

ENCLOSURE 4: NATIONAL GUARD BUREAU





NATIONAL GUARD BUREAU

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MAR 01 2012

MEMORANDUM FOR THE UNDER SECRETARY OF DEFENSE, PERSONNEL AND
READINESS, 400 DEFENSE PENTAGON, WASHINGTON DC 20301

SUBJECT: Transmittal of Fiscal Year 2011 National Guard Bureau Sexual Assault
Prevention and Response Report

1. Reference memorandum, OSD(P&R), 8 Sep 11, subject: Data Call for the Fiscal Year (FY) 2011 Department of Defense (DoD) Annual Report on Sexual Assault in the Military.
2. Enclosed, please find the combined Army and Air National Guard input for the subject report.
3. The point of contact for this action is the National Guard Bureau Sexual Assault Prevention and Response Chief, Ms. Jane Lux, 703-607-0577, or jane.lux@us.army.mil.

Encl


CRAIG R. MCKINLEY
General, USAF
Chief, National Guard Bureau

CF:
DoD Sexual Assault Prevention and Response Office (w/encl)

Fiscal Year (FY) 2011 DoD Sexual Assault Prevention and Response (SAPR) Program Review National Guard Data Call for Sexual Assaults in the Military: Instructions and Templates

Executive Summary

The National Guard Bureau continually strives to ensure that every Army and Air National Guard Service member, who is a victim of sexual assault, is protected, treated with dignity and respect, and provided support, advocacy, and care. It is the National Guard (NG) goal to have its leaders in every state, territory, and the District of Columbia (hereinafter called the states), create a climate that is intolerant of sexual assault.

The NGB Sexual Assault Prevention and Response (SAPR) program mission is to ensure immediate response capability for each report of sexual assault involving a NG Service member in the 54 states and to provide program policy guidance for Title 32 situations under the governor's authority.

To further the DoD-wide strategic goals of increasing victim confidence in reporting, and reducing sexual assault incidents, NGB focused on improving sexual assault prevention training during FY11. This goal met Army and Air Force (AF) SHARP and BIT prevention training requirements. The goals to reduce sexual assaults and increase reporting are addressed through increased prevention training at the unit and command levels.

NGB SAPR worked closely with DoD SAPRO during FY11 to increase reporting victim response services by publicizing the release of the DoD SAFE Helpline throughout the NG. The new resource was well received by NG Service members and serves as a valuable tool for NG members in communities where they often do not have active duty installations to provide care and counseling that is available when the NG member is on active duty orders.

The focal event for FY11 was the inaugural NG SAPR Leadership Summit. It was held in Washington DC on 1-2 Nov 10 with nearly 100 SARCs and 200 state leaders in attendance. The goals of the summit were to ensure NG leaders understand their roles and responsibilities regarding the care and treatment of sexual assault victims, ensure leaders understand their roles and responsibilities in investigating and reporting allegations of sexual assaults, and provide an understanding of sexual assault prevention that can be incorporated into a concept of composite risk management to increase readiness for combat. The Summit evaluations indicated an overall 95% favorable response of the Summit from participants. This opportunity for leadership training was made possible with funding provided to NGB SAPR from DoD SAPRO.

As part of the strategic goal for program oversight that will improve reliability and sustainment of SAPR services, NGB participated in important Working Integrated Product Team (WIPTs) meetings at the DoD SAPRO level to address future

requirements for case documentation, victim advocate credentialing, and victim assistance standards. These guidelines and program standards serve to improve Sexual Assault Response Coordinator (SARC) and Victim Advocate training opportunities. It is important that the NG SAPR program is represented, recognized and understood at the DoD SAPRO and active duty level for its unique and distinct state operated program. The WIPT involvement establishes communication channels and partnerships with the Departments of the Air Force, Army, and Navy and other national programs associated with SAPR.

The strategic goal of educating stakeholders was met during FY11 through the reorganization of functions and responsibilities among J1 and A1 SAPR, and G1 SHARP. This reorganization serves to educate Service stakeholders by improving knowledge and understanding through pro-active communication. There is increased communication by the ARNG and ANG with their parent Services that allows for a better understanding by the AC of the challenges faced by the ARNG and ANG.

1. Program Overview

1.1. Please provide a general overview of your Service's SAPR program. This overview should include such information as:

- **Authorizing Service regulations and/or instructions and dates of publication**
- **General organizational structure of your Service SAPR program and personnel (e.g. Installation Sexual Assault Response Coordinator (SARC) and Victim Advocate (VA) structure, mid-level program management [if any], and program management) as well as a brief description of how this structure changes in deployed environments**
- **Other personnel involved and their roles in your Service's SAPR Program**
- **Other (Please explain)**

The National Guard Sexual Assault Prevention and Response (SAPR) program provides sexual assault victim response and prevention training when NG Service members are in Title 32 status under the authority of the Adjutant General (TAG) and the governor. There are 54 state programs that fall under the National Guard Bureau's oversight.

The DoD SAPRO program guidance applies to NG members who are sexually assaulted when in "active service", as defined in paragraph 2.2 of the DoDI 6495.02, reference (101) (d) (3) of Chapter 47 of the Title 10 Code. The DoD guidance is not applicable when the NG Service member is on a State Active Duty (SAD) mission. However, depending on individual states, the SARC and Victim Advocates (VAs) often provide referrals and resources from state and local sexual assault coalitions if a Service member is sexually assaulted as a civilian or while on a SAD mission.

Title 32 status SAPR requirements for prevention and response resources apply to Army National Guard (ARNG) and Air National Guard (ANG) Service members when they are on active duty or full time National Guard duty. SAPR resources are in place in the 54 states for

response during Inactive Duty Training (IDT), Annual Training (AT), Active Duty Operational Support (ADOS) Active Guard Reserve (AGR), or when performing active duty (Title 10) for less than 30 days. Additionally, SARCs and VAs are available for support during drill weekends, if the member was sexually assaulted as a civilian, and readiness is compromised when the individual attends drill. Active duty Army and Air Force (AF) prevention training requirements apply to the ARNG and ANG and are delivered during annual training or drill weekends.

When ARNG soldiers are on Title 10 orders for over 30 days, Army Regulation 600-20 Chapter 8, 4 Aug 11 is applicable and provides guidance on program execution requirements for prevention and response. ANG airmen follow Air Force Instruction (AFI) 36-6001, 29 Sep 08, which applies to ANG members when in federal service. The AF considers the ANG a major command that is a reserve component of the AF. AFI 36-6001 is the authority for program execution requirements for the ANG. There are a variety of SAPR policy memoranda signed by the Chief, National Guard Bureau (CNGB) and directed to TAGs of the 54 states, which since 2006 have provided program implementation guidance and requirements. Additionally, many of the 54 states have written their own state SAPR program policies and Standard Operating Procedures (SOPs) that provide additional Title 32 guidance for their specific state areas of responsibility.

The organizational structure for the NGB program is divided by functions. NGB-J1-SAPR handles policy, SARC training responsibilities, data tracking and reporting, and represents NG interests with DoD SAPRO. ARNG-G1 SHARP and ANG/A1 SAPR handle their Service specific program execution, and respond to Service specific issues with the parent Service. The NGB SAPR Program Chief works closely with the ARNG-G1 SHARP Branch Chief, and the ANG/A1/S SAPR Program Manager to provide SARC guidance and program oversight, and coordinate training for the 54 Joint Force Headquarters-State(JFHQ-State) and 90 ANG Wings.

