



Enclosure 4: National Guard Bureau





NATIONAL GUARD BUREAU

1636 DEFENSE PENTAGON
WASHINGTON DC 20301-1636

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MEMORANDUM FOR UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND READINESS

SUBJECT: National Guard Sexual Assault Prevention and Response Program Fiscal Year 2018
Review

The National Guard Sexual Assault Prevention and Response (SAPR) Program review is attached for inclusion in the Department of Defense Annual Report on Sexual Assault in the Military.

This report details National Guard efforts to enhance SAPR Program initiatives according to the five goals, overarching tenets, and Secretary of Defense Initiatives for Title 32 Service members.

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Joseph L. Lengyel
General, U.S. Air Force
Chief, National Guard Bureau

Attachment:
As stated

FY 2018 Annual Report on Sexual Assault in the Military Executive Summary: National Guard Bureau

The National Guard saw a gradual evolution of its Sexual Assault Prevention and Response (SAPR) program in Fiscal Year 2018 (FY18). The change included an increase in leadership involvement, enhanced participation in the Department of Defense (DoD) SAPR Office (SAPRO) working group symposiums and roundtables, and revitalizing the National Guard Sexual Assault Prevention Strategic Blueprint.

In keeping with the total force concept, the National Guard joined forces with the Services in the paradigm shift from outreach and awareness to primary prevention of sexual assault. Following DoD SAPRO's lead, the National Guard developed a preliminary draft Prevention Plan of Action that focuses on researching risk and protective factors within a socio-ecological model that make environments statistically more vulnerable or resistant to sexual violence. As a community-based organization with strong partnerships, the National Guard sits in a unique position to join with civilian leaders in a concerted team effort to support progress towards identifying community level risk and protective factors. The National Guard also accepted an opportunity offered by the DoD SAPRO, the Applied Prevention Project. While the Air National Guard leveraged the Air Force's relationship with this project and RAND Corporation, the North Carolina National Guard volunteered to develop a Reserve Component focused integrated strategy. This strategy will concentrate on creating a plan to identify risk and protective factors to reduce male-perpetrated sexual violence towards both men and women.

While the National Guard embraced primary prevention efforts in FY18, victim assistance and advocacy did not wane in its importance. The Kentucky National Guard participated in the beta testing of the DoD Safe Helpline, a service provided by DoD Safe Helpline and operated by the Rape, Abuse & Incest National Network. The Safe Helpline offers a secure, anonymous, moderated community forum where survivors of sexual assault can support each other in a safe, online environment. Feedback from the participants of the beta test resulted in changes to the Safe Helpline prior to implementing it across DoD at local levels worldwide. Additionally, during the National Guard Annual SARC and Victim Advocate Coordinator Refresher training, the National Guard Bureau SAPR Office engaged Mr. Jeff Bucholz, a national expert and President of We End Violence, to present a high-energy lecture entitled "Together We Can: Sexual Violence, Gender, and Responsibility." This presentation focused on examining the messaging men receive from peers, role models, commercials, and other media about masculinity and sex. A reoccurring challenge for the National Guard SAPR program is the existence of geographically isolated units throughout the states and territories. Some states and territories created pools of all National Guard SAPR staff and coordinated with active duty and reserve SAPR personnel to assist in providing timely advocacy to the victims.

In the absence of a Military Criminal Investigative Organization with jurisdiction over victims and perpetrators in a non-Title 10 duty status, the National Guard continued to rely heavily upon the National Guard Bureau, Office of Complex Administrative Investigations (NGB-JA/OCI). This office provided a centrally managed administrative investigative capability in

those cases where civilian law enforcement would not or could not provide effective criminal investigations. The full-time SAPR personnel within the 54 States, Territories, and the District of Columbia National Guard, recognizing the importance of strong relationships with the civilian law enforcement, actively participated in sexual assault response teams and incident counsel.

The National Guard continued to seek means to improve the SAPR program across the 54 States, Territories, and the District of Columbia National Guard throughout FY18. Some of these ways included establishing a new Storyboard to identify trends for senior leadership, conducting quality assurance of the Defense Sexual Assault Incident Database (DSAID), providing information on continuing education for current SAPR personnel, and evaluating and re-establishing the National Guard SAPR Advisory Council.

National Guard Bureau senior leadership, along with senior leadership within the 54 States, Territories, and the District of Columbia National Guard intensified their efforts to improve the SAPR program. Some of areas of interest included:

- Evaluating the Defense – Sexual Assault Advocate Certification Program (D-SAACP) recertification process for Title 32 National Guard personnel
- Engaging in various DoD sponsored projects
- Assessing the DSAID legal module and its applicability to the National Guard
- Developing better metrics to identify trends
- Reviewing the structure of the National Guard Bureau SAPR program to identify gaps, redundancies, and processes

The National Guard, as a joint reserve component, is committed to the core values of the United States Army and United States Air Force. Centering on these core values will help every Soldier and Airman within the National Guard to take a stand against sexual violence and other derisive behaviors. The National Guard is committed to eliminating sexual assault by doing what is right and following the “moral compass,” providing compassionate and respectful assistance to a victim, and taking the appropriate measures to hold offenders responsible for their actions.

1. Goal 1—Prevention

1.1 Summarize your efforts to achieve the Prevention goal to “institutionalize evidenced-based, informed prevention practice and policies across the Department so that all Military Service members are treated with dignity and respect, and have the knowledge, tools, and support needed to prevent sexual assaults.” (DoD Sexual Assault Prevention and Response Strategic Plan, 2017-2021 (December 1, 2016), Goal 1 – Prevention, p. 6)

In this strategic summary, include significant updates and/or force-wide changes describing how your Military Service is addressing the following topics. There is no need to repeat prior Annual Report submissions if these processes have remained largely the same as in prior years.

Overall Approach: What force-wide initiatives did your Military Service employ this year to reduce the occurrence of sexual assault? (DoD Sexual Assault Prevention and Response Strategic Plan, 2017-2021 (December 1, 2016), Goal 1 – Prevention, p. 6)

Metrics for Assessing Prevention Effectiveness: What metrics are being used to assess the effectiveness of prevention efforts intended to reduce the prevalence of sexual assault? Include a discussion of the metrics used to assess your sexual assault prevention program, and how they support or supplement DoD’s core prevention metrics (i.e., prevalence and bystander intervention experience). Describe how the results of those metrics are informing prevention planning. (DoD Sexual Assault Prevention and Response Strategic Plan, 2017-2021, (December 1, 2016), Goal 1 – Prevention, Objective 1.1, p. 6)

Institutionalize Prevention: What are your efforts to institutionalize prevention efforts throughout your Service? Where do you see your efforts being most effective and where do you see areas for additional attention? (DoD Sexual Assault Prevention and Response Strategic Plan, 2017-2021, (December 1, 2016), Goal 1 – Prevention, p. 6)

Expanding Prevention Knowledge: What advances have you made this year to expand your Services’ knowledge of primary prevention? If applicable, how have you differentiated who receives what content? (DoD Sexual Assault Prevention and Response Strategic Plan (December 1, 2016), Goal 1 – Prevention, Objective 1.2, p. 7)

Evidence-Based Prevention Practices: Explain your Military Service’s approach to fostering and ensuring the use of evidence-based prevention practices. What resources or support have been put in place to educate your prevention community on how to interpret research in the prevention field? (DoD Sexual Assault Prevention and Response Strategic Plan (December 1, 2016), Goal 1 – Prevention, Objective 1.2, p. 6)

The National Guard saw a significant shift in the focus of their sexual assault program from outreach and awareness to primary prevention in FY18. This shift occurred concurrently with the introduction of the draft DoD Prevention Plan of Action and in synchronization with numerous DoD led “Prevention Paradigm Shift” high-level workshops. The National Guard joined forces with the Services to align with and follow the Centers for Disease Control Model for primary prevention of violence.

The National Guard Bureau SAPR Office developed its own preliminary draft Prevention Plan of Action that focuses on research identifying risk, as well as protective factors within a socio-ecological model that make environments statistically more vulnerable or resistant to sexual violence. The plan incorporates the new paradigm that shifts the SAPR mindset from trying to change behavior one person at a time, often through awareness training, to changing behavior within large bands of society in a single action. This action may necessitate realigning policies, practices, and programs.

The National Guard Bureau plan includes innovative methodologies and strategically leverages our existing strong community partnerships to develop Statewide environments engaged in the primary prevention of harmful behaviors. The National Guard sits in a unique position to support sustained progress towards community level risk and protective factors within the socio-ecological model and to engage in programming that relies on a concerted team effort.

Army National Guard Approach

The Army National Guard implemented the Army Sexual Harassment/Assault Response and Prevention (SHARP) Program's initiatives focused on reducing sexual harassment and sexual assault within the Army culture through vigorous bystander prevention training, and leadership directed commitment in support of the SHARP Program. The program's intent is to build an environment where Soldiers and civilians have trust in the SHARP program. The Army launched Mind's Eye 2 pilot training January 2018, which included the Virgin Islands Army National Guard as one of the test sites. The five and one half hour course trained Soldiers on how to recognize behaviors that could lead to sexual assault or harassment. At the completion of the training, the participants gained skills to eliminate sexual harassment and sexual assault, not just within the military, but also within their civilian communities.

- The Illinois Army National Guard focused on prevention measures through their annual SHARP training. Each year, the SAPR team reviews the training material and revises it to ensure the information is fresh and pertinent to the current unit climate. Additionally, the Illinois SAPR team developed a SHARP training toolkit and made it accessible on Guard Knowledge Online and the Illinois Guard Online for the SHARP specialists to use. The toolbox includes PowerPoint modules, training activities, and talking points that focus on Bystander Intervention and Prevention. The Illinois National Guard maintained their outreach with their state coalition against sexual assault and other civilian counterparts and worked closely with the Preventionists on their staffs.

Air National Guard Approach

In FY18, the Air National Guard took several measures to continue their prevention efforts by moving toward a more integrated approach through shared risk and proactive measures. The Air National Guard continues to use an evidence-based violence prevention approach as the core element of the comprehensive violence prevention strategy. The elements of the strategy include Bystander Intervention & Violence Prevention Training, Commander's Talking Points, "Getting to Outcomes" with 17 Pilot Wings, an Air National Guard hosted SAPR Prevention Web Page, and standing up an Air National Guard Prevention Action Group. The Air National Guard employed force-wide initiatives to achieve their prevention goals. Air National Guard subject matter experts briefed the prevention initiatives at formal Executive courses and conferences multiple times throughout the year. The initiatives included providing timely and relevant training and skills to their Airmen using evidence based training programs, skill building, awareness activities, and leadership modeling.

- The Georgia Air National Guard collaborated with the active duty SAPR Program and the Community Action Team. The Community Action Team is a working group of helping agencies located across the base. The active component has a Violence Prevention Integrator, who serves as the liaison for local military and civilian agencies. Together, the agencies provide services to victims, and coordinate and collaborate to promote violence-related prevention efforts. The working group focused on aiding the prevention of suicide and sexual assault by analyzing metrics and creating specialized events and services.
- For Air National Guard installations that do not have an active duty Violence Prevention Integrator, the Air National Guard installation Commander appoints someone as an additional duty to carry out as much of the Violence Prevention Integrator's responsibilities as possible.

