

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

a. Average rank and eligibility criteria:

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.

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

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).

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

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.

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.

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).

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

The Navy currently has 4402 Uniformed SAPR VAs who perform this job on a collateral duty basis and deploy with their units as required.

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

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.

f. Average caseload:

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.

g. Reporting structure:

Regional SARC (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.

h. How performance is evaluated and how often:

Uniformed SAPR VAs receive annual evaluations by their supervisory chain of command.

i. Average length of assignment:

Tours of duty last approximately 3 years. Uniformed SAPR VAs may serve in the position as long as permitted by their commanding officer.

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

a. Average pay grade and eligibility criteria:

Civilian SAPR VAs are hired as NAF-03s (GS-9 equivalent). A minimum of one year specific experience working with victims of sexual assault or working in victim advocacy and victim advocacy services is required.

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

The Regional Human Resources Office advertises the civilian SAPR VA position and uses a credentialing plan to determine eligible candidates. Candidates must submit a Declaration for Federal Employment (which asks about prior misconduct or illegal activities) to NAF HR. The Local Installation FFSC Directors and/or SARC is provided a list of eligible candidates, conduct interviews based on standardized questions and select the best qualified candidates. The 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).

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

Civilian SAPR VAs receive 40 hours of in-person NACP approved SAPR VA training. SAPR VA 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. Civilian SAPR VAs are certified with D-SAACP prior to providing direct services to sexual assault victims.

After 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.

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). This year at the Special Victim Capability Training SAPR VAs received 15 hours of training including SAPR Program Overview & SAPR Policy, Neurobiology of Trauma, Victimology, Victim Rights, & Victim Legal Counsel, Anatomy of a sexual assault criminal case, Working with Sexual Assault Victims, FAP Program Overview, Working with Key Players, and Vicarious Trauma & Self Care.

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

The Navy currently has 77 civilian SAPR VAs. Civilian SAPR VAs do not deploy.

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

There are no age, gender, or education requirements to serve as a Civilian SAPR VA; therefore this data is not tracked by CNIC. Rank is not applicable to civilian personnel. All SAPR VAs are certified.

f. Average caseload and desired caseload:

As the civilian SAPR VAs are recent additions to the SAPR program, their caseloads vary based on location. Typically, the average caseload is 1-2 open cases. As they become integrated into the 24/7 response watch bill, their caseload may increase.

g. Reporting structure:

Regional SARCs (RSARCs) oversee implementation and execution of SAPR program within their 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 of sexual assault victims with information regarding all Unrestricted and Restricted Reports within 24 hours (48 hours in deployed locations). Personally identifying information (PII) is not provided for the restricted reports.

h. How is performance evaluated and how often:

Regions conduct an evaluation for civilian SAPR VAs biannually.

i. Average length of assignment:

No average length. These are permanent positions that were introduced to the Navy SAPR Program during FY13.

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

a. Average rank and eligibility criteria:

There are no rank/rate requirements to serve as a Uniformed SARC. Effective working relationships between a particular victim and his/her SARC are built on rapport and how comfortable a victim is with their SARC. The SARC's rank, gender, age, or any number of other factors may affect a victim's preference in working a particular SARC. Having a broad spectrum of SARCs in the Region allows the RSARC the flexibility to reassign another SARC according to the victim's preference. SARCs also serve as the SAPR VA when needed and based on victim's preference.

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

Commanders select Uniformed SARCs 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 SARC. Another SARC facilitates ongoing assessment of the candidate's suitability throughout the training process. The Regional SARCs also verify that the Uniformed SARC 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).

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

The Navy SAPR Program requires all SARCs to receive 80 hours of NACP approved training (40 hours of online SARC training and 40 hours of in-person initial SAPR VA training provided by a SARC). SARC training consists training on how to supervise staff, Defense Sexual Assault Incident Database (DSAID), case management, trainer skill building, Sexual Assault Case Management Group (SACMG) facilitation, SAPR Command Personnel cross training (SAPR Point of Contact, SAPR Data Collection Coordinator, SAPR Command Liaison), and other advanced sexual assault topics. All SARCs are certified with the D-SAACP prior to providing direct services to sexual assault victims.

Every two years, SARCs are required to recertify with D-SAACP by completing a minimum of 32 hours of approved continuing education (including 2 hours of mandatory ethics training).

Navy annual SARC Training exceeds the minimum D-SAACP requirements for continuing education. SARCs received a total of 40 hours of in-person training including SAPR program updates, Mock SACMG, Introduction to Victims' Legal Counsel, SARC 101, How to Recruit & Support Unit Victim Advocates UVAs, DSAID & Case Management, Special Victims' Capabilities, Supervision of civilian SAPR VAs, DSAID, Policy Updates, Working in Joint Environments, Working with Navy Operational Support Centers, Preparing for Inspector General (IG) Visits, and Center for Personal and Professional Development Bystander Intervention Training.