Each state has a primary SARC located at the JFHQ-State. This position is usually a full time dual status military technician at the GS11 level, who is hired by TAG and trained IAW DoD SARC training standards by NGB SAPR. The JFHQ-State SARC functions as the installation (state) SARC. TAG of each state has the option of hiring either a member of the ARNG or ANG to serve in the capacity of SARC for the state. The JFHQ-State SARC may also be in a non dual status civilian technician position that does not have Title 32 military responsibilities. Those positions are low in number because the non dual status civilian positions are limited in the states. Some states have appointed AGR members as the SARC, but those individuals usually have collateral duties in addition to their SARC responsibilities. The JFHQ-State SARC serves as the state SAPR program manager and is responsible for reporting all ARNG/ANG state sexual assault reports to TAG.

The ANG SARC is also a full time military technician, but has the SARC duties included as part of his/her overall Wing Executive Support Officer (WESO) GS12 position description. The AF requirements dictate that the SARC be the rank of at least a captain or a GS 12 civilian position, reporting to the vice wing commander. The WESO position description met the AF rank/grade requirements in 2006 when the SARC duties were assigned to the WESO. NGB

SAPR also trains the ANG SARC with the JFHQ-State SARC to ensure communication and reporting responsibilities for the entire state SAPR program are utilized and wing commanders coordinate response and reporting with TAGs JFHQ-State program manager.

The ARNG requires a Deployable SARC (DSARC) at the brigade level. This individual usually serves as a VA for the state when not on Title 10 orders. Additionally, ARNG requires two VAs at each battalion. Many units choose to have additional VAs trained at lower level units based on geographical dispersion or training requirements.

The ANG has a minimum of two VAs at each ANG wing in the state. The JFHQ-State SARC maintains a list of all ARNG and ANG VAs for the state, and coordinates a joint response capability with the ANG SARC if a sexual assault occurs and needs a cross-Service VA. When deployed, the ARNG DSARCs act as a true Army DSARC and report to the theatre SARC, as well as the combatant commander. If a dual status ARNG JFHQ-State SARC deploys with his/her assigned unit, TAG will appoint an alternate JFHQ-State SARC to be trained, and assume duties for the state to cover while the other SARC is deployed. Usually the JFHQ-State SARC does not perform SARC duties while deployed.

If an ANG SARC deploys as a SARC, he/she will serve as an AF SARC and perform only SARC duties in the deployed environment. Usually ANG SARC do not deploy for more than six months.

2. Institutionalize Prevention Strategies in the Military Community

2.1. Under the Department's adopted "The Spectrum of Prevention," and its 6 components, describe the policies, procedures, and initiatives implemented or advanced during FY11 to prevent sexual assault. For the purposes of this report, prevention is defined as those policies, procedures, and initiatives designed to stop the crime before it occurs. If "awareness" activities are discussed here, please describe the aspects of the awareness activities that meet this definition of prevention.

2.1.1. Identify efforts by your Service to promote prevention.

The inaugural NG SAPR Leadership Summit was held in Washington DC on 1-2 November 2010, with nearly 100 SARC and 200 state leaders in attendance. The goals of the summit were to ensure NG leaders understand their roles and responsibilities regarding the care and treatment of sexual assault victims, ensure leaders understand their roles and responsibilities in investigating and reporting allegations of sexual assaults, and provide an understanding of sexual assault prevention that can be incorporated into a concept of composite risk management to increase readiness for combat.

The Army and AF have held SAPR Senior Leadership Summits in the past for their leadership, however, the active component Summits do not address the unique program implementation challenges that face the NG when in Title 32 status. Additionally, Army and AF do not have sufficient space to include all NG state leaders in their Summits. The NG specific SAPR Leadership Summit provided a forum to initiate change in state organizational practices that emphasize prevention of sexual assault. The event allowed the JFHQ-State SARC and ANG wing SARC to communicate with their state leaders the importance of prevention programming as a means to ensure readiness and retention, and promote culture change.

The NGB Joint Senior Leadership Conference (JSLC) was held in Washington DC two weeks after the inaugural SAPR leadership Summit. General Craig R. McKinley, CNGB, used the venue as an opportunity to bring the issue of SAPR programming to state TAGs. He requested that the NGB Public Affairs Office (PAO) create a 10 minute video of his remarks at the Summit with highlights of key messages from the event. This video was shown at the JSLC in an effort to bring additional attention to the need for ensuring all sexual assault prevention training is addressed annually.

The very nature and structure of the NG Title 32 SAPR program requires that JFHQ-State and ANG SARCs foster coalitions and networks with both their active component counterparts, and also with civilian sexual assault prevention coalitions. Since over 80% of NG members are civilians most of the time, they may be sexually assaulted while in a non duty status. The NG SARC often is the first source of help to the traditional NG member. In order to provide help to the survivor who was sexually assaulted while in civilian status and to ensure readiness during inactive duty training and annual trainings, the SARCs must network with their civilian resources to provide referrals to those who do not qualify for government or military funded counseling or medical care.

During FY11, the ARNG and ANG followed the lead of their parent Services by instituting Service specific sexual assault prevention training at the unit level to strengthen individual knowledge and skills as the basic level of "The Spectrum of Prevention."

Prior to FY11, the National Guard had its own Bystander Intervention Training tool that was utilized by many ARNG and ANG units for annual SAPR training requirements. However, with the implementation of Army's SHARP training videos, and AF's Bystander Intervention Training (BIT) specific curriculum requirements, both the ARNG and ANG moved to utilize the training resources of the Army and AF.

As a result of the active duty prevention initiatives, the ANG currently has trained 300 BIT Facilitators over the past two years with approximately 95 more scheduled for training in FY12. During FY11, ARNG provided guidance to all ARNG units to use the three-tiered SHARP prevention videos at the individual, unit, and leadership levels to influence prevention by strengthening individual knowledge and skills, and working to change organizational practices at the leadership level.

2.1.2. Identify the ways your Service is changing organizational prevention-based practices.

The NG ARNG and ANG SAPR programs are working to hold state leadership responsible for implementation of unit level sexual assault prevention training within each state unit and wing. Although there are many challenges to complete SHARP and BIT training during the limited training hours available for IDT, CNGB and the Directors of the ARNG and ANG are monitoring the progress of prevention training for each state. This emphasis from top NG leadership places responsibility on the state leadership and wing to work toward changing a climate within their command that may allow behavior that could lead to an incident of Sexual Assault.

Since both ARNG SHARP and ANG BIT include leadership training modules, changing the NG organizational prevention practices means that leaders receive the same information that their soldiers and airmen receive on how to safely prevent sexual assaults.

The ARNG began the implementation of the Army SHARP Initiative by conducting the three tiered Annual Refresher Unit Training Model which included a Leader's Training Module, Individual Training Module and an Interactive Team Bound Training Module. The change to the ARNG organizational practice is to combine the two areas of sexual harassment and sexual assault prevention by encouraging and teaching bystander intervention skills.

2.1.3. Describe the methods used to foster prevention-related coalitions and networks (i.e., Name prevention subject matter experts consulted and involved at the Service level).

Since the NG is state based, the method used to foster prevention-related coalitions and networks is the development of Memoranda of Agreements (MOA) and Understanding (MOU) by the JFHQ-State SARC for interaction, resources, and response capability with the state coalitions covering the entire state. The ANG SARCs are installation based and will often work locally with civilian resources or co-located active duty AF installations to foster prevention related networks.

Meetings of the state level monthly case review board - including ARNG, ANG, and Joint personnel under the TAG – are often the opportunity used to develop relationships with subject matter experts (SMEs) from state and local law enforcement, state Attorney Generals, local and state-wide rape crisis centers, district attorney's offices, etc. Additionally, many states have scheduled nationally recognized prevention related SMEs, and DoD SAPRO speakers to address state leaders and commanders at special annual leadership meetings. Some SMEs used at individual state leadership and unit level prevention trainings during FY11 were:

- "Sex Signals" – Catharsis Productions;
- "Improv 101"- Craig Zablocki;
- "Can I Kiss You?" – Mike Domitrz;
- Dr. David Lisak,
- DoD SAPRO, Dr. Kaye Whitley and Dr. Suzanne Holroyd;
- Gail Stern, M.Ed;
- Dorothy Edwards, Ph.D;
- Mr. Russell Strand;
- Anne Munch, J.D.;
- Alan Berkowitz, PhD;
- Teresa Scalzo, Esq., Navy Office of Judge Advocate General.