Metrics for Assessing Prevention Effectiveness

The primary tools used by the National Guard Bureau SAPR Office to assess prevention effectiveness are the Workplace and Gender Relations Survey of Reserve Components (WGRR) and Defense Equal Opportunity Management Institute Organizational Climate Survey (DEOCS). The National Guard Bureau SAPR Office analyzed various data from these two reports and compared it with data extracted from the National Guard entries in the DSAID. The results of the comparison offered insight into the effectiveness of the National Guard prevention efforts. Specifically, the SAPR Office looked at prevalence rates of sexual assault against the number of Restricted and Unrestricted Reports of sexual assault. Looking towards Fiscal Year 2019, the National Guard Bureau SAPR Office will analyze each Centers for Disease Control recommended approach against the information captured in the WGRR and DEOCS to develop an evidence-based common measurement rubric to evaluate prevention programming across the 54 States, Territories, and the District of Columbia National Guard.

Army National Guard Approach

The Army National Guard developed performance metrics that measure State resource utilization against program requirements that facilitate prevention. These requirements included the number of required Sexual Assault Response Coordinators (SARCs) and Victim Advocates, credentialing, and training. The Army National Guard also utilized feedback from survivors, leaders, and unit participants to grade the prevention initiatives. The feedback helped leaders and program managers to understand the effectiveness of program areas and offered insight on how the organization could improve the delivery of the training. The Army National Guard SARCs also used the organizational command climate surveys, and evaluated units' behaviors and gender structure to assess high-risk behaviors at armories and training sites.

Air National Guard Approach

The Air National Guard assessed prevention effectiveness by participating in a feedback survey provided by the Air Force to help determine the effectiveness of Bystander and Violence Prevention training.

Institutionalize Prevention

The National Guard Bureau SAPR Office further demonstrated support for DoD's primary prevention efforts. The results of this active participation included the following activities.

- Preparation of documents associated with the DoD Prevention Plan of Action included:
 - A leadership briefing and information paper designed to update National Guard leadership on the DoD Sexual Primary Prevention Plan of Action, specifically addressing how the core functions (Engagement, Evaluation, Implementation, and Integration) of the three domains (Human Resources, Partnerships, and Infrastructures) will facilitate effective sexual assault prevention across the Services and National Guard.
 - A draft National Guard Prevention Plan of Action that closely follows the core functions and domains of DoD's plan. The National Guard Bureau SAPR Office intends to lean heavily on the in-State relationships already in place and to advocate for all opportunities that might allow for standardization while maintaining room for State customization.
- Initial collaborative efforts with other National Guard Bureau offices, such as the Surgeon General's Office, to configure prevention systems based on specific needs and designed to integrate all harmful behaviors consistent with the Total Force Fitness Model.
- Engagement of the North Carolina National Guard in the Applied Prevention Project to develop a Reserve component focused integrated strategy, to promote healthy male relationships. The Centers for Disease Control identified multiple Relationship and Community level risk and protective factors that hinge on the fortitude of healthy peer-to-peer and mentor relationships among men. The North Carolina National Guard chose to create a plan for programming that engages in these factors to reduce male-perpetrated sexual violence towards both men and women.

Air National Guard Emphasis

The Air National Guard leveraged the Air Force's relationship with the RAND Corporation to pilot a standardized process with 17 Air National Guard Wings to create Community Action Plans using an evidence-based program. Additionally, the Air National Guard SAPR Office stood up a Prevention Action Group at the Air National Guard Readiness Center to collaborate with other helping hand entities to address prevention needs across the 54 States, Territories, and the District of Columbia National Guard.

Expanding Prevention Knowledge

The National Guard Bureau SAPR Office began the process of identifying prevention personnel using information from the Prevention Plan of Action. These prevention personnel, identified at all levels, will require credentialing for use as catalysts for prevention knowledge expansion. The Air Force Highly Qualified Expert, Dr. Andra Tharp, accepted an invitation to the National Guard FY18 Annual Sexual Assault Response Coordinator and Victim Advocate Coordinator Refresher Training to discuss the prevention paradigm shift. Specific training on this topic for leaders and decision makers is currently under development for implementation in FY19.

Leadership at the National Guard Bureau SAPR Office placed a significant emphasis on knowledge growth within the primary prevention arena and actively pursued conversations with private sector specialists and subject matter experts. To that end, the Chief of the National Guard Bureau SAPR Office attended a civilian driven conference on technology innovations for resiliency in the workplace. One of the goals for attending the conference was to gain an intellectual knowledge base to identify a 24/7 technology that will increase the overall safety and readiness of each National Guard member and position the National Guard as an industry leader in the prevention of all harmful behaviors. Additionally, the National Guard Bureau SAPR Office explored various media to provide foundational information on prevention to the field. Some of these media included the development of a prevention newsletter and surveys, promotion of the “NotJustApril” awareness campaign, and discovery of private sector technologies for emotional, social, and physical resilience enhancement.

Air National Guard Emphasis

The Air National Guard obtained a seat for one of their SAPR staff on the DoD Sexual Assault Prevention and Response Integrated Product Team (IPT). The benefit of this position is that it increases their awareness of the DoD SAPR Office goals and objectives. Inputs from the Services determine these goals and objectives, which currently align with the Air National Guard initiatives.

Evidence-Based Prevention Practices

The DoD Prevention Plan of Action formalized the understanding that one-dose trainings and awareness events are not producing prevention results. The DOD SAPR Office called for new, multi-dose, innovative programming built on evidence-based ideals. To create capacity for evidence-based program building, the National Guard Bureau SAPR Office volunteered to participate in the RAND corporation’s pilot of the “Getting To Outcomes” process. This process will guide the planning, implementation, and evaluation of site-specific prevention programming. To date, 17 Air National Guard Wings already participated in the pilot of this process, while one National Guard Joint Force Headquarters-State team will begin the process in January 2019. The National Guard Bureau SAPR Office will work to build infrastructure to track and leverage all of the tailored evidence-based programming produced by this process. The intent is to deploy a version

of this process across the 54 States, Territories, and the District of Columbia National Guard by the end of calendar year 2019.

Army National Guard Emphasis

Army National Guard SHARP personnel and leaders trained Soldiers and civilians to recognize potential sexual harassment behaviors, which is frequently the precursor of sexual assault. Military leaders received leadership training annually to understand their role in preventing sexual violence.

Air National Guard Emphasis

In 2018, the Air National Guard engaged with the RAND Corporation to have 17 Wings participate in the Getting to Outcomes process. Getting to Outcomes is a comprehensive planning, implementation guidance, and evaluation of policies, procedures, practices, or programs. The 17 Wings who created the plans during this pilot program anticipate implementation in calendar year 2019.

1.2 Briefly describe your leadership-approved future plans to reduce the occurrence of sexual assault in your Military Service.

Plans for the future encompass three timelines, short (0 to 1 year), medium (1 to 2 years), and long term (2 to 3 years). Short-term plans include training for all SAPR personnel in the prevention paradigm shift, toolkits for partnership building and formalizing collaboration, and training for leadership in evidence-based program evaluation. Internally, the National Guard Bureau SAPR Office will establish a Prevention Collaboration Forum chaired by the National Guard Bureau SAPR Chief. Forum members will include Action Officers from all programs with prevention equities. In the medium term, the National Guard Bureau SAPR Office will create a toolkit, based upon lessons learned identified and shared by the Prevention Collaboration Forum. The toolkit will roll out to each state, territory, and the District of Columbia for the formation of Joint-Service Statewide Prevention Collaboration working groups.

Also within the medium timeline, the National Guard Bureau SAPR Office, in coordination with the Prevention Collaboration Forum, intends to discover alternative offerings to face-to-face training for the total force. As the demand for longer and higher dose trainings grows within the Active Army and Air Force, it is imperative that the National Guard anticipate a higher standard for training. The National Guard Bureau SAPR Office's intent for the future is to meet this standard without increasing face-to-face training time through an innovative use of technology and private sector best practices.

Finally, on a continual timeline (on-going or cyclic requirement), the National Guard Bureau SAPR Office will build a primary prevention strategy that houses all key stakeholder initiatives and strives to align with a common measurement rubric. An internal and external scan of current prevention capabilities and partnerships is in development and set to conclude in early 2019. The results of that scan will inform human resources and

additional subject matter expert training needs. This scan will also identify key performance indicators to ensure accurate evaluation of programming.

The National Guard Bureau SAPR Office will base future measurements on Centers for Disease Control evidence and design the measurements strategically to drive behavior and change across the socio-ecological model.

Future Leader Driven Initiatives: The National Guard Bureau future initiatives consist of the Prevention Plan of Action, which includes standardized key performance indicators for programs, the Prevention Collaboration Forum, and the National Guard Bureau SAPR Strategic Plan.

Air National Guard Future Plans

In calendar year 2019, the Air National Guard plans to expand its prevention efforts by continuing to move toward a more integrated approach and building on protective factors. The Air National Guard will continue to use an evidence-based violence prevention approach as the core element of comprehensive violence prevention strategy. Other elements will include Bystander Intervention and Violence Prevention Training Options, Commander's Talking Points, an Air National Guard hosted SAPR Prevention Web Page, involvement in the Air National Guard Prevention Action Group and "Getting to Outcomes" with 17 Pilot Wings, with the possibility of additional ANG Wings utilizing the "Getting to Outcomes" process.

2. Goal 2—Victim Assistance & Advocacy

2.1 Summarize your efforts to achieve the Victim Assistance & Advocacy goal to "deliver consistent and effective advocacy and care for all military Service members or their adult dependents, such that it empowers them to report assaults, promotes recovery, facilitates dignified and respectful treatment, and restores military readiness." (DoD Sexual Assault Prevention and Response Strategic Plan, 2017-2021 (December 1, 2016), Goal 2 – Victim Assistance & Advocacy, p. 7)

In this strategic summary, include significant updates and/or force-wide changes describing how your Military Service is addressing the following topics. There is no need to repeat prior Annual Report submissions if these processes have remained largely the same as in prior years.

Overall Approach: What force-wide initiatives did your Military Service employ this year to improve response to sexual assault? Were any victim assistance and advocacy initiatives employed with targeted subgroups or specific locations? **(DoD Sexual Assault Prevention and Response Strategic Plan, 2017-2021 (December 1, 2016))**

Metrics for Assessing Victim Assistance and Advocacy: What metrics or assessment processes are being used to address the effectiveness of victim assistance and advocacy efforts intended to deliver consistent care for all Service members and/or their adult dependents? What is your status in developing

indicators for measuring SARC's and SAPR VAs' "quality response" in support of DoD Sexual Assault Advocate Certification Program? (DoD Sexual Assault Prevention and Response Strategic Plan "Task List," (December 1, 2016), Goal 2 – Victim Assistance and Advocacy, Objective 2.1, Task #7, p. 3)

SARC and SAPR VA Certification and Renewal: What criteria is your Military Service using to weigh all of the information (records and adverse actions in personnel files and all other information) received to determine eligibility to perform SARC and SAPR VA duties? Are there any identified challenges that SARC's and SAPR VAs have in obtaining continuing education advanced training? How are you addressing these challenges? (DoD Sexual Assault Prevention and Response Strategic Plan, 2017-2021 (December 1, 2016), Goal 2 – Victim Assistance & Advocacy, Objective 2.1, p. 8 / DoDI 6495.03, "Defense Sexual Assault Advocate Certification Program (D-SAACP)," (September 10, 2015), Encl 3, para 2c & para 3)

SARC's and SAPR VA Suspension, Revocation, and Reinstatement: Have you made any updates to your SARC and SAPR VA suspension, revocation, and reinstatement procedures over the last year? How many SARC's and SAPR VAs in your Military Service received a suspension? A revocation? A reinstatement? (Identify how many SARC's and SAPR VAs for each category) (DoD Sexual Assault Prevention and Response Strategic Plan, 2017-2021 (December 1, 2016), Goal 2 – Victim Assistance & Advocacy, Objective 2.1, p. 8 / DoDI 6495.03, "Defense Sexual Assault Advocate Certification Program (D-SAACP)," (September 10, 2015), Encl 3, para 3)

