess three years of experience that demonstrates the knowledge and skill needed to provide direct support to individuals or groups experiencing victimization; OR an appropriate combination of education and experience that demonstrates possession of knowledge and skill equivalent to that gained in the above; OR appropriate experience that demonstrates that they have acquired the knowledge, skills, and abilities equivalent to that gained in the above. VAs are also charged with utilizing intervention strategies to stop victimization and reduce incidences of initial and re-victimization. All of the Marine Corps VAs are certified.

f. Average caseload and desired caseload;

The average ongoing caseload for a VA is approximately 20 cases. The level of involvement for each case varies and, therefore, the desired caseload is difficult to define. For example, a VA may only assist a victim for a short period or could assist a victim for the duration of a case (which can be up to a year in length). Length of involvement depends on the needs and desires of the victim.

g. Reporting structure;

VAs work directly for the Installation SARC.

h. How is performance evaluated and how often; and

The performance of a civilian VA is evaluated on an annual basis, which includes a mid-year review, via a formal HR process. In addition to the formal HR process, Installation SARCs provide direct supervision of case management and constantly evaluate the VA's ability to work with victims.

i. Average length of assignment.

VAs maintain employment until terminated or they leave the position. The Marine Corps has only recently started to employ full-time civilian SAPR VAs and therefore cannot provide a length in which they typically maintain employment.

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

a. Average rank and eligibility criteria;

Active-duty Command SARCs (collateral duty) are selected based on the same criteria as a UVA, however, due to the level of responsibility, they must be in the officer ranks of Major or above or CWO3-CWO5, or their civilian equivalent (NF-4 or above, utilizing the standardized position descriptions provided by HQMC SAPR). O-6 level commands and Marine Expeditionary Units (MEUs) are authorized to fulfill this requirement with a Captain or higher due to the limited staffing available on a MEU.

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

All Command SARCs must receive a local background check prior to credentialing and appointment. The local background check is required within 120 days of submission for credentialing. Additionally, SARCs receive a National Agency Check.

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

All SARCs receive 40 hours of training certified by the National Organization for Victim Assistance (NOVA). Completion of this 40-hour curriculum, Command SARC training, and Defense Sexual Assault Incident Database (DSAID) training is required before SARCs can be credentialed by NOVA and then appointed in writing. Additionally, all SARCs are required to maintain their certification by completing 16 hours of continuing education annually. After receipt of certification, SARCs are required to provide proof of completion of continuing education to NOVA every two years to maintain their credentials.

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

The Marine Corps has 40 part-time (or collateral duty), deployable, Uniformed SARCs. The Marine Corps also has six part-time (or collateral duty) civilian SARCs. The civilian SARCs are not deployable.

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

The Marine Corps does not track active duty SARCs by age, gender, or education. All SARCs are certified (as required by NDAA FY12) and have received 40 hours of certified training, SARC training, and DSAID training.

Collateral Duty	(Marine)		(Navy)
Col	2	CDR	1
LtCol	5	LCDR	2
Maj	8	LT	2
Capt	12	LTJG	1
CWO-3	1		
MSgt	1		
GS-15	1		
GS-14	2		
GS-13	1		
GS-12	1		
TOTALS	34		6

f. Average caseload;

The average caseload for a collateral duty SARCs varies and is dependent upon the number of cases in their command. Additionally, collateral duty SARCs at the Division, Wing, Group and Marine Expeditionary Force levels partner with civilian full-time Command SARCs, which decreases their caseload.

g. Reporting structure;

Uniformed Command SARCs report directly to their Commanding General or Commanding Officers. All General Court-Martial Convening authorities and Marine Expeditionary Unit Commanders are required to appoint, in writing, a Command SARC. The SARC works directly for the Commanding General or Commanding Officer. Commanders

utilize the services of the Installation SARC (a full-time civilian SARC) as a subject matter expert, trainer, and program coordinator in conjunction with the Command SARC. The duties of the Installation SARC are outlined in Chapter 5 of MCO 1752.5B. The Command SARC also provides the Installation SARC with SAPR-related data and case information as requested. Installation SARCs and Command SARCs work together to expedite the flow of SAPR-related information to and from the field and to ensure victim care.

h. How is performance evaluated and how often;

Uniformed SARCs receive Fitness Reports annually. These Fitness Reports evaluate the overall performance of the Marine and includes an evaluation of any collateral duty held. Examples of categories on the Fitness Report include performance, effectiveness under stress, taking care of subordinates, setting the example, judgment, and decision-making ability.

i. Average length of assignment.