2.1.4. List the prevention education and training initiatives and programs your Service offers for responders, particularly those that impart individual skills associated with bystander intervention or appropriate risk reduction that does not blame victims.

NG SAPR conducted four 40-hour SARC/VA training certification courses in FY11 for a total of 342 ARNG and ANG personnel at National Guard Professional Education Center (NG PEC).

This initial SARC and VA training course meets all DoD standards for SARC and VA training and is specific to the NG. It covers both Army and AF policies for Title 10 deployment and addresses the unique concerns of sexual assault incidents that occur during Title 32 status. All NG SARCs and VAs are taught BIT methods and skills at the initial SARC or VA training. Additionally, many JFHQ-State SARCs and nearly all ANG wing SARCs have attended AF BIT three-day facilitation training that enables them to deliver the AF BIT curriculum.

NG sexual assault responders are primarily SARCs, VAs, and chaplains. Medical personnel in the NG usually do not commonly function as a responder for sexual assault unless they are on Title 10 orders and in a deployed environment. Most NG sexual assault victims use civilian rather than military medical personnel for response when in a Title 32 status. Military medical treatment facilities usually are not available to them when in state rather than federal oversight.

In an effort to maximize resources and instill “train the trainer” capabilities, NGB SAPR staff offered a 24-hour professional development training in January 2011 for state and wing SARCs on skills needed to conduct their own standardized VA trainings in their own states. Then, throughout the FY, NGB SAPR staff assisted JFHQ SARCs in training VAs, for the following states: California, Nebraska, Pennsylvania, Ohio, Michigan, Florida, North Carolina, and West Virginia. An additional 308 VAs were trained at the state and regional trainings conducted by SARCs.

The annual 24-hour SARC refresher training was held in April 2011 in conjunction with other NG programs as part of the Health Promotion and Prevention Training Workshop. There were 133 JFHQ and ANG Wing SARCs in attendance for the training. Other Health Promotion and Prevention Training attendees were substance abuse prevention and treatment outreach personnel, resilience trainers, Directors of Psychological Health, suicide prevention managers, and SARCs. The SARC refresher training blocks were open to other program personnel, and included refresher training on case management, policy, bystander intervention, social norms, organization and development of the program, domestic violence awareness and drug facilitated sexual assault stopping and recognizing victim blaming.

All ANG Service members, including those who are healthcare personnel, security forces, Judge Advocates General (JAG), and chaplains, must participate in BIT at their Wing. The inaugural SAPR Leadership Summit in Nov 10 included some state level JAG and chaplains who gathered valuable information related to the bystander intervention method of preventing sexual assault from some SMEs training at the event and appropriate risk reduction methods.

The ARNG promotes the HQDA SHARP Initiative that includes a three tiered Annual Refresher Unit Training Model which includes a Leader’s Training Module, Individual Training Module and an Interactive Team Bound Training Module. These modules teach individual skills for bystander intervention to prevent sexual assault.

Additionally during FY11, some state ARNG units utilized the interactive “Sex Signals” training for personnel or units during AT in an effort to communicate sexual assault prevention

methods to soldiers.
2.1.5. Identify your Service’s efforts to promote community education in the area of prevention (i.e., Communications, social marketing, and media initiatives).
<p>NGB worked closely with DoD SAPRO to establish a NG specific campaign surrounding the “Hurts One. Affects All.” prevention campaign. NGB tailored the message to use the NG theme “Never Let Your Guard Down.” NG posters and prevention materials were delivered to all states to post in ANG buildings and ARNG armories.</p> <p>Individual state level JFHQs and wing installations promote community education individually using state web pages, Sexual Assault Awareness Month projects and activities, MOAs with local services, Victim Advocate training with local services, utilizing their installation Public Affairs office, speaking at events such as Yellow Ribbon, and utilizing training items that market their contact information.</p> <p>Within the ARNG, the SHARP program has established partnerships and alliances within the ARNG Soldiers Family Support Services, Substance Abuse Program, Suicide Prevention and Psychological Health to further community education about prevention and response resources.</p> <p>ARNG coordinated a communications and marketing plan to promote program awareness and resources. The plan included, but is not limited to: Foundation Magazine, the Guard Knowledge Online website and Joint Services Support/SAPR website. A variety of marketing handouts and posters and presentations have been available at senior leadership events. NGB SAPR closely coordinated with DoD SAPRO to ensure all JFHQ-State SARCs and wing SARCs publicized the release of the DoD SAFE Helpline during the hard release in April 2011 and participated in remote testing of the Helpline prior to release. NGB PAO also coordinated with OSD PAO to ensure that the widest range of markets throughout the NG was notified of the new resource for military sexual assault survivors.</p>
2.1.6. Describe the ways that your Service is strengthening Service member knowledge and skills (i.e., Bystander intervention).
<ol style="list-style-type: none"> 1. Discussing the importance of the SAPR program at Leadership events i.e. JSLC and SAPR Leadership Summit 2. Ensuring we have qualified and trained SARCS and VAs to assist in BIT 3. ANG provides pre-deployment Computer Based Training (CBT) per AF requirements 4. Pre/Post deployment briefings on SAPR resources and POCs at Yellow Ribbon Events 5. Tracking and providing briefings for first responder trainings per request
2.1.7. Other (Please explain).
N/A
2.2. List all studies of sexual assault prevalence and/or prevention programming effectiveness supported or performed by your Service.
N/A

<p>2.3. Describe any plans for Service actions in FY12 related to the prevention of sexual assault.</p>
<ol style="list-style-type: none"> 1. Continued focus from NGB Senior Leadership on progress toward ARNG and ANG completion SHARP and BIT requirements. 2. Continue with schedule to train JFHQ-State and ANG Wing SARCs at three standardized NG SARC trainings during FY 12. 3. Hold second NGB SAPR Leadership Summit for new state leadership who were unable to attend inaugural Summit. 4. NGB is planning its FY12 annual Professional Development conference. This training event is a collaborative event that will serve as an opportunity in April 2012 to meet SARC annual refresher training requirements. 5. During April's SAAM observances, there are plans to provide public service announcements about sexual assault prevention via the Joint Services Support web site that reaches families and Service members in both ARNG and ANG.
<p>2.4. Describe any treatment or rehabilitation programs implemented by your Service for those Service members who have been convicted of a sexual assault. Include any educational programs designed to change the behavior of those members issued non-judicial and/or administrative punishments for an offense related to a DoD report of sexual assault.</p>
<p>N/A</p>
<p>3. Increase Climate of Victim Confidence Associated with Reporting</p>
<p>3.1. Provide major steps taken to publicize and encourage the use of both reporting options (Restricted and Unrestricted) by Service members (i.e., Local command initiatives that demonstrate the commander's role in creating a climate of confidence).</p>
<p>Both ARNG and ANG are addressing the challenge to increase victim confidence associated with reporting. By holding commanders accountable to participate in AF BIT and Army SHARP leadership training modules, soldiers and airmen see that sexual assault prevention and response is important to ensure victim retention and unit cohesion. If command understands the difference between restricted and unrestricted reporting as well as the need to protect the desires of the victim/survivor, then the commander will promote an environment that is more conducive to individual reporting.</p> <p>The release of the DoD SAFE Helpline during FY11 was a major step that allowed for more publicity of sexual assault reporting options in the NG. Each joint state NG SAPR program was able to provide resources to their soldiers and airmen through PSAs, billboards, and specialized attention during SAAM events.</p>
<p>3.2. Discuss Unrestricted and Restricted Reporting process challenges encountered, as well as the solutions your Service developed and implemented during FY11 within the context of:</p>
<p>3.2.1. Joint environments.</p>
<p>There are no restricted or unrestricted reporting option challenges for the NG Soldiers and Airmen when they are in joint Title 32 status in their home states, other than determining whether or not there are entitlements available from the federal or state. The NG program</p>

execution is Service specific, but the Services work jointly as National Guard Service members with the same Service resources and reporting options when they are under the oversight of TAG in Title 32 status. NGB has established JFHQ-State SARC positions in each state that serve as the central point of contact for the ARNG and ANG SAPR program at the state level, and collateral duty ANG wing SARCs offer support at each ANG wing installation.