Initiatives to Improve Response to and Reporting by Male Sexual Assault Victims: What initiatives is your Military Service using to improve its response to and increase reporting by male sexual assault victims? (DoD Sexual Assault Prevention and Response Strategic Plan "Task List," (December 1, 2016), Goal 2 – Victim Assistance & Advocacy, Objective 2.3, Task #1, p. 4)

Military Protective Orders: How many Military Protective Orders were issued as a result of an Unrestricted Report (e.g., number issued, number violated)? What steps (if any) were taken in the last year to improve protections? (DoDI 6495.02, "Sexual Assault Prevention and Response (SAPR) Program Procedures," (July 7, 2015), Encl 5, para 7)

Medical and Mental Health Support: How many Service members who reported a sexual assault (if any) had their medical care hindered due to a lack of Sexual Assault Forensic Examination (SAFE) kits, timely access to appropriate laboratory testing resources, mental health counseling, or other resources? How did your Military Service handle any challenges in these areas? (NDAA for FY 2006, section 596)

(Army, Air Force, and NGB) **National Guard and Reserve Access to SARC's and SAPR VAs:** What is being done within your Military Service to promote and improve timely access to SARC's and SAPR VAs by members of the National Guard and Reserves? What are your recurring challenges in this area (if any) and how are you

accommodating those challenges? (DoD Sexual Assault Prevention and Response Strategic Plan “Task List,” (December 1, 2016), Goal 2 – Victim Assistance and Advocacy, Objective 2.1, Task #5, p. 3)

Coordination with Non-DoD Resources: What efforts are being made to coordinate interoperability with non-DoD victim response organizations (e.g., Veterans Affairs and rape crisis centers)? Include how your Military Service is communicating the availability of these resources (and benefits) to your Service members? (DoD Sexual Assault Prevention and Response Strategic Plan “Task List,” (December 1, 2016), Goal 2 – Victim Assistance and Advocacy, Objective 2.1, Tasks #1 & #10, p. 3)

Guidance from the National Guard Bureau to the 54 States, Territories, and the District of Columbia National Guard leadership continued to emphasize cross-Service joint response capabilities with trained and certified SAPR personnel and other responders, such as Special Victims’ Counsel and chaplains. The guidance also stressed the sustained coordination efforts with civilian agencies who offer victim response capabilities and establishment of memorandums of understanding or agreement. Most notably, the National Guard Bureau leadership underscored the importance to establish open lines of communication with all personnel from senior leadership to new recruits to help them learn about reporting processes and assistance available to each of them.

- The Kentucky National Guard promoted advancing victim advocacy by participating in the beta testing of the DoD Safe Helproom. The DoD Safe Helpline selected the Kentucky National Guard SAPR Office as one of two locations to test their moderated group chat service that allows sexual assault survivors in the military to connect with, and support, one another in a secure online environment. Historically, the beta testing occurred at the national level with Safe Helpline staff serving as moderators. This beta test pushed the moderating responsibilities, establishing meeting dates and times, and all other aspects of the program to the local level. This allowed local SAPR staff to address the local concerns that arose through the chat service, provide local resources as needed, and address other concerns raised by local attendees from the state or installation. Upon completion of the beta test, the DoD Safe Helproom staff reviewed the recommendations provided by the participants and made changes to the Safe Helproom prior to rolling it out across DoD for use at local levels worldwide.

Metrics for Assessing Victim Assistance and Advocacy

The primary metric used by the National Guard Bureau SAPR Office to assess victim assistance and advocacy is analyzing the number and types of referrals identified in the DSAID. The National Guard Bureau SAPR Office placed these data on the newly developed National Guard SAPR Storyboard and briefed to senior leadership. Other items of interest shared on the storyboard include case investigation data, numbers of expedited transfers requested and granted, D-SAACP certification status for all full-time SAPR personnel, and relevant information gleaned from the Workplace and Gender Relations Survey – Reserve Component and the organizational climate surveys. Additional data specifically geared toward assessing victim assistance and advocacy may be included on

the Storyboard as requested. Among these data are the number and types of referrals given to the victims of sexual assault. The available data may consist of the various referral agencies, the number of referrals by service, and number of referrals by state, territory, or the District of Columbia. These data can offer specific information for assessing victim assistance and advocacy, such as, the number of referrals to civilian agencies may demonstrate an active community partnership capable of providing a quality response. Table 1 below provides a sample snapshot of how the National Guard Bureau SAPR Office can display the data.

Referral Agency	Army National Guard	Air National Guard	National Guard Bureau Totals
Chaplain/Spiritual Support	52	32	84
DoD Safe Helpline	59	16	75
Legal	118	45	163
Medical	32	13	45
Mental Health	176	78	254
Victim Advocate/Uniformed Victim Advocate	203	69	272
Rape Crisis Center	27	17	44
Other	23	14	37
Totals	690	284	974

Table 1 DSAID Referrals by Service

SARC and SAPR Victim Advocate Certification and Renewal

The primary publication that establishes the basic procedures for D-SAACP certification for all Title 32 National Guard members is the Chief of the National Guard Bureau Manual 1300.01. The National Guard Bureau SAPR Office provided general oversight of the certification and renewal processes. The Army and Air National Guard Sexual Harassment/Assault Response and Prevention Program and SAPR Offices provided specific oversight of their SAPR personnel certification and renewal process. The National Guard Bureau SAPR Office provided a list of available continuing education resources on the Guard Knowledge Online SAPR site for SAPR personnel to access. The National Guard Bureau SAPR Office did not receive notice of any challenges experienced by the SAPR personnel in their ability to obtain continuing education during FY18.

Army National Guard Oversight

The Army National Guard followed HQDA EXORD 193-14 to conduct background checks and required security clearance investigations. The Army National Guard SHARP program created performance metrics to ensure all SARCs and Victim Advocates possessed the proper Position Of Significant Trust and Authority screenings prior to attending the SHARP Foundation Course. Additionally, the Army National Guard leadership provided annual funding to the full-time SARCs to conduct continuing education training twice a year for the volunteer SARCs and Victim Advocates.

Air National Guard Oversight

The Air National Guard required wing commanders to endorse all SAPR personnel by signing an appointment letter after successful screening of background checks and military records according to Air Force Instruction 90-6001, "*Sexual Assault Prevention and Response (SAPR) Program.*"

SARCs and SAPR Victim Advocate Suspension, Revocation, and Reinstatement

The National Guard suspension, revocation, and reinstatement procedures remained unchanged from previous years.

Army National Guard

Suspended one SARC. The individual is pending reinstatement following an investigation that found the allegation unsubstantiated.

Air National Guard

Revoked the credentials from one SARC and two Volunteer Victim Advocates.

Initiatives to Improve Response to and Reporting by Male Sexual Assault Victims

The National Guard hired Mr. Jeff Bucholtz, a national expert and President of We End Violence, to present a high-energy lecture entitled "Together We Can: Sexual Violence, Gender, and Responsibility" at the National Guard Annual Refresher Training. This presentation focused on examining the messaging men receive from peers, role models, commercials, and other media about masculinity and sex. Often these messages set problematic norms and sometimes encourage violence. They contribute to rape culture, which is a cultural whose voice brands acts of violence as acts of fun.

Mr. Bucholtz discussed with the National Guard SARCs and Victim Advocate Coordinators where the National Guard should place responsibility for male confusion on consensual behavior. He also explored ways to hold empathy for men who feel defensive when being asked to take responsibility for their passive contributions to rape culture. Mr. Bucholtz concluded that until we all collectively can liberate men from the toxic messaging of the "man box" we will struggle to have a culture that believes victims and prevents assaults.

Within the 54 States, Territories, and the District of Columbia National Guard, many of the full-time SAPR personnel participated in various different venues to help enhance their knowledge and skills in improving their response to male sexual assault victims. The National Sexual Violence Resource Center invited members of the Kentucky National Guard SAPR Office to participate in their Roundtable on Male Sexual Assaults. The members of the roundtable consisted of approximately 18 personnel from across the nation. Their objective was to come up with ideas to help design training and outreach materials for use by victim advocates around the Nation. The roundtable met in Washington D.C. for two days and provided a variety of ideas for incorporation into the final training product. As the product undergoes final development, the members of the

roundtable will continue to consult on the product. The anticipated distribution of the final product is within the next 12-18 months.

The National Guard Bureau SAPR Office continued their engagement with the DoD SAPRO Men's SAPR Working Group. The group met quarterly to discuss policy requirements, the latest research, and other considerations for male service members in the SAPR arena. In FY19, the National Guard SAPR office will continue to share best practices and work collaboratively with the Services to tailor messaging and communications for male Service member survivors of sexual assault. Tasks from the Men's SAPR Implementation Plan that the Men's Working Group is implementing include developing a male-specific Communications Toolkit, improving service member understanding of sexual assault against men to prevent the crime and increase male engagement with the response system, ensuring that existing support services meet the needs of male survivors, and developing metrics to measure progress.

Military Protective Orders

Army National Guard

Commanders issued 30 Military Protective Orders. No violations occurred.

Air National Guard

Commanders issued five Military Protective Orders. One violation occurred.

Medical and Mental Health Support

Title 32 National Guard members primarily received medical and mental health support, to include sexual assault forensic exams, from civilian medical facilities. Full-time SAPR personnel from each state, territory, and the District of Columbia took measures to establish memorandums of understanding or agreements to provide appropriate care for National Guard members. An example of this effort is the memorandum of understanding established between the Alaska 176th Wing and the Providence Hospital.

National Guard and Reserve Access to SARCs and SAPR Victim Advocates

The National Guard continued its efforts to provide sexual assault victims with 24 hours, 7 days per week access to trained and certified SARCs and Victim Advocates using a cross-Service joint response capability approach. The Adjutant General of each state, territory, and the District of Columbia National Guard established a plan to meet the required response capabilities in accordance with DoD publications and Service-specific issuances applicable to non-federalized National Guard members, and State laws.

All full-time Joint Force Headquarters-State and Wing SARCs monitor dedicated lines that provide direct access to a SAPR staff member for all members of the National Guard in the event of a sexual assault. SAPR staff and leadership broadcasted the contact numbers throughout the Guard using various methods and media. Additionally, the majority of National Guard full-time SAPR staff joined community boards, such as Sexual Trafficking

Action Response Teams, Sexual Assault Response Teams, and Domestic Violence Task forces as a response multiplier and channel of information to Guard members searching for assistance.

- 176th Wing provided SAPR staff contact information, such as for the Wing and alternate Wing SARCs, Joint Force Headquarters-State SARC and Volunteer Victim Advocates, and hotline numbers, to the 673rd Command Post. The command also posted the information on bulletin boards throughout the Wing's office buildings, and circulated it on SAPR promotional items and educational documents, slides, flyers, and business cards.

A reoccurring challenge for the National Guard is the presence of geographically isolated units, specifically with small numbers of Guard members and a SAPR VA who is not co-located with the unit. Similar to this is the possibility that a victim may live out of state without easy access to a SAPR Victim Advocate. Many of the states combine all National Guard SAPR personnel into one pool and assign victim advocates based on locality and not by unit affiliation. In some states, this methodology also incorporates active duty and reserve SAPR personnel through a memorandum of understanding. Another tool used to accommodate the isolated individual is through unit developed smart phone applications that provide contact information for current SAPR program staff and online resources.