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

The Navy has 5 Uniformed SARCs. The Navy does not deploy SARCs. The Navy is in the process of hiring Deployed Resiliency Counselors (DRCs) which are licensed Clinical Counselors. The DRC will receive all

required SARC training and be D-SAACP certified. The DRC will serve as a liaison to the homeport SARC while deployed providing immediate victim response and coordination of allegations of sexual assault while afloat to their assigned ship, under the guidance and direction of the homeport SARC.

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

There are no age, gender, rank, or education requirements to serve as a Uniformed SARC. All of the Uniformed SARCs are currently males, the highest rank is a LCDR, and the highest education is a Masters of Science. All SARCs are certified with D-SAACP.

f. Average caseload:

Average caseloads vary by Region for SARCs, but are approximately 5-10 cases.

g. Reporting structure:

The Uniformed SARCs follow the same reporting structure as the civilian SARCs. Regional SARCs (RSARCs) oversee implementation and execution of SAPR program within their AOR. SARCs are required to maintain a SAPR Program that ensures victims have access to a SAPR VA and/or SARC 24 /7 week 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.

h. How is performance evaluated and how often:

Uniformed SARCs receive annual SARC evaluations and military Fitness Reports.

i. Average length of assignment:

Tours last approximately 3 years.

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

a. Average pay grade and eligibility criteria:

Civilian Regional SARCs and Installation SARCs are hired as NAF-04s (GS-11 equivalent). A minimum of two years experience managing and coordinating sexual assault prevention and response program is required. Minimum of two years specific experience working with victims of sexual assault or working in victim advocacy and victim advocacy services. Previous military SARC experience preferred.

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

The Human Resources office advertises the SARC position and uses a credentialing plan to determine eligible candidates. Candidates must submit a Declaration for Federal Employment (which asks about prior misconduct or illegal activities) to NAF HR. FFSC Directors and/or SARC Supervisor is provided a list of eligible candidates and schedules interviews. RSARC developed standardized questions to be used for interview process throughout the region. FFSC Director and/or SARC Supervisor selects candidate. Once hired, SARCs complete documentation for a National Agency Check (NAC).

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

The Navy SAPR Program requires SARCs to receive 80 hours of NACP approved training (40 hours of online SARC training and 40 hours of in-person initial SAPR VA training provided by a SARC). SARC training consists of training on how to supervise staff, Defense Sexual Assault Incident Database (DSAID), case management, trainer skill building, Sexual Assault Case Management Group (SACMG) facilitation, SAPR Personnel cross training (SAPR Point of Contact, SAPR Data Collection Coordinator, SAPR Command Liaison), and other advanced sexual assault topics. All SARCs are certified through D-SAACP prior to providing direct services to sexual assault victims.

To recertify SARCs complete 32 hours of approved continuing education every two years (including 2 hours of mandatory ethics training).

The SARC Annual Training exceeds the minimum D-SAACP requirement. SARCs receive an annual 40 hour advanced training that focuses on sexual assault response and prevention techniques. The training ensures a consistent message across the Enterprise and allows SARCs an opportunity to speak directly with other stakeholders, share ideas, and network with SARCs in other regions.

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

There are currently 81 civilian SARCs and 2 vacancies. The Navy is able to deploy SARCs as needed. The Navy is in the process of hiring Deployed Resiliency Counselors (DRCs) which are licensed Clinical Counselors. The DRC will receive all required SARC training and be D-SAACP certified. The DRC will serve as a liaison to the homeport SARC while deployed providing immediate victim response and coordination of allegations of sexual assault while afloat to their assigned ship, under the guidance and direction of the homeport SARC

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

There are no age, gender, or education requirements to serve as a Civilian SARC; therefore this data is not tracked by CNIC. Rank is not applicable to civilian personnel. There are 11 male SARCs and 71 females and the highest education is a Doctorate. All SARCs are certified with the D-SAACP.

f. Average caseload and desired caseload:

Average caseloads vary by Region for SARCs, but are approximately 5-10 cases.

g. Reporting structure:

Regional SARCs (RSARCs) oversee implementation and execution of SAPR program within their AOR. The RSARC provides the Regional roll ups to CNIC SAPR HQ including data collection for all sexual assault cases in their AOR. SARCs are required to maintain a SAPR Program that ensures victims have access to a SAPR VA and/or SARC 24 hours/7 days per week 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 of sexual assault victims with information regarding all Unrestricted and Restricted Reports within 24 hours (48 hours in deployed locations). Personally identifying information (PII) is not provided for the restricted reports.

h. How is performance evaluated and how often:

Regions conduct biannual evaluations for SARCs. GS SARCs are in the region are also evaluated at the six-month and one year marks through the GS IPMS process

i. Average length of assignment:

These are permanent positions.