When ARNG and ANG members are on Title 10 orders for CONUS training, active duty installation SARCs occasionally are unaware that NG members are afforded the same reporting options as active duty. In an effort to effect change, the ARNG and ANG work with DA and DAF to ensure active duty installations SARCs receive training on how to handle cases involving ARNG and ANG members while on orders.

Among ANG members, we sometimes have deployment requests for SARC/EO personnel in joint deployed environments. The Air component has not combined these roles because of potential challenges handling unrestricted and restricted sexual reports that can be a conflict of interest with a SARC and EO Specialist. As a result, the ANG is usually not able to fill this combined SARC/EO position in a deployed joint environment.

3.2.2. Combat Areas of Interest.

At this time, NGB SAPR does not have visibility of sexual assault reports involving NG Soldiers and Airmen when the assault is reported on orders to a Title 10 SARC in a deployed environment. Efforts have been made to promote case and record transfers between deployed SARCs and the JFHQ-State SARCs, but consistent case transfer and SARC notification from active duty SARCs to Title 32 state or wing SARCs only occurs occasionally. Visibility and case transfer happens more often if the deployed SARC is a NG SARC because they have been trained by NGB SAPR and know the need to secure benefits for the Soldier/Airman through the LOD process when the member returns to Title 32 status. Because there is no consistent training or system for case transfer for the active component handling a sexual assault of a NG Service member, the active duty SARCs are often unaware that the victim should be offered case transfer to home state SARCs for follow on services. Handoff of cases should be accomplished more easily once the Defense Sexual Assault Incident Database (DSAID) is implemented.

3.2.3. Tracking victim services.

There is no accurate or consistent mechanism for tracking ARNG or ANG victim services at this time for sexual assaults that occur when soldiers and airmen are assaulted on Title 10 orders with the active component. NG is waiting for implementation of DSAIDS which hopefully will alleviate the issue.

Current procedures are not defined for the active duty Services on how to pass information back to the JFHQ-State SARCs for tracking of NG victims assaulted while deployed or at training on Title 10 orders.

The ARNG and ANG are working with the active duty Services to develop procedures to facilitate notification and contact of state NG SARCs to ensure continuity of care and tracking of services.

<p>3.2.4. Restricted Reporting in any environment (including known incidents, if any, where the confidentiality of the report was breached for any reason).</p>
<p>There has been progress since DoDI 6495.02 was revised in November 2008 to mandate changes to the AC's Line of Duty (LOD) process to include options for restricted reporting of sexual assaults. However, the system is not fail safe in guaranteeing confidentiality for the victim. There are no known incidents at this time where a report of confidentiality was breached; however, there may be potential for that happening when unit clerks may have access to restricted reporting LOD modules and a traditional LOD process does not require investigation by command. The ANG LOD process does not have online electronic capability as the ARNG system has and must be initiated by one individual in the ANG LOD division. The individual has completed SARC course work.</p> <p>Also, some have expressed concern that if they seek counseling for trauma due to a sexual assault, their restricted report may be breached when filling out their security clearance information which requires disclosure of counseling. This has become a recent concern of victims/survivors in preparing clearing documentation.</p>
<p>3.2.5. Other (Please explain).</p>
<p>N/A</p>
<p>3.3. Describe efforts, policies, and/or programmatic changes taken to improve Service member confidence and/or victim participation in the investigative and military justice processes.</p>
<p>Not available.</p>
<p>3.3.1. Describe how your Service is addressing the number of victims that decline to participate in the military justice process each year.</p>
<p>The military justice process is available only to those members who were sexually assaulted in Title 10 status. It is unknown how many NG members have declined to participate in those processes or civilian criminal prosecutions reported in the states.</p>
<p>3.4. List initiatives and programs implemented to reduce the stigma associated with reporting sexual assault.</p>
<p>The ARNG is currently taking part in the Army's anti-stigma campaign and has assigned an ARNG officer to serve as a member on the taskforce.</p> <p>In the small group, gender and rank segregated BIT conducted by ANG, the opportunity for smaller educational settings allows for better anti-stigma messaging. Additionally, having trained professional SARCS furthers education to reduce stigma at the ANG wing installation level.</p>
<p>3.5. Describe any plans for Service actions in FY12 to increase a climate of confidence associated with reporting.</p>
<p>Sexual Assault Awareness Month in April 2012 offers opportunities to increase confidence associated with reporting through state and national activities. There are tentative plans to hold an online virtual conference for NG soldiers and airmen during second or third quarter of</p>

FY12. This virtual online conference could be taped and available for viewing to the field at various times during the month to highlight reporting options and use of the DoD SAFE Helpline.

Additionally, the ARNG and ANG will continue to monitor required training to ensure that personnel executing at the state and wing level have met SHARP and BIT training which will increase the climate of confidence.

4. Improve Sexual Assault Response

4.1. Describe the policies, procedures, and initiatives implemented or advanced during FY11 to respond to, or improve the response to, allegations of sexual assault.

During FY11, NGB SAPR provided a professional development seminar for trained SARCs on how to create their own state level VA training that met DoD VA standards and included subject matter experts to deliver blocks of training on sexual assault trauma, medical procedures, investigative and legal procedures. To ensure the state met specific standards, NGB SAPR instituted a process for approval of agenda and content and oversight by the NGB training manager and Service program managers. This process is meant to ensure specific standards for sexual assault response are taught to VAs in state level trainings. The procedure for approval must be met before an NGB VA certificate will be issued to VAs attending state level trainings. Additionally, when a SARC holds his/her first VA state training, an NGB SAPR staff member attends for oversight and adherence to standards.

NGB SAPR also participated on the DoD Working Integrated Product Teams (WIPT) for setting victim assistance standards and provided input and NG specific issues related to VA credentialing. This involvement at the DoD SAPRO level by the NG, ensures initiatives and procedures advanced for responding to sexual assault is consistent across the military Services.

The NGB SAPR Leadership Summit addressed improving response from the “top-down” in the NG. Sexual assault response improves when leadership is actively involved in their oversight responsibilities. When leadership receives training on sexual assault awareness and prevention from nationally known subject matter experts, they gain a depth of knowledge and understanding that encourages active oversight and involvement.

The Line of Duty process that allows for equal benefits of NG Services members who are sexually assaulted in a duty status has also provided improved response capability.

4.2. List the number of new SARCs (include Deployable) and VAs (include Deployable) trained; the types of training received, which must include refresher training; and if the training was received prior to deployment.

4.2.1. SARCS

NGB SAPR trained JFHQ SARCs, ANG Wing SARCs, and ARNG DSARCs at four, 44 hours of initial training during FY11. All initial training by NGB SAPR is conducted prior to deployment.

Currently ANG SARCS are only being deployed on AF SARC shortfalls.