Coordination with Non-DoD Resources

The National Guard SARCs and Victim Advocate Coordinators developed strong working relationships with Department of Veterans Affairs Vet centers and local community response organizations to enhance resources for victims. National Guard full-time SAPR personnel participate at local coalition meetings and with the local Sexual Assault Response Teams. This collaboration helps in identifying trends within the community that could be relevant to the military community and expands resources for military clients.

The Army National Guard SHARP and Air National Guard SAPR programs distribute information on civilian and military resources using flyers, brochures, posters, unit wide emails, closed circuit television advertisements, SharePoint pages, websites, meetings, briefings, training events, talking points, commanders calls, safety days, stand down days, family days, field days, and awareness events.

During FY18, the National Guard continued its participation in the Office for Victims of Crime, Training and Technical Assistance Center, "Strengthening Military-Civil Community Partnerships to Respond to Sexual Assault." This program, as well as the various activities the National Guard SAPR personnel participated in over the year, resulted in many memorandums of understanding, increased awareness of available resources within the civilian and military communities, and collaboration in training events leading to a greater appreciation of resources available.

2.2 Briefly describe your leadership-approved future plans to deliver consistent and effective advocacy and care for all Service members or their adult dependents.

The National Guard Bureau SAPR Office in concert with the Army and Air National Guard SHARP and SAPR Program Managers will continue to use the metrics available to identify trends in the National Guard's ability to provide victim advocacy and assistance. Based on the analyses of the trends, the National Guard Bureau SAPR Program Managers will develop tools, modify procedures, or improve upon policy to affect a positive change to delivering effective advocacy and care.

The Army and Air National Guard get separate funding streams for their SHARP and SAPR programs from the Departments of Army and Air Force, respectively. The individual programs distribute the funding to the field to deliver consistent and effective Advocacy, and care for all Service members and their adult dependents.

3. Goal 3—Investigation

3.1 Summarize your efforts for achieving the Investigation goal to “sustain a high level of competence in the investigation of adult sexual assault using investigative resources to yield timely results.” (DoD Sexual Assault Prevention and Response Strategic Plan, 2017-2021 (December 1, 2016), Goal 3 – Investigation, p. 9)

In this strategic summary, include significant updates and/or force-wide changes describing how your Military Service is addressing the following topics. There is no need to repeat prior Annual Report submissions if these processes have remained largely the same as in prior years.

Overall Approach: What force-wide initiatives did your Military Service employ this year to improve investigation of sexual assault cases? What enhancements have been made to your Military Services' Special Victim Investigation and Prosecution Capability for Military Criminal Investigative Organizations? (DoDI 5509.19, “Establishment of Special Victim Investigation and Prosecution (SVIP) Capability within the Military Criminal Investigative Organizations (MCIOs)”)

Metrics for Assessing Investigation Effectiveness: What metrics are being used to assess the effectiveness of investigation efforts intended to sustain a high level of competence in the investigation of adult sexual assault? (DoD Sexual Assault Prevention and Response Strategic Plan, 2017-2021 (December 1, 2016), Goal 3 – Investigation, p. 9)

MCIO, Law Enforcement, and Other First Responder Training: What updates have been made to the training of your Military Service MCIO and other DoD law enforcement activity (LEA) resources assigned to conduct an investigation of adult sexual assault? Please include an update on training you are providing to law enforcement who are the first to respond to an adult sexual assault scene where the MCIO won't be able to respond for days. Specifically, what training does law enforcement receive for speaking with a sexual assault victim and preserving

evidence (on the victim and on the physical scene) in remote or austere environments (e.g., in a submarine that won't surface for a week because of mission security requirements)? Additionally, describe any updates to training and guidance for all first responders to a sexual assault allegation, ensuring the preservation of evidence and witness testimony. (DoDI 6495.02, "Sexual Assault Prevention and Response (SAPR) Program Procedures," (May 24, 2017), Encl 10, para 4p and 7e / DoD Sexual Assault Prevention and Response Strategic Plan "Task List," (December 1, 2016), Goal 3 – Investigation, Objective 3.1, Task #1, p. 4 / DoDI 5505.18, "Investigation of Adult Sexual Assault in the Department of Defense," (March, 22 2017), para 3.3, p. 7)

Evidence Processing Challenges: Have you had any challenges with evidence being processed at the Defense Forensic Science Center (e.g., turnaround time for processing of Sexual Assault Forensic Examination (SAFE) kits and other evidence) and how did you address these challenges? (Joint Chiefs of Staff Strategic Direction to the Joint Force on SAPR (May 7, 2012), p. 11)

Collaboration and Interoperability with Civilian Law Enforcement: What continuing efforts are being made to increase collaboration and improve interoperability with civilian law enforcement to include sharing information on Civilian and Military Protective Orders and assuring receipt of civilian case dispositions? (DoDI 6495.02, "Sexual Assault Prevention and Response (SAPR) Program Procedures," (July 7, 2015), Encl 4, para 3g)

In order to improve investigations of sexual assault within the National Guard, the Chief of the National Guard Bureau (CNGB) issued the first major revision of National Guard policy and procedural guidance for administrative investigations in cases of unrestricted reports of sexual assault not investigated or insufficiently investigated by law enforcement organizations. These updated publications provide clarifying guidance to the 54 States, Territories, and the District of Columbia National Guard on the following:

- Criteria for non-law enforcement, administrative investigations into unrestricted reports of sexual assault involving National Guard members
- Roles and division of responsibilities between state, territorial, and the District of Columbia National Guard and the National Guard Bureau
- Preparation of investigation reports and post-investigation access to these reports

These improvements increase the ability of the Adjutants General of the 54 States, Territories, and the District of Columbia National Guard to ensure readiness through maintaining good order and discipline, while addressing the needs of victims for justice.

As National Guard members are under the command and control of the governor pursuant to 32 U.S.C., and typically do not fall under the jurisdiction of a Military Criminal Investigative Organization, the National Guard did not make any enhancements to the National Guard Special Victim Investigation and Prosecution Capability for MCIOs.

Metrics for Assessing Investigation Effectiveness

The NGB-JA/OCI made no change to the metrics for assessing investigative effectiveness, which are the timeliness of investigations and utility of NGB-JA/OCI products to the administrative and military justice process.

As an indicator of effectiveness, NGB-JA/OCI investigative timeliness realized a 44 day improvement from FY2017 (Average Investigation time – 189 days) to FY2018 (Average Investigation time – 145 days). During FY2018, NGB-JA/OCI received 87 requests for investigative assistance, while completing 97 investigations.

The Adjutants General and their staffs have stated that OCI provides the states with unbiased or impartial investigations of reported incidents of sexual assault, as noted in a recent GAO audit, Report 19-109. Officials from one state stated that they could not identify an alternative entity that could provide this service if OCI did not exist.

MCIO, Law Enforcement, and Other First Responder Training

Not applicable – As stated earlier, under 32 U.S.C., National Guard members are under the command and control of the governor, and typically do not fall under the jurisdiction of a Military Criminal Investigative Organization. The NGB-JA/OCI is not a Military Criminal Investigative Organization, law enforcement organization, or first responder. However, NGB-JA/OCI would welcome the opportunity to work with the Defense Enterprise Working Group of Military Criminal Investigation Organizations and Defense Criminal Investigative Services to improve its investigative capabilities. There is currently no provision in DoD policy to require OCI's inclusion in this working group.

Evidence Processing Challenges

Not applicable - Under 32 U.S.C., National Guard members are under the command and control of the governor; and typically do not fall under the jurisdiction of a Military Criminal Investigation Organization. Further, OCI does not collect, process, or maintain physical evidence, such as SAFE kits, as part of its administrative investigation.

Collaboration and Interoperability with Civilian Law Enforcement:

National Guard Bureau policy identifies SAPR personnel to serve in the role as a liaison between the National Guard and civilian law enforcement as it pertains to a sexual assault investigation. As necessary, members of the state, territory, or District of Columbia staff judge advocate offices and NGB-JA/OCI also coordinate with civilian law enforcement agencies. Information received from or provided to civilian law enforcement may include case dispositions, and civilian and military protective orders.

In most of the 54 States, Territories, and the District of Columbia National Guard, the JFHQ-State SARC and Victim Advocate Coordinator volunteer to participate in local Sexual Assault Response Teams, Sexual Assault Incident Counsels. They also work with community resources, such as Blue Bench, to ensure that civilian support and law enforcement have a working knowledge of the National Guard SAPR programs. The benefit of participating in these local meetings is the ability to interact with District Attorney's offices, police departments, and sexual assault nurse examiners, which facilitates a more robust response and information sharing from the National Guard's SAPR program.

- In Reno, Nevada, the SARC has direct access to the Reno Police Department Victim Services Supervisor who helps to relate information regarding military protective orders to civilian law enforcement. The SARC also has direct access to the sex crimes detective, and relays and receives case disposition during the entire process.
- Air National Guard wings made advanced efforts to collaborate with local civilian and military law enforcement agencies to increase awareness of processes and cooperation through data exchange, support agreements, and training. Participation in local partnerships, including all levels of law enforcement, first responders, and judges has enhanced visibility for Civilian Protective Order processes and opened lines of communication between civilian and military entities during response and investigation processes. Wing SARCS coordinate education on civilian and military processes for issuing protective orders and have made leading efforts to communicate information and resources to applicable entities.

3.2 Briefly describe your leadership-approved future plans to sustain a high level of competence in the investigation of adult sexual assault.

NGB-JA/OCI made no changes to their leadership-approved plans for the future from the previous year.

4. Goal 4—Accountability

4.1 Summarize your efforts to achieve the Accountability goal to “maintain a high competence in holding alleged offenders appropriately accountable.” (DoD Sexual Assault Prevention and Response Strategic Plan, 2017-2021 (December 1, 2016), Goal 4 – Accountability, p. 9)

In this strategic summary, include significant updates and/or force-wide changes describing how your Military Service is addressing the following topics. There is no need to repeat prior Annual Report submissions if these processes have remained largely the same as in prior years.

Overall Approach: What force-wide initiatives did your Military Service employ this year to improve legal support to Service members and adult family members who reported a sexual assault? What enhancements have been made to the SAPR

training provided to those who are affiliated with the Special Victim Investigation and Prosecution Capability program (paralegals, trial counsel, and victim-witness assistance personnel) for responding to allegations of sexual assault? (DoD Sexual Assault Prevention and Response Strategic Plan "Task List," (December 1, 2016), Goal 4 – Accountability, Objective 4.1, Task #1, p. 4)

Metrics for Assessing Accountability Effectiveness: What metrics are being used to assess the effectiveness of holding alleged offenders appropriately accountable, to include your Military Service's metrics for measuring the success of the Special Victims' Counsel (SVC) / Victims' Legal Counsel (VLC) program? (NDAA for FY 2016, section 532 / NDAA for FY 2013, section 573 / SecDef Memo (August 14, 2013), *Improving Victim Legal Support*, p. 1)

Keeping Leaders and Responders Informed of Updates on Victim Rights and Military Justice Updates: How are you ensuring that SARCs, SAPR VAs, MCIOs, and commanders are informed of recent victim rights and military justice updates? (DoDI 6495.02, "Sexual Assault Prevention and Response (SAPR) Program Procedures," (July 7, 2015), Encl 10, para 7)

Special Victims' Counsel (SVC) / Victims' Legal Counsel (VLC) Program Enhancements: What enhancements has your Military Service made to the SVC/VLC program over the last year? Describe efforts to fund these programs in the future through the POM process. (SecDef Memo (August 14, 2013), *Improving Victim Legal Support*, p. 1 / NDAA for FY 2016, section 532 / NDAA for FY 2013, section 573)

Victim Non-Participation in the Military Justice System: What insight and/or reasons can you provide that may explain the declining number of victims choosing to participate in the military justice system over the last few years? (DoD Annual Report Metric #7, previously Metric #8)

Overall Approach

The Special Victims' Counsel Program Office within the National Guard Bureau, Office of the Chief Counsel, provides functional and policy oversight to National Guard Special Victims' Counsel. The Program continues to employ judge advocates with specialized training to provide legal representation to eligible clients who are victims of sexual assault. Special Victims' Counsel enter into attorney-client relationships to advocate for their client's interests within National Guard, DoD, and State forums.