The length of assignment for a UVA can vary and will depend on the amount of time attached to a unit. UVAs must be appointed by their Commanding Officer and cannot act in that capacity if not appointed in writing.

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

a. Average pay grade and eligibility criteria;

Civilian Command SARCs are NF-4s and utilize a standardized position description provided HQMC. Civilian Installation SARCs are NF-4 or above and also utilize a standardized position description provided by HQMC SAPR.

Command SARCs: All full-time civilian Command SARCs are required to complete a four-year degree in behavioral health or social science AND possess three years of experience that demonstrates acquired knowledge of one or more of the behavioral health or social sciences equivalent to a major in the field OR an appropriate combination of education and experience that demonstrates possession of knowledge and skill equivalent to that gained in the above. The SARC is required to obtain and maintain certification/credentialing as required by the FY12 NDAA through the Department of Defense Sexual Assault Advocate Certification/Credentialing Program (D-SAACP) or an agency approved by Headquarters Marine Corps.

Installation SARCs: (NF-4) Completion of a four-year degree in behavioral health or social science AND three years of experience that demonstrates acquired knowledge of one or more of the behavioral health or social sciences equivalent to a major in the field OR an appropriate combination of education and experience that demonstrates possession of knowledge and skill equivalent to that gained in the above. Applicant is required to obtain and maintain certification/credentialing as required by the FY12 NDAA through D-SAACP or an agency approved by Headquarters Marine Corps.

Installation SARCs: (NF-5) Completion of a four-year degree in behavioral health or social science AND four years of experience that demonstrates acquired knowledge of one or more of

the behavioral health or social sciences equivalent to a major in the field, OR an appropriate combination of education and experience that demonstrates possession of knowledge and skill equivalent to that gained in the above. Applicant is required to obtain and maintain certification/credentialing as required by the FY12 NDAA through D-SAACP or an agency approved by Headquarters Marine Corps.

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

Full-time SARCs must receive a local background check prior to credentialing and appointment. Additionally, SARCs receive a National Agency Check prior to being offered the position.

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

In addition to the requirements above, all SARCs receive 40 hours of certified training. The training is certified by the National Organization for Victim Assistance (NOVA). Completion of this 40-hour curriculum, SARC training, and DSAID training is required before SARCs can be credentialed by NOVA and then appointed in writing. Additionally, all SARCs are required to maintain their certification by completing 16 hours of continuing education annually. After receipt of certification, SARCs are required to provide proof of completion of continuing education to NOVA every two years to maintain their credentials.

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

The Marine Corps currently has 40 full-time civilian SARCs. They are all full-time and none of them are deployable.

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

Full-time SARCs are NF-4 or above. Education requirements depend on the position filled and are broken down in item 11a above. All SARCs are required to obtain and maintain certification/credentialing as required by the FY12 NDAA through the Department of Defense Sexual Assault Advocate Certification/Credentialing Program (D-SAACP) or an agency approved by Headquarters Marine Corps.

f. Average caseload and desired caseload;

The average ongoing caseload for a SARC varies. SARCs provide an integrated response capability and system accountability for all awareness, prevention, and response training, and care for adult sexual assault victims. SARCs facilitate victim care by coordinating medical treatment, including emergency care, and tracking the services provided to victims of sexual assault from initial report through final disposition and resolution. Installation SARCs support the installation commander and tenant commanders. Command SARCs serve as the central point of contact within a command.

g. Reporting structure;

Civilian full-time Command SARC have been placed at the Division, Wing, Group and Marine Expeditionary Force levels. Commanding Generals at this level may hire Command SARC who report directly to them. All General Court-Martial Convening Authorities and Marine Expeditionary Unit Commanders are required to appoint, in writing, a Command SARC. Installation SARC work directly for the Installation Commander.

h. How is performance evaluated and how often; and

The performance of a civilian SARC is evaluated on an annual basis, which includes a mid-year review, via a formal HR process.

i. Average length of assignment.

SARCs maintain employment until terminated or they leave the position. The Marine Corps began hiring full-time command SARCs in and therefore cannot provide a length in which they typically maintain employment.