<p>4.2.1.1. List the number of new personnel trained.</p> <p>SARC Initial Training Numbers Total for NGB: 90 Primary JFHQ SARCs: 24 Alternate/assistant JFHQ SARCs: 23 ARNG DSARCs: 31 Primary ANG Wing SARCs: 24 Alternate Wing SARCs: 19</p> <p>ARNG SARC/SHARP Specialist – 80 hour SARC/SHARP course – 105</p> <p>Annual Refresher Training: 24 hours for JFHQ and ANG Wing SARCs: JFHQ SARCs: 66 ANG Wing SARCs: 53</p>
<p>4.2.1.2. Provide the types of training received (i.e., initial, refresher).</p> <ol style="list-style-type: none"> 1. SARCs and VAs receive initial training – minimum of 40 hours. Additional 4 for SARCs. 2. SARCs receive annual refresher training – minimum of 24 hours 3. Many JFHQ-State SARCs have attended an additional 80 hours of Army’s initial SARC/SHARP Specialist Training 4. SARCs attended 24 hours of “train the trainer” to conduct VA standardized training at NGB’s Professional Development Seminar 5. Both ANG and some JFHQ-State SARCs attended AF 24-hr BIT Facilitation Course training. 6. Each month, NGB SAPR conducts 1.5 hr monthly conference calls conducted with state and Wing SARCs 7. Data input training conducted via DCO by NGB SAPR Staff after initial SARC training 8. JFHQ state and Wing SARCs are responsible for providing a minimum of 8 hours annual refresher training to their VAs within their AOR
<p>4.2.1.3. Indicate if training occurred prior to deployment.</p> <p>Both ARNG and ANG SARCS receive NGB Initial SARC training prior to deploying. However, if an ANG SARC deploys as an active duty AF SARC, the Service member currently needs to a waiver to deploy without the additional AF Air University SARC course training. If an ARNG unit does not have a trained DSARC in place, training is provided at the active duty Army installation mobilization station.</p>
<p>4.2.2. VAs (include Deployable).</p> <p>ANG VAs have not deployed as victim advocates. They deploy in their Air Force Specialty Code (AFSC) assigned and then can identify at the deployed location as a VA when they arrive. The SARC in a deployed location would have the responsibility for ensuring the individual was current on training and provide any additional training needed in theatre.</p> <p>ARNG VAs do deploy and are included in the following numbers of ARNG VAs trained.</p>
<p>4.2.2.1. List the number of new personnel trained.</p> <p>Total VAs trained by NGB: 221</p>

<p>Total VAs trained in state trainings: 308</p> <p>Initial VA training for ARNG By NGB: 177 In State VA trainings: 242</p> <p>Initial VA training for ANG: By NGB: 44 In State VA trainings: 66</p>
<p>4.2.2.2. Provide the types of training received.</p> <p>VAs receive an initial 40 hours of VA Training and receive a minimum of 8 hours Annual Refresher Training conducted by their JFHQ-State or Wing SARC.</p> <p>The content and subjects covered during the VA refresher training is determined by the SARC who has oversight of the VA.</p>
<p>4.2.2.3. Indicate if training occurred prior to deployment.</p> <p>ANG has not deployed any personnel in the role of a Victim Advocate to the knowledge of the ANG SAPR program manager. However, if an ANG VA does deploy, training would occur prior to deployment to meet AF standards.</p> <p>ARNG VA training also occurs prior to deployment, however, if a unit does not have a trained or qualified VA required at a specific unit, training may also be provided at the Army mobilization station.</p>
<p>4.3. List the number of personnel who received sexual assault training:</p> <p>There were 79 SARCs trained at the NG Professional Development Workshop in FY11 in January 2011. This training was offered as continuing education for SARCs and provided a “train the trainer” experience for JFHQ SARCs, assistants, and wing SARCs on planning, coordinating, and conducting their own state level VA standardized VA training that meets DoD VA credentialing requirements.</p>
<p>4.3.1. Commanders (i.e., Pre-command, Flag and General Officer).</p> <p>Approximately 237 NG leadership personnel attended the inaugural SAPR Leadership Summit in November 2010. Those included 111 field grade officers, 48 senior enlisted, 4 chief warrant officers, 39 senior staff at the state and/or wing, 26 major unit or installation commanders, 13 state level general officers, 6 NGB general officers, and 3 senior enlisted.</p> <p>During the fourth quarter of FY11, the ANG quarterly data report included a total of 312 commanders were trained at ANG commanders call. Estimates for the first through third quarter of the year would be an additional 900 commanders in the ANG received SAPR training.</p>
<p>4.3.2. Criminal investigators.</p> <p>N/A – National Guard has CID units in four states and active duty OSI units co-located at a</p>

<p>some AF/ANG installations. The active component CID/OSI have oversight and authority for case assignment in those states and installations. Investigative resources are usually limited to civilian law enforcement or MCIOs when the incident occurred on Title 10 orders. Training is conducted by the AC for investigators.</p>
<p>4.3.3. Law enforcement.</p>
<p>N/A</p>
<p>4.3.4. Medical personnel.</p>
<p>ARNG held a medical personnel conference in April 2011. A local SARC provided a briefing for a workshop at the conference and was able to reach approximately 30 personnel.</p>
<p>4.3.5. Judge Advocates.</p>
<p>NGB Office of the Chief's Counsel held a JAG Conference in March 2011. A specific workshop was offered by the NGB JAG who offers support to SAPR. There were approximately 30 state level JAGs who attended the workshop.</p>
<p>4.3.6. Chaplains.</p>
<p>The Chief, NGB SAPR Office provided a SAPR update brief to approximately 30 ANG chaplains during FY 11.</p>
<p>4.4. Describe efforts to provide trained personnel, supplies, and transportation to deployed units to provide appropriate and timely response to reported cases of sexual assault.</p>
<p>During deployment, NG SARCs and VAs are under active component control and receive supplies and transportation from the Army and AF. Assistance and support are provided by NGB to the deployed SARC upon request if there are specific questions for the home state.</p>
<p>4.4.1. Provide information regarding any existing gaps in supply inventory results, as well as the shortage of supplies, trained personnel, and transportation resources to support deployed units in responding to allegations of sexual assault.</p>
<p>N/A</p>
<p>4.4.2. List the number of victims, if any, whose care was hindered due to lack of available Sexual Assault Forensic Examination (SAFE) kits or other needed supplies, and describe how this information is collected.</p>
<p>NGB is not aware of any victim care that was hindered due to lack of available SAFE kits or other needed supplies. This information would come from the active component.</p> <p>National Guard victims of sexual assault would receive a forensic examination at civilian medical facilities if the assault occurred in a Title 32 status where the military medical treatment facilities were not available to the victim.</p>
<p>4.4.3. For any lack of available SAFE kit cases reported in 4.4.2., describe the measures your Service took to remedy the situation at those locations.</p>
<p>NGB is not aware of any victim care that was hindered due to lack of available SAFE kits or other needed supplies. This information would come from the active component.</p>

National Guard victims of sexual assault would receive a forensic examination at civilian medical facilities if the assault occurred in a Title 32 status where the military medical treatment facilities were not available to the victim.

4.4.4. List the number of victims, if any, whose care was hindered due to the lack of timely access to appropriate laboratory testing resources and describe the measures your Service took to remedy the situation.

NGB is not aware of any victim care that was hindered due to lack of available SAFE kits or other needed supplies. This information would come from the active component.

4.4.5. Describe any medical and mental health treatment programs implemented by your Service to decrease the short-term or long-term impact of sexual assault on victims.

NGB has added Directors of Psychological Health (DPH) contract positions at the JFHQ-State and ANG wings. These positions are a valuable resource and provide assessment for a variety of mental health concerns and issues that present in ARNG and ANG members. The SARCs work closely with those contractors and can recommend assessments to help determine short and long term counseling needs. The DPHs do not provide long-term counseling, however. Those cases would be referred elsewhere and an LOD would be completed if the assaulted happened when the soldier/airman was in a duty status.