Metrics for Assessing Accountability Effectiveness

The National Guard Special Victims' Counsel Program ensures that Special Victims' Counsel contact all eligible victims of sexual assault who request SVC services within 48 hours of the request. The National Guard Special Victims' Counsel Program office oversees the ratio of cases assigned per Special Victims' Counsel to ensure that each Regional Special Victims' Counsel is able to manage his or her caseload effectively,

provide timely and competent victim legal services, and zealously represent the victim throughout the process.

Keeping Leaders and Responders Informed of Updates on Victim Rights and Military Justice Updates

Representatives from the National Guard Special Victims' Counsel Program Office provide updates on any changes to victims' rights related to victim legal representation to the National Guard Bureau SAPR Office, National Guard Bureau leadership, National Guard, Staff Judge Advocates, and National Guard leadership within the states, territories, and the District of Columbia. The Sexual Assault Response Coordinators share information on changes to victims' rights related to victim legal representation with the SAPR staff within their respective state, territory, and District of Columbia National Guard.

Special Victims' Counsel (SVC) / Victims' Legal Counsel (VLC) Program Enhancements

The National Guard Special Victims' Counsel program implemented the Senior Regional Special Victims' Counsel position into the organizational structure of program. The Senior Regional Special Victims' Counsel is an experienced mid-level leader that is responsible for managing the Special Victims' Counsel assigned to their respective regions and providing mentorship, and guidance and support to the Special Victims' Counsel in those regions.

Victim Non-Participation in the Military Justice System

Title 32 National Guard members are under the command and control of the governor, and typically do not fall under the jurisdiction of a Military Criminal Investigative Organization. Therefore, data is not available for victims who declined to participate in the military justice process.

4.2 Briefly describe your leadership-approved future plans to maintain a high competence in holding alleged offenders appropriately accountable.

The National Guard is continuing to refer reports of sexual assaults to the NGB-JA/OCI, to ensure thorough investigation of all cases and to assist the survivor with access to justice.

5. Goal 5—Assessment

5.1 Summarize your efforts for achieving the Assessment goal to “effectively measure, analyze, assess, and report SAPR Program progress to improve effectiveness.” (DoD Sexual Assault Prevention and Response Strategic Plan, 2017-2021 (December 1, 2016), Goal 5 – Assessment, p. 10)

In this strategic summary, include significant updates and/or force-wide changes describing how your Military Service is addressing the following topics. There is no

need to repeat prior Annual Report submissions if these processes have remained largely the same as in prior years.

Oversight Activities: What are your efforts to enhance SAPR Program oversight activities, to include the use of recent surveys (e.g., WGRA, WGRR, and DEOCS) and insights from the Government Accountability Office, advisory committees, and internal inspections to improve your programs and services? (DoD Sexual Assault Prevention and Response Strategic Plan, 2017-2021, (December 1, 2016), Goal 5 – Assessment, Objective 5.2, p. 10 / DoD Sexual Assault Prevention and Response Strategic Plan “Task List,” (December 1, 2016), Goal 5 – Assessment, Objective 5.1, Tasks #2 & #6, p. 4)

Defense Sexual Assault Incident Database (DSAID): What force-wide initiatives did your Military Service employ this year to ensure the quality, reliability, and validity of data collected in DSAID? (DoD Sexual Assault Prevention and Response Strategic Plan, 2017-2021 (December 1, 2016), Goal 5 – Assessment, Objective 5.1, p. 10 / DoDI 6495.02, “Sexual Assault Prevention and Response (SAPR) Program Procedures,” (May 24, 2017), Encl 2, para 6ad)

SARC/VA and Healthcare Provider Training Effectiveness: How is your Military Service assessing the training provided to SARCs/VAs and healthcare providers? What actions, if any, have been taken to implement any new training over the past year? (DoD Sexual Assault Prevention and Response Strategic Plan “Task List,” (December 1, 2016), Goal 5 – Assessment, Objective 5.1, Tasks #4 & #5, p. 4)

Retention of DD Forms 2910 & 2911: Has your Military Service experienced any challenge(s) in fulfilling the 50-year retention of DD Form 2910 (Victim Reporting Preference Statement) and DD Form 2911 (DoD Sexual Assault Forensic Examination Report)? If yes, what actions have been taken to mitigate the challenge(s)? (NDAA for FY 2014, section 1723 / DoDI 6495.02, “Sexual Assault Prevention and Response (SAPR) Program Procedures,” (May 24, 2017), para 4u)

(Army & NGB) GAO Report: Sexual Assault – Better Resource Management Needed to Improve Prevention and Response in the Army National Guard (ANG) and Army Reserve (USAR): What actions has been taken to comply with the subject GAO Report (i.e., assessment of staffing approaches used to administer the SAPR program; communication and dissemination of budget guidance for the Sexual Harassment/Assault Response and Prevention (SHARP) Program to all full-time SHARP personnel; monitoring and providing oversight of SHARP program expenditures at the ANG and USAR command level; reassessment of the Office of Complex Administrative Investigation’s timeliness and resources; and development of an expedited line-of-duty determination process for USAR sexual assault victims? (GAO-17-217 (February 27, 2017) / DoD Sexual Assault Prevention and Response Strategic Plan “Task List,” (December 1, 2016), Goal 5 – Assessment, Objective 5.1, Task #6, p. 4)

Oversight Activities

The National Guard Bureau SAPR Office continued to monitor the status of the National Guard SAPR program by using the various survey and reports available. These included the Workplace and Gender Relations survey for the reserve components, organizational climate surveys, and other reports as available and pertinent. In an effort to keep senior leadership better informed, the National Guard Bureau SAPR Office initiated a National Guard SAPR Storyboard. Items displayed on the Storyboard may include standard metrics, but may also include or focus on specific issues, metrics, or reports as determined by the current environment. The National Guard Bureau SAPR Office Program Manager also used weekly program manager meetings to identify activities occurring within the Army and Air National Guard SHARP and SAPR programs, respectively.

Army National Guard

The Army National Guard conducted 12 SHARP Foundation courses in FY18 and trained 384 SARCs and Victim Advocates. The Army National Guard conducted monthly teleconferences, provided weekly emails, and participated in weekly program manager teleconferences with Headquarters, Department of the Army, G-1 SHARP office. The Army National Guard provided phone consultation to all SAPR stakeholders regarding the DSAID inquiries, and funding and case management.

Air National Guard

Subject Matter Experts in the Air National Guard Major Command directorates conduct Continual Evaluations for the field units as directed IAW AFI 90-201, "*Air Force Inspection System.*" The Air National Guard SAPR Office also conducted monthly SAPR teleconferences, provided weekly emails, and provided an Air National Guard liaison to the Air Force SARC course on a quarterly schedule. The Air National Guard provided phone consultation to SAPR stakeholders regarding DSAID inquiries, case management, and program management.

Defense Sexual Assault Incident Database (DSAID)

During FY18, the National Guard Bureau SAPR Office continued to conduct DSAID quality reviews on a regular basis to identify cases with missing data and improperly entered data through July 2018. For the remainder of the fiscal year, the SAPR office Program Manager instituted the use of the DSAID Quality Assurance tool to identify missing data. The metrics developed from the information gleaned from the using the Quality Assurance tool were included on the newly created National Guard SAPR Storyboard.

Army National Guard

The Army National Guard retrieved case level reports from the DSAID to ensure it captured complete and accurate information. Monthly, the Army National Guard conducted SARC cell phone audits and performed an audit on the Joint Force Headquarters - State full-time SAPR staffing roster to ensure all personnel had current D-SAACP credentials.

Air National Guard

The Air National Guard provided one-on-one training with new SARCs to educate them on the collection and reporting of data. They also pulled weekly case level reports from the DSAID to ensure information captured was complete and accurate. The Air National Guard called Wing SAPR offices, when required data fields were incomplete or for DSAID troubleshooting. These efforts ensured current data in the DSAID, which resulted in accurate reporting.

SARC/Victim Advocate and Healthcare Provider Training Effectiveness

Currently, National Guard SAPR staff members attend Service-specific SARC and SAPR Victim Advocate training to achieve D-SAACP certification.

Retention of DD Forms 2910 & 2911

The National Guard participated in the recent audit of DD Form 2910 and DD Form 2911 accountability and compliance of the 50-year retention requirement. This audit revealed some challenges in maintaining these forms as required.

First, sexual assault forensic exams typically provided to non-federalized National Guard members are civilian exams as required by the state, territory, or District of Columbia and conducted at civilian health facilities or rape crisis centers by a sexual assault response team. The examining site maintains a copy of the chain of custody form and a copy of the form accompanies the sexual assault collection kit transferred to law enforcement, who maintains the kit and form. National Guard SAPR personnel do not maintain reports of the sexual assault forensic examination.

Challenges of maintaining appropriate accountability of the DD Form 2910 identified in the FY18 audit included the following:

- Failed storage mechanism during the transition between Air National Guard full-time wing SARCs in place of additional duty wing SARCs
- Inconsistent messaging or policy on the appropriate storage location as determined by the victim's Service affiliation or assigned SARC or SAPR Victim Advocate
- Steady turnover of inexperienced SARCs prior to the implementation of DSAID resulted in the removal of inactive reports
- Delay in newly hired SARCs gaining access to the database hindering their ability to enter the case in a timely manner

Plans developed to address the discrepancies of DD Form 2910 storage include the following:

- Continuous training and policy updates to provide specific guidance on storage requirements and locations

- Designation of an alternate certified SARC with database access to enter the DD Form 2910 into DSAID until a newly assigned SARC gains access to the database
- Completion of memorandums for record to account for the missing forms that occurred prior to implementation of DSAID
- Monthly quality assurance checks to verify entry of the DD Form 2910 for every applicable report entered into the database

(Army & NGB) GAO Report: Sexual Assault – Better Resource Management Needed to Improve Prevention and Response in the Army National Guard (ANG) and Army Reserve (USAR)

The Army National Guard distributed FY19 resource guidance 30 September 2018 to all 54 States, Territories, and the District of Columbia National Guard.

5.2 Describe your leadership-approved future plans to further improve the achievement of the Assessment goal.

The National Guard Bureau SAPR Office will continue to use the National Guard SAPR Storyboard to share significant trends in the SAPR Program with senior leadership.