An important resource for the Title 32 NG Service member was lost during FY11 by the elimination of Military One Source (MOS) counseling sessions for treatment of sexual assault. The MOS contract scope of work was limited and all sexual assault counseling was deemed to require medical counseling. This severely limits resources for those soldiers and airmen who do not require extensive treatment for a sexual assault incident. Any counseling resources for NG Service members who were sexually assaulted in a duty status must now go through the more extensive LOD process rather than an assessment conducted by a MOS consultant to determine the extent of need for counseling. Not all sexual assault experiences require long term medical counseling care and a valuable resource for NG members was lost by the decision to limit the scope of MOS counseling sessions.

4.5 Describe any plans for Service actions in FY12 to improve sexual assault response.

During FY12, NGB SAPR program representatives plan on conducting at least five staff assistance visits to states that have requested additional help or who may need support in furthering program development. The purpose of each visit is to improve state prevention and response capability.

Additionally, per CNGB request, the NGB SAPR team, with NGB JAG support, is reviewing FY10 and FY11 Title 32 sexual assault reports to determine how states are investigating unrestricted sexual assaults and whether additional trained sexual assault investigators are feasible and possible. Because most Title 32 sexual assault reports do not fall under federal jurisdiction or under the UCMJ, resources for investigation may be limited if local civilian law enforcement is unwilling to investigate a case.

The goal of the ARNG in FY12 is to support the HQDA SHARP and the NGB SAPR training programs which will provide the workforce with the knowledge and skills to successfully combat sexual harassment and sexual assault within the ARNG workforce and provide the appropriate level of care and support to victims as well as ensuring offender accountability. The training programs will employ a blended approach that includes web-based coursework, formal training, informational learning sessions, and tools or job aides to reinforce the learning objectives. The ARNG plans to improve response and training capabilities by certifying 1000 SARC/SHARP Specialists within the states in the 80 hr SARC/SHARP Specialist Course. The ARNG will continue to support the NGB-J1 SAPR office by assisting in the conduct of the 40-hr JFHQ SARC and state conducted VA training courses.

4.6. Other (Please explain).

N/A

5. Improve System Accountability

5.1. Provide a description of how your Service executes its oversight of the SAPR program. Please include a synopsis of the formal processes, participants, etc. that support oversight of the program.

Midway through FY 11, the NGB J1/A1/G1 leadership decided to divide SAPR program functions and responsibilities among the Joint, ARNG, and ANG policy, manpower and personnel divisions. NGB-J1-SAPR will continue to provide policy and DoD level interaction. Additionally the SARC training responsibilities continue to fall to the J1 SAPR office. The ARNG-G1 and ANG/A1 determined that individual Service program execution responsibilities should fall to their offices for field level execution and interaction and reports for their individual parent Service program offices.

ANG SARCs at the wing level are responsible for ensuring the program at their wing is being executed per AFI 36-6001 for Title 32 situations, as the current AFI is not a Total Force Instruction. ANG SAPR, in the NGB/A1S offices now has primary involvement and responsibility for oversight of the interaction, and program execution. ANG SARCs and VAs coordinate with the JFHQ-State SARC for potential sexual assault response capability across the state. The formal processes for training and reports go through the A1S office.

ARNG-G1 has created a DA SHARP program function within the NGB/G1-HRF office. Oversight for field level program execution implementation of the SHARP program falls to ARNG. At this time, the primary SHARP implementation aspects for ARNG are the prevention training requirements for the three tiers of SHARP training to include leadership, individual, and self study online training for all ARNG members. Response to sexual harassment complaints continue to go to the Equal Opportunity Advisors (EOAs) and State Equal Employment Managers (SEEMs) within the state Title 32 structure under the TAG.

The active duty Army and AF have additional oversight responsibilities by their respective IGs. The DAIG has included NG JFHQ SARCs as part of the inspection program. However ARNG PM has not received a copy of the DAIG checklist or the results from the inspections.

NGB also has a SAPR Advisory Council (SAPRAC) in place. The SAPRAC consists of two JFHQ-State SARC representatives from seven different regions. The SAPRAC meets at least two times each year to discuss program oversight information and regional issues faced by JFHQ-State SARCs.

NGB J1 SAPR was tasked by CNGB to provide a SAPR program status report for each state's annual progress to implement all program guidance, training, and submission of data to NGB J1 SAPR office. The SAPRAC worked with NGB SAPR to develop a set of metrics for program evaluation. The data collection process was initiated and established during FY 2009. The state status report of the metrics is officially reported to CNGB on a quarterly basis during FY11. These measures will serve as a measure of state program development and implementation to provide SAPR program oversight.

5.2. Describe the oversight activities that have taken place during FY11 with the methods or approaches you use to perform oversight, including but not limited to the documentation and outcomes of:

5.2.1. Program management reviews.

The primary program management review oversight activities conducted by NGB SAPR during FY11 came from review of SAPR program metrics collected from JFHQ-State and Wing SARCs. Methods included monitoring the data elements submitted on a monthly basis, and compiling the quarterly data. The data included submission of non PII demographic reports of reported sexual assaults in the state; reporting of SAPR/SHARP/BIT training numbers; approval and oversight of state conducted VA trainings; monthly case review meeting agenda and review of non-confidential minutes; documentation of completion of annual VA refresher training; and participation in monthly SARC conference calls for training updates.

This compilation of state and wing program progress is then sent and briefed to the CNGB, the Director of the NGB Joint Staff, and the Directors of ARNG and ANG.

It is important to recognize that the ultimate authority for state Title 32 program development and oversight falls to the state TAG. NGB provides guidance and program oversight to the states, but has no authority to compel them to make changes because they answer only to the state governor for Title 32 situations.

5.2.2. IG inspections of the program.

The AF MAJCOM IGs conduct Unit Compliance Inspections at the ANG Wings within their specific MAJCOM.

There were no DAIG inspections of the ARNG SHARP program during FY 11.

5.2.3. Other (Please explain).

N/A

5.3. Describe any standards or metrics you have established to assess and manage your Service's SAPR program; if your Service has begun assessing your SAPR program using the standards or metrics established, please describe your assessment findings thus far.

Metrics used include tracking: monthly case review management meetings; reporting and documentation of sexual assault reports in NGB tracking system; meeting ARNG's data call submission for Army's Sexual Assault Data Management System; ANG's progress in meeting AF BIT requirements; ARNG's progress toward meeting Army's SHARP three tier training requirement; participation in SARCs' monthly conference call training; completion of at least one state level VA standardized training each year; and holding at least an 8-hour annual refresher training for state VAs.

The assessment of the metrics shows progress throughout the FY in meeting annual training requirements for BIT and SAPR and Army's SHARP training requirements. However, there has been turnover and change among SARCs that shows that personnel continuity is very important toward meeting requirements for program development. The change in JFHQ-State SARCs was 52% during the year due to transition of SARCs for deployments and personnel changes. There was an additional change of 33% for ANG SARCs. The full DoD SAPR program implementation requires continuity and follow-on by personnel in the SARC role. The National Guard Bureau is assisting states to develop and train new SARCs as they learn their new responsibilities.

5.4.1. Government Accountability Office.

N/A

5.4.2. DoD/Military Service IG.

ANG Wings go through Unit Compliance Inspections (UCIs) by the AF Major Command (MAJCOM) IGs. Individual Wings are meeting compliance standards and passing inspections. Metrics for the UCI are defined in AFI 36-6001, but how they apply to ANG in Title 32 status is often interpreted differently by the different MAJCOM IGs. For those that fall short, they are required to submit a corrective action plan to meet the deficiency. Those plans are reviewed by the ANG SAPR Program Manager to determine effectiveness.

The Army IG included some states in an IG inspection during initial implementation of SHARP in 2009. A response to findings was provided to Army in Jul 10.

5.4.3. Defense Task Force on Sexual Assault in the Military Services

During FY11, NGB SARC/VA training agenda and materials were reviewed by the National Advocate Credentialing Program (NACP) and NGB was granted approval that the training meets initial VA credentialing requirements. DoD SAPRO Oversight Director attended NGB SARC/VA training during FY11 and had the opportunity to observe training in progress.

5.4.4. Other (Please explain)

Metrics for Tracking Training:
ARNG and ANG use two data systems to track the AF BIT and ARNG SHARP three tiered training. Training documentation is input into the AF Advanced Distributed Learning System (ADLS), or ARNG's Distributed Training Management System (DTMS). Training data is input into ADLS by the wing SARC. The unit Training Coordinator tracks the SHARP training in DTMS.

<p>Metrics for tracking Sexual Assault Incidents and Reporting: A standard operating procedures (SOP) directive for reporting sexual assaults to NGB/ARNG/ANG is established. Because there has been no secure data management system for use by NGB, the reports provided only include non PII demographics both both restricted and unrestricted reports. Identifying data is maintained by the reporting SARC and not provided to NGB/ARNG/ANG.</p> <p>The SOP requires SARCs to provide a verbal notification to NGB within 24 hours of being notified of an incident. The SARC then follows Service specific procedures for notifying state and wing leadership depending on whether or not the report is restricted or unrestricted. Within two weeks of initial NGB notification, the SARC is required to enter non-identifying demographic data into a restricted to SARCs website on the SAPR page of the GKO website. Completion of data entry of demographic information is monitored by NGB SAPR staff.</p>
<p>Include: Program metrics for reporting, training, etc.</p>
<p>5.5.1. Describe the research and data collection activities that have taken place within your Service during the past fiscal year.</p>
<p>N/A</p>
<p>5.5.2. Provide the initiation or execution of any survey for the purpose of informing or improving Service SAPR programming, including highlights of available findings.</p>
<p>N/A</p>
<p>5.5.3. Provide the initiation or execution of any empirical research or evaluation project to inform or improve Service SAPR programming, including highlights of available findings.</p>
<p>N/A</p>
<p>5.5.4. Other (Please explain).</p>
<p>N/A</p>
<p>5.6. Provide an update on how your Service has aligned its strategic planning documents to the <i>DoD-Wide SAPR Strategic Plan</i>.</p>
<p>NGB SAPR presented the DoD-Wide SAPR Strategic Plan at the inaugural SAPR Leadership Summit in November 2010.</p> <p>The strategic goals align with the NGB strategic goal to increase and maintain force readiness for all homeland defense and national defense initiatives.</p>
<p>5.7. Describe what measures are taken by your Service to ensure that Service members protected by a military protective order are informed in a timely manner of the member's option to request transfer from the command of assignment.</p>
<p>Soldiers and Airmen who are sexually assaulted in a Title 32 status usually do not utilize military protective orders without also requesting civilian protective orders. Because much of the ARNG and ANG is community based rather than installation based, MPOs may not provide the level of protection a soldier or airman needs.</p>

SARCs and VAs are trained to inform and assist victims who may request both MPOs and CPOs. They work with command and civilian law enforcement as needed to help provide guidance and opportunities to request transfer or levels of protection.

5.8. Describe what steps are being taken to improve the collection of sexual assault data, particularly how your Service is preparing data systems to interface with the Defense Sexual Assault Incident Database.

The NG has not had a database system for Title 32 cases to date that can totally guarantee confidentiality. As a result, the data collected for Title 32 cases has only been non PII data. With the implementation of DSAID, the NG will have a data system that allows for improved collection of sexual assault data. It will not interface with any existing database system of Title 32 cases.

5.9. Explain how your Service is reviewing military justice processes to improve investigations and prosecutions.

Military justice processes do not apply to the NG when on Title 32 status. However, the NGB SAPR and NGB Office of the Chief's Counsel are reviewing the processes used in states to investigate and implement administrative actions against substantiated cases of sexual assault when civilian or military laws will not or cannot apply.

5.10. Describe the policies, procedures, and processes implemented by your Service to monitor sexual assault cases in which the victim is a deployed member of the Armed Forces and the assailant is a foreign national.

N/A – Procedures and processes when a NG victim is deployed falls under the AC for Army and AF.

5.11. Describe any plans for Service actions in FY12 to improve system accountability.

NGB has worked closely with DoD SAPRO to provide input and expertise to include NG information and elements that are unique or different from the AC in tracking fields for the planned implementation of DSAID during FY12. Use of DSAID will improve system accountability for case tracking and reporting.

ARNG will continue to use the Army's SADMS for incidents that happen when the soldier is on Title 10 orders, but will join with ANG for use of DSAID to document and track Title 32 cases.

Additionally, as mentioned in question 4.5 regarding plans to improve sexual assault response during FY 12, it is important for the NG to examine how reports of sexual assault are being investigated in order to improve system accountability. There are situations where local civilian authorities will not investigate a report of sexual assault and military criminal investigators are unable to investigate due to jurisdictional issues. NGB plans to gather more details on what the investigative results were for reported sexual assaults and determine how policy and oversight can improve the process to enhance system accountability.

<p>6. Improve Knowledge and Understanding of SAPR</p>
<p>6.1. Provide examples of your Service’s efforts to leverage senior leadership and unit commanders support of the SAPR program (i.e., Held briefings, attended summits, etc.) to raise Service member’s awareness of sexual assault matters.</p>
<p>NGB SAPR, with ARNG and ANG, have developed and implemented a stakeholder’s briefing, and SAPR Leadership Summits increasing SAPR awareness and response efforts. Stakeholders include: NG Senior Leaders, Yellow Ribbon PM, Family Program Volunteers, Chaplains, NGB Surgeon Office, Office of Chief Counsel, Recruiting and Retention Program (RSP), Directors of Physiological Health, Warrior Transition PM, Office of Special Investigations (OSI), Criminal Investigation Division (CID) and TRADOC LNOs</p>
<p>6.2. Describe the expansion or creation of response-related SAPR communication and outreach activities in FY11, including specific audiences and related goals.</p>
<p>NGB SAPR will partner with DoD SAPRO and NGB Public Affairs Office (PAO) to further market the use and knowledge of the DoD SAFE Helpline by NG Service members. Public Service Announcements (PSAs) will be developed for release during Sexual Assault Awareness Month, April 2012. The PSAs will feature the Chief, NGB and the NGB Senior Enlisted Leader in videotaped messages to further publicize the DoD SAFE Helpline to the states.</p> <p>These communication outreach activities to the field will attempt to reach new NG members for the goal of educating the newest recruits on reporting options and SARC and VA resources in the 54 states.</p>
<p>6.3. Describe the measures of effectiveness for your Service’s outreach efforts (i.e., Surveys) and detail results.</p>
<p>Not available. No surveys conducted due to staffing and funding limitations.</p>
<p>6.4. List active partnerships with other federal agencies, non-federal agencies, and/or organizations for the purpose of research and evaluation in conjunction with SAPR program activities.</p>
<p>N/A</p>
<p>6.5. List participation in congressional hearings, briefings, and congressional staff assistance meetings.</p>
<p>The NGB-J1 Deputy Director, SAPR Division Chief, and SAPR program manager, with the assistance of the NGB Legislative Liaison, responded to a request for information by congressional staff of Senator Kirsten Gillibrand, who had requested information on NGs SAPR program and how it differs in resources and processes from the active component. Additionally, the NGB-J1 SAPR Division Chief had the opportunity in October 2010 to brief three staffers of the House Armed Services Committee in conjunction with other J1 division chiefs. As a result of that briefing, the three staffers attended the opening day of the NGB SAPR Leadership Summit in November 2010.</p>

6.6. Describe any plans for Service actions in FY12 to improve stakeholder knowledge and understanding of the SAPR program.