6. Core Functions: Communication and Policy

6.1 Provide a brief summary for new efforts taken in FY 2018 on the following:

Publicizing Sexual Assault Reporting Options: Is your Military Service using any new or expanded initiatives to publicize the sexual assault restricted and unrestricted reporting options to your Service members and adult dependents? (DoDI 6495.02, “Sexual Assault Prevention and Response (SAPR) Program Procedures,” (May 24, 2017), Encl 4)

Retaliation Training: How has the topic of retaliation been incorporated into supervisor (officer, enlisted, and civilian) and SAPR training curricula? What are the critical themes, core competencies, and learning objectives for retaliation training? Does it provide instruction on resources available for victims to report retaliation and the availability of a General/Flag Officer review when a victim is separated within one year of final disposition of his/her sexual assault case? (DoD Retaliation Prevention and Response Implementation Plan (January 2017), p. 13-14 / DoDI 6495.02, “Sexual Assault Prevention and Response (SAPR) Program Procedures,” (May 24, 2017), Encl 4, para 7g)

Military/Veteran Service Organization (MSO/VSO), Federal Partner, and Congressional Outreach: What has your Military Service done to develop and implement MSO/VSO, federal partner, and/or congressional outreach to communicate and/or enhance sexual assault-related policy initiatives? (DoD Sexual Assault Prevention and Response Strategic Plan “Task List,” (December 1, 2016), Core Function – Communications, Tasks #2 & #4, p. 4)

Publicizing Sexual Assault Reporting Options

The National Guard Bureau and state, territory, and the District of Columbia National Guard continued to maximize their use of a multitude of media, materials, events, and platforms to publicize the two sexual assault reporting options. The most notable expanded initiative was the creation of mobile applications by some National Guard organizations. This effort facilitated the sharing and accessibility of SAPR information.

Retaliation Training

The National Guard Bureau SAPR Office created initial training on the retaliation processes associated with a report of sexual assault and a complaint of sexual harassment early in FY18. The training used the core competencies and learning objectives of the DoD Retaliation Prevention and Response Strategy Implementation Plan as the basis for the training. The National Guard Bureau SAPR Office provided this training to the full-time SAPR staff within the 54 States, Territories, and the District of Columbia National Guard and made it available on Guard Knowledge Online SAPR site. The training focused on four major themes: (1) the Retaliation Prevention and Retaliation Strategy Implementation Plan; (2) definitions and types of retaliation; (3) retaliation reporting process maps for both sexual assault and sexual harassment; and (4) SAPR way ahead. Specific items presented in the training included investigative entities, support services provided by SAPR staff and Equal Opportunity Advisors, the role of the Special Victims' Counsel, and the opportunity for the victim to request a review from a general officer or flag officer when being separated within one year of final disposition of a sexual assault case. The training also included creating a culture intolerant of retaliation, accountability through assessment, and guidance and accountability practices for leadership.

The National Guard Bureau SAPR Office will review and update this training program during FY 2019 in concert with the release of the Chief of the National Guard Bureau procedures consistent with the responsibilities of the SARCs as it pertains to retaliation based on a sexual assault report or complaint of sexual harassment.

The Army and Air National Guard leadership also use their Service-specific training to inform leadership and supervisors, such as quarterly SAPR commander talking points, and Green Dot training. Members of the full-time SAPR staff also introduced retaliation information at various events throughout the past year and shared the information through articles in newsletters, trivia questions, SAPR brochures, and SAPR SharePoint pages.

Military/Veteran Service Organization (MSO/VSO), Federal Partner, and Congressional Outreach

Individual State, Territory, and the District of Columbia National Guard SAPR staff are the principals for engaging in outreach with various organizations to establish partnerships or cooperation. An example of this type of outreach is the state of Kentucky.

- The Kentucky National Guard collaborated with the Veterans Affairs Hospitals located within the state to verify availability of services and the quality of services provided, to National Guard Service Members who experienced a sexual assault or sexual harassment. Identified below are some specific activities demonstrating their partnership.
 - Community outreach across the state promoting both the Kentucky National Guard SAPR Office and the Veterans Affairs Hospital Resources for Survivors.
 - Partnered with the Veterans Affairs Suicide Prevention Team to improve access to and quality of services for Survivors who may experience depression or thoughts of suicide. The Lexington, Kentucky Veterans Affairs Hospital received additional grant funding to improve their services and community outreach. The hospital is working diligently with the Kentucky National Guard SAPR Office, Suicide Prevention Program Manager, Behavioral Health, and other offices to build upon this collaborative partnership.
 - The Kentucky National Guard SAPR Office partnered with the Veterans Affairs for Sexual Assault Awareness and Prevention Month. During this month, the Kentucky National Guard SAPR Office provided an information table at the Veterans Affairs' event and conducted workshops at the Lexington, Kentucky Veterans Affairs Hospital for the staff to learn more about the Guard's SAPR Program and services offered. The workshop provided continuing education units to the hospital staff who attended, while the Veterans Affairs Hospital allowed Kentucky National Guard Victim Advocates to attend their training and receive continuing education units towards their D-SAACP certification.
- The Kentucky National Guard worked with Congressman Andy Barr's office to expand the Veteran Affairs' Military Sexual Trauma Services to National Guard Service Members who experienced a sexual assault, but may not meet the definition of "Veteran" as listed in 38 U.S.C. 101(2). Despite the recent expansion of services to Reserve Component members, a significant number of National Guard Service members are still ineligible for the Military Sexual Trauma services. The objective of working with Congressman Barr's Office is to expand the Military Sexual Trauma services to all National Guard Service members who are victims of a sexual assault and sexual harassment, to assist them in the healing process.

7. NDAA Requirements - Provide your Military Service's status on the NDAA Sections presented below. Answer each requirement directly and succinctly. Specify whether the provision has been implemented by indicating "yes" or "no." If the requirement has been implemented, provide the implementation date. If it has not been implemented, provide the projected implementation date. Lastly, provide a short explanation (150 words or less) of the action(s) taken. All items require a response.

7.1 FY 2014, SEC. 1701. Extension of Crime Victims' Rights to Victims of Offenses Under the Uniform Code of Military Justice

Is this requirement completed? Yes/No.

If yes, date completed:

If no, date when the requirement is projected to be completed:

Status update (150 words or less):

(NDAA for FY 2014, section 1701, TJAG)

N/A

The Uniform Code of Military Justice does not apply to non-federalized National Guard members. However, all states and the federal government passed laws to establish a set of victims' rights. National Guard Special Victims' Counsel ensure victims receive information on and understand their applicable rights, and that those rights are protected throughout state military processes.

7.2 FY 2017, SEC. 542. Effective Prosecution and Defense in Courts-Martial and Pilot Programs on Professional Military Justice Development for Judge Advocates

Is this requirement completed? Yes/No.

If yes, date completed:

If no, date when the requirement is projected to be completed:

Status update (150 words or less):

(NDAA for FY 2017, section 542, TJAG)

N/A

National Guard Judge Advocates do not prosecute or defend non-federalized National Guard members in Courts-Martial convened under the UCMJ. However, they both prosecute and defend criminal actions under applicable state codes of military justice. National Guard Judge Advocates may receive similar military justice training opportunities as active component Judge Advocates.

7.3 FY 2018, SEC. 535. Sexual Assault Prevention and Response Training for All Individuals Enlisted in the Armed Forces Under a Delayed Entry Program

Is this requirement completed? Yes/No.

If yes, date completed:

If no, date when the requirement is projected to be completed:

Status update (150 words or less):

(NDAA for FY 2018, section 535)

N/A

The National Guard does not participate in the Delayed Entry program.

7.4 FY 2018, SEC. 536. Special Victims' Counsel Training Regarding the Unique Challenges Often Faced by Male Victims of Sexual Assault

Is this requirement completed? **Yes**

If yes, date completed: **19 June 2018**

If no, date when the requirement is projected to be completed:

Status update (150 words or less):

(NDAA for FY 2018, section 536, TJAG)

National Guard Special Victims' Counsel completed this training requirement on 19 June 2018.

All National Guard Special Victims' Counsel receive their training and certification through the Army or Air Force Special Victims' Counsel courses. Additionally, the National Guard Special Victims' Counsel Office provides yearly continuing legal education to all Special Victims' Counsel, to include training on male victimization.

8. Analytics Discussion

8.1 Military Services & NGB*: Provide an analytic discussion (1,000 words or less) of your Statistical Report of reported sexual assault cases from the Defense Sexual Assault Incident Database (DSAID). Required elements included on this template are information on Unrestricted Reports; Restricted Reports; service referrals for victims alleging sexual assault; and case synopses of completed investigations.

***NGB should provide comments based on its available information and data.**

This section must briefly address each of the following:

- Notable changes in the data over time**
- Insight or suspected reasons for noted changes, or lack of change, in data**
- The application of insights from data analyses for programmatic planning, oversight, and/or research**

- Total number of Sexual Assaults (Restricted Reports and Unrestricted Reports) over time (since FY 2008) **(Metric #11, previously Metric #12)**
- The number of sexual assault investigations completed by the MCIO in the FY and the corresponding mean and median investigation length. Case open date can be in any year, but the close date must be by the end of the FY **(Military Justice Indicator #6, previously Metric # 5)**
- The number of subjects with victims who declined to participate in the military justice process **(Metric #7, previously Metric #8)**
- Command action for military subjects under DoD legal authority (to be captured using the most serious crime investigated, comparing penetration to contact crimes) **(Military Justice Indicator #1)**
- Sexual assault court-martial outcomes (to be captured using the most serious crime charged, comparing penetration to contact crimes) **(Military Justice Indicator #2)**
- Summary of referral data – Unrestricted and Restricted Reports - either referrals received from other sources or referrals made to other sources (e.g., medical/mental health, command, criminal investigation/security services, legal, civilian or VA authorities, etc.)
- Any other information relating to sexual assault case data

The National Guard submits the following Analytics Discussion based on FY18 final reporting data extracted from DSAID on 14 November 2018 and confirmed for use on 15 November 2018. In addition to supporting the analytics discussion with charts from a National Guard joint perspective, this report includes charts to distinguish the specific data as it applies to the Army and Air National Guard as separate entities.

Total Number of Sexual Assault (Restricted Reports and Unrestricted Reports) over time (since FY08)

Sexual assault reporting in the National Guard increased again this year. This is encouraging as research shows that reporting sexual assault increases the likelihood that victims engage in medical treatment and other forms of assistance. The total number of all National Guard sexual assaults reported in FY18 was 517 cases; an increase of 48 cases over those reported in FY17. This increase in the number of reports is also encouraging in that it indicates that more survivors felt more comfortable with the reporting process and confident in their leadership and responders to provide them with available resources focused toward recovery.