NGB J1 SAPR and its counterparts in the ARNG and ANG will continue a stakeholder’s briefing, Senior Leaders Training, and Unit Climate Surveys in hopes of increasing SAPR awareness and response efforts. Stakeholders will include: NG Senior Leaders, Yellow Ribbon PM, Family Program Volunteers, Chaplains, NGB Surgeon Office, Office of Chief Counsel, Recruiting and Retention (RSP), Directors of Physiological Health, Warrior Transition PM, Office of Special Investigations (OSI), Criminal Investigation Division (CID) and TRADOC LNOs.

ANG was included in AF SAPR Working Group meetings that included the following stakeholders for the program: JA, Chaplains, OSI, medical personnel, and representatives from the Reserve Component. The purpose of the working group meetings was to develop background and response on AF progress toward meeting recommendations from DTFSAMS, revisions to the DoDD 6495.01, and GAO reports. The group met and provided recommendations for action to a senior level AF Executive Steering Group (ESG). The Deputy Director of the ANG was included as a member of the ESG.

6.7. Other (Please explain).

N/A

7. Lessons Learned and Way Ahead

7.1. Provide a summary discussion of the progress made and challenges confronted by your Service’s SAPR program in FY11.

Our challenges during FY11 came as a result of implementing new Service specific program execution responsibility and implementing the required SHARP and BIT trainings from active duty Army and AF.

Limited personnel resources and training hours during IDT weekends result in challenges in meeting the active components’ suspense dates for completing SHARP and BIT training. The active component has 24/7 capability to meet training requirements, where the NG has one drill weekend each month plus two weeks annual training each year to complete all training requirements – not limited to just SAPR/SHARP/BIT training. The training calendars are established a year in advance, so completing training requirements set by the active component during the same FY may not be possible to put on the drill training calendar, or complete during the same FY. Additionally, ensuring that trained personnel are available to deliver the extensive BIT training for AF required sending over 300 ANG or JFHQ-State members to a three day facilitators’ course.

With that said the ARNG and ANG have done an amazing job and stepped up as always, to meet these challenges and are showing progress toward delivering the active components’ prevention trainings by sometime during FY12.

Through SAPR program execution reorganization of responsibility at NGB, there is increased communication by the ARNG and ANG with their parent Services that allows for a better understanding by the AC of the challenges faced by the ARNG and ANG.

There continues to be improved communication to foster a solution to concerns about case handoff and continuation of victim services from active duty SARCs to the home state Title 32 SARC. There have been more opportunities for ANG SARCs to deploy as full-time AF SARCs. There has also been more dialogue on the implementation of the SHARP Specialist program as it is possible to implement in the Title 32 state structure.

7.2. Supply the status of FY11 plans described in last year's report, including but not limited to:

Last year's report included plans to develop additional training materials, hold a SAPR Leadership Summit and provide funding to increase contract assistant SARC support in the states. The results of those plans follow:

During the first half of FY11, NGB SAPR worked toward development of a 16-hour distance learning course for NGB SARCs and SAPR VAs to provide an additional resource for initial training rather than requiring the entire initial training be conducted face to face. The project was extensive and is nearing completion. However, due to the changes in ARNG requirements to use Army Mobile Training Teams to conduct an 80-hour SARC/SHARP Specialist training, the distance learning course may not be utilized in the future due to changes in the active component's training requirements.

NGB held its first NGB SAPR Leadership Summit for 301 ARNG and ANG leaders and met the goals to instill a better understanding of sexual assault trauma, offender behavior, and involvement of state leadership in order to further develop the SAPR programming and training within their own states.

Additional states hired and trained 23 assistant SARCs to increase prevention and training initiatives. These assistants provide valuable support with the additional requirements from the AC for implementation of SHARP and BIT training.

7.2.1. Prevention.

The ARNG implemented Army's three tiered SHARP training during FY11, as instructed by the AC. The SHARP training includes sexual assault and sexual harassment prevention training. ANG was able to train BIT facilitators to provide the required 90 minutes of segregated gender and rank training specified for the BIT curriculum.

7.2.2. Response.

For FY11, NGB conducted four SARC and VA trainings. They were held at the NG Professional Education Center in Little Rock AR. The trainings are designed to provide the best practices information for NG SARCs covering response for Title 32 needs. Additionally, NGB conducted an annual refresher training conference for all NGB SARCs in April 11 and partnered with Substance Abuse Prevention Program and Directors of Psychological Health personnel to combat drug and alcohol facilitated sexual assaults and facilitate response and

care of sexual assault victims.

ARNG conducted annual awareness training at the ARNG Readiness Center during Annual Sexual Assault Awareness Month (SAAM) in April 11.

A SAPR Communications Plan was disseminated to the state Public Affairs Officers (PAOs) and SARCs for publicizing the DoD SAFE Helpline. Web links will be provided to the SARCs and PAOs for inclusion in state and wing websites.

AF provided communication plans to all AF/ANG channels regarding information released about the AF Gallup Report results of the active component's Incidence and Prevalence of Sexual Assault survey.

7.2.3. Oversight.

In FY11, NGB J1 SAPR began to prepare states to be required to do their own VA trainings. Beginning in FY12, NGB will only train JFHQ-State SARCs, their assistants, and ANG wing SARCs. This was done to increase SARC involvement with their VAs throughout their state, and to own the responsibility of training their own VAs. NGB J1 SAPR conducted a 24-hour "train the trainer" event in January 2011 to provide guidance and support on how to conduct from start to finish, a state level Joint ARNG and ANG VA training, with SMEs providing expertise in specific subjects. As a result of the specialized professional development provided in the "train the trainer" event, NGB was able to instill more confidence in SARCs to conduct their own state level training using state SMEs. There were at least eight state conducted VA trainings to which NGB provided support and oversight, and additional states that collaborated in holding regional VA trainings.

7.3. Summarize your Service's plans for the next three years, including how these efforts will help your Service plan, resource, and make progress toward the five DoD-Wide SAPR Strategic Priorities:

NGBs plans for the next three years are to address concerns and issues for victim response and services that need to be resolved in order to provide the best practices on ensuring that every sexual assault victim is protected, treated with dignity and respect, and provided support, advocacy, and care.

These plans include, but are not limited to:

- Providing regular briefings and updates to NGB Senior Leadership on the status of program implementation in states
- Planning for a change in program emphasis with the CNGB on the Joint Chiefs of Staff per FY12 NDAA guidance
- Evaluating manpower requirements for full-time SARCs and VAs as required in FY12 NDAA
- Conducting state and wing staff assistance visits for program development and oversight
- Continuing to participate in general officers briefings, Service advisory groups, DoD WIPTS
- Provide briefers for EEO, G1, MILPO, HRO, recruiters, JAG annual conferences

- Continue partnerships with Psychological Health and Substance Abuse Prevention programs
- Provide successive NGB SAPR Summits to reach new state level, ARNG and ANG senior leaders on best practices in SAPR information

These activities and efforts will increase knowledge and understanding about SAPR program requirements and how important the program is to change a culture that allows sexual assaults to exist. Sexual assault has been tolerated in the military and society far too long, and by being proactive in addressing myths and inaccurate beliefs about sexual assault, prevention and response will become a part of the new culture that holds offenders accountable and encourages previously uninvolved bystanders to speak up and prevent this devastating criminal act.

The SAPR program is still a relatively young program in the military. In order to plan, resource, and make progress toward the five DoD-wide SAPR Strategic Priorities, the program has to be instilled in the culture where all Service members and senior leaders are aware of, and ensure total implementation and participation in prevention and training requirements.

7.4. Other (Please explain).

N/A