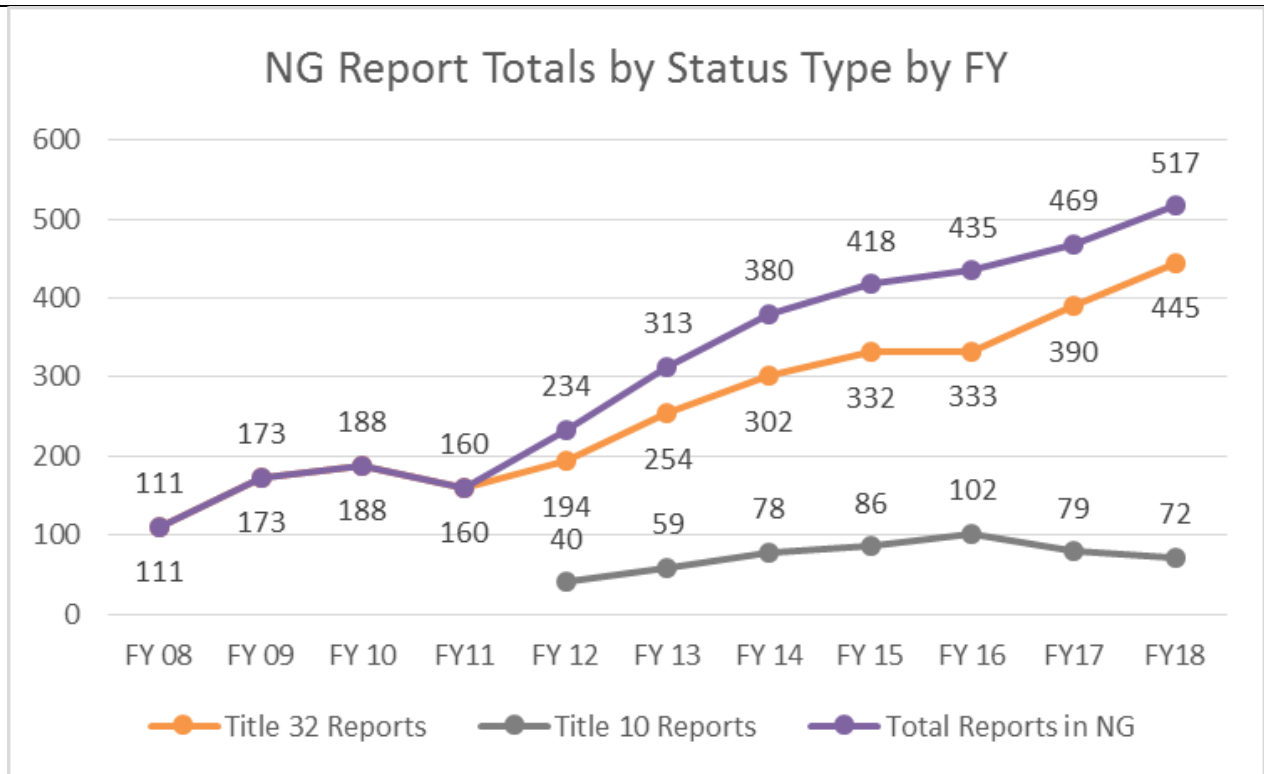


Figure 1. National Guard Report Totals by Status Type (Army and Air National Guard Combined)

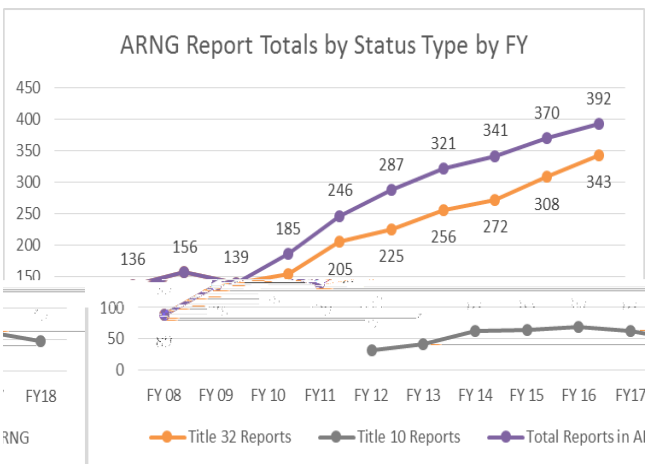


Figure 2. Army National Guard Report Totals by Status Type

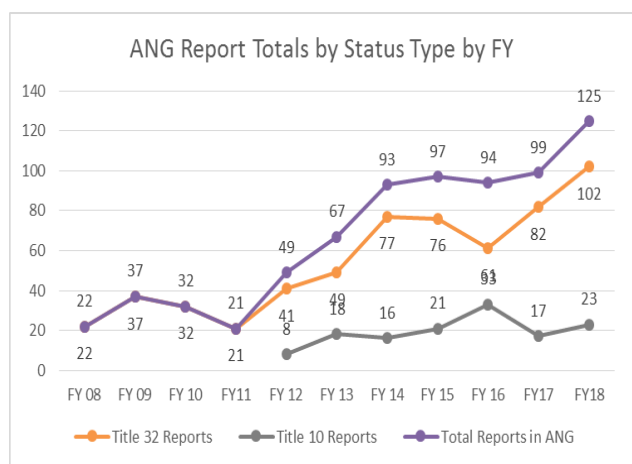


Figure 3. Air National Guard Report Totals by Status Type

Total Unrestricted Reports, FY13- FY18

Of the 517 cases involving Guard members in FY18, 72 reports (14% of total reports) were in Title 10 status and reported to National Guard SARCs. The remaining 445 reports (86% of total report) related to a non-federalized Guard member who was either the survivor or the subject of a sexual assault incident.

The number of overall restricted reports for FY18 equaled 171 reports (33% of total reports).

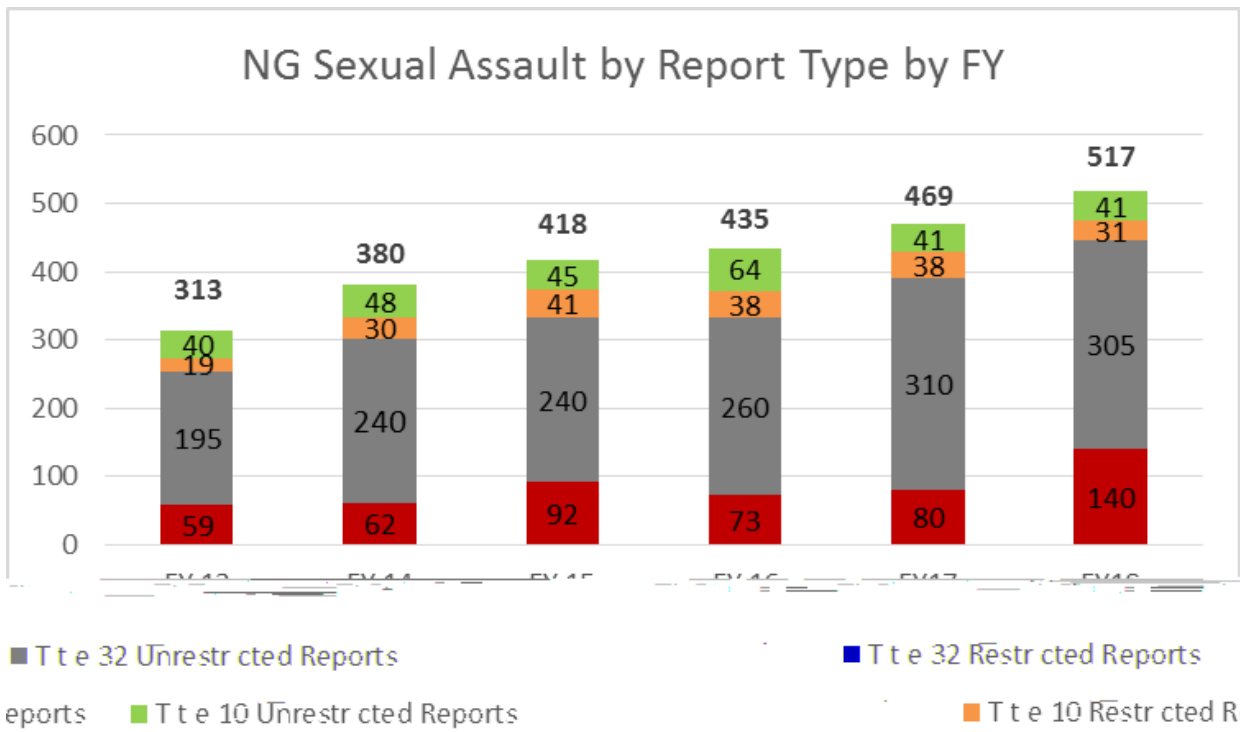


Figure 4. National Guard Sexual Assault by Report Type (Army and Air National Guard Combined)

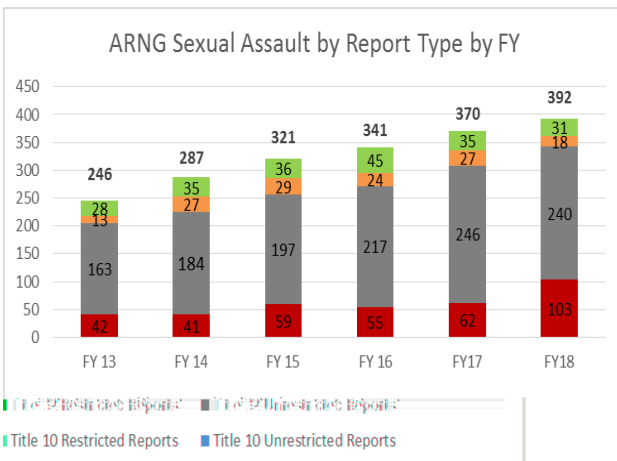


Figure 5. Army National Guard Sexual Assault by Report Type

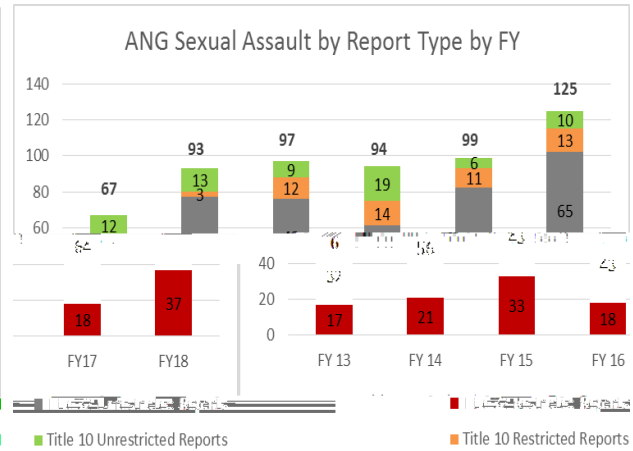


Figure 6. Air National Guard Sexual Assault by Report Type

Summary of Referral Data (UR and RR reports) - either referrals received from other sources or referrals made to other sources (medical/mental health, command, criminal investigation/security services, legal, civilian or VA authorities)

The National Guard also experienced an increase in the number of referrals in FY18 over prior years for all resources except medical. The top National Guard referrals made in FY18 included Victim Advocate/Uniformed Victim Advocate (272 referrals), Mental Health (254 referrals), and Legal (163 referrals). It is important to note that more than one referral could be made for each case depending on the survivor's request. It is encouraging to see the increase in requests for mental health referrals, which may point to a reduction in the stigma of reaching out for help in this area.

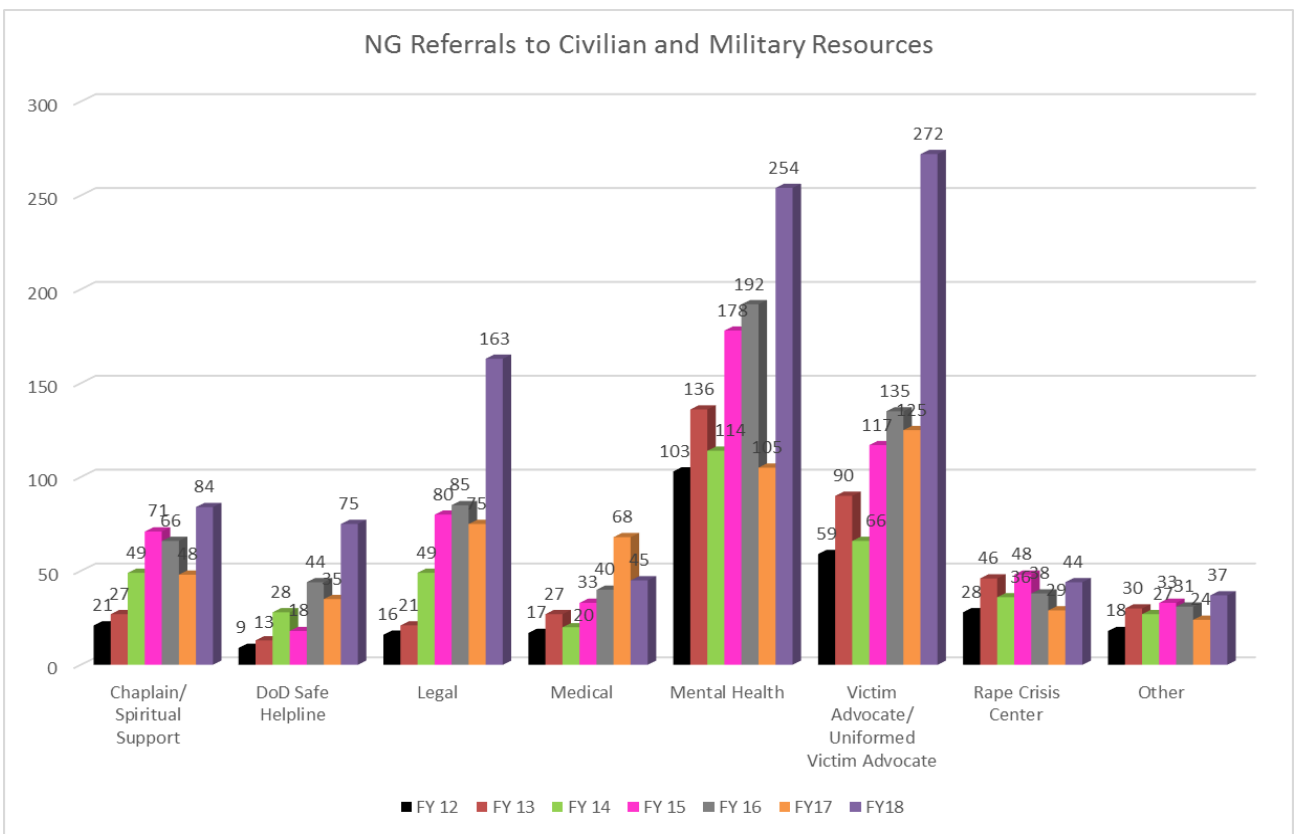


Figure 7. Total National Guard Referrals to Civilian and Military Resources

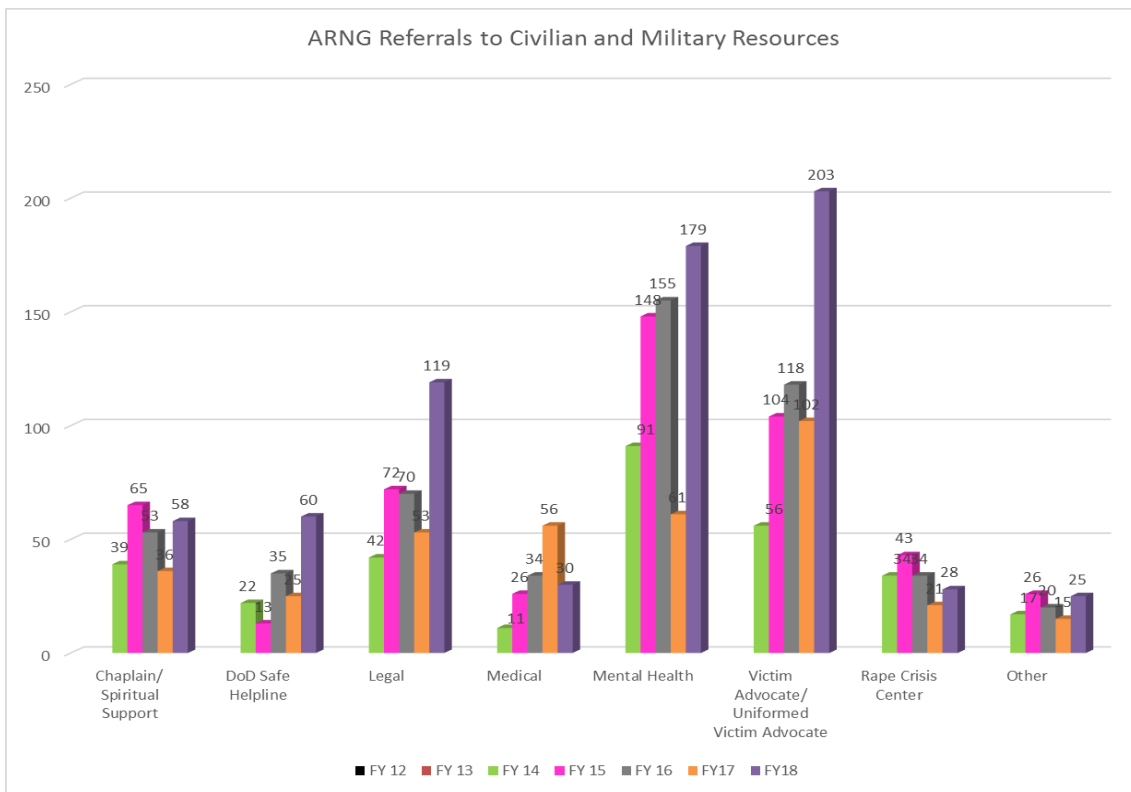


Figure 8. Army National Guard Referrals

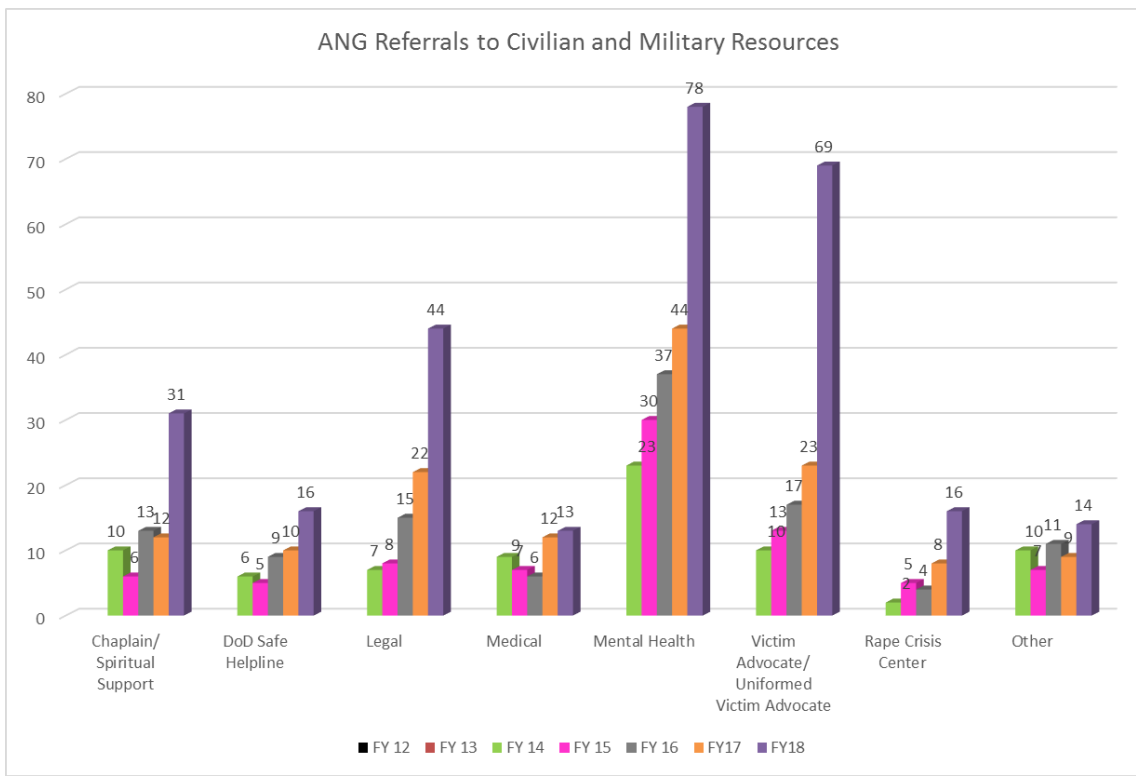


Figure 9. Air National Guard Referrals

Other Information Relating to Sexual Assault Case Data

Male Sexual Assault Reporting, FY15- FY18

The National Guard continued to increase efforts to reach out to males in the National Guard to emphasize ways in which the SAPR program is equipped to support male survivors of a sexual assault. During FY18, the SAPR Advisory Council Training Working Group spearheaded the development of training and programs to encourage peer-led groups to foster healthy communications and support for male victims to come forward. Coincidentally, there was a significant increase in the total number and overall percentage of male reports (15% of total reports in FY18 vs 9% of total reports in FY17).

Additionally, the male survivors were almost equally split in the type of reports made (restricted vs. unrestricted) during FY18. This seems to imply that some of the stigmas and barriers to male reporting dissipated. However, more work is required in this area. In FY19, the National Guard SAPR Office will continue to participate in the DoD Men's SAPRO Working Group to glean the lessons learned on messaging and program design to tailor SAPR materials offered to male Service members. Additionally, the National Guard SAPR Office will continue to offer training focused on how SAPR personnel can identify personal biases. The goal is to ensure that these biases do not affect the services provided to male victims.

Expedited Transfer Requests

The National Guard received and approved 10 expedited transfer requests in FY18 and processed them according to the CNGB Instruction 1303.01A. The FY18 numbers continued the National Guard trend of 100% approval of expedited transfers requested over the past five years, which totaled 51. A limiting factor for accommodating National Guard expedited transfer requests is the availability of appropriate positions in different units within the same general locality. Of the 10 expedited transfers approved in FY18, eight transfers were local unit transfers or change of duty within the same unit, while two requests resulted in transfers between two installations.

Latency of Sexual Assault Reporting

The National Guard also tracked the latency of sexual assault reporting to determine the length of time between the date the sexual assault occurred to the date the Guard member reported the sexual assault to a SARC. Of interest is how long a Guard member may go without receiving support toward the recovery process. In FY18, half the total number of T32 Guard members who filed an Unrestricted Report, did so within a year of the assault. The remaining 50% of cases were reports of incidents that occurred earlier in their military career or prior to joining the military.

Notifying Command

Of the incidents of sexual assault reported by current members of the National Guard in FY18, SARCs notified the command within 24 hours of the report for 96% of the cases.

Not applicable to non-federalized National Guard

Under the command and control of the governor, non-federalized National Guard members typically do not fall under the jurisdiction of a Military Criminal Investigative Organization. Therefore data is not available for the following:

- Number of Sexual Assaults completed by Military Criminal Investigative Organization in the FY (and corresponding mean and median investigation length)
- Number of Subjects with Victims who Declined to Participate in the Military Justice Process
- Command action for military subjects under DoD Legal Authority (to be captured using the most serious crime investigated, comparing penetration to contact crimes)
- Sexual assault court-martial outcomes (to be captured using the most serious crime charged, comparing penetration to contact crimes)

8.2 Complete the following table with your numbers as of the end of the fiscal year.

Use the job/duty descriptions provided and the following inclusion criteria:

- Include all Reserve and Active Duty military personnel. Army and Air Force do not need to include their respective National Guard component information as it will be included in the National Guard Bureau’s response.
- Include civilian and contractor personnel, as applicable
- Only include filled positions
- Indicate the number of full-time and part-time personnel
- Provide the exact number of current personnel, whenever possible. If the number is an estimate, please indicate how the estimate was reached and any other relevant information.

(DoDI 6495.02, “Sexual Assault Prevention and Response (SAPR) Program Procedures,” (May 24, 2017), Encl 2, para 6ac)

Job/Duty Title	Description of Job/Duty	Full-Time	Part-Time
Program Managers	Capability in developing policy, or program management and execution; and completion of 40+ hours of Military Service-specific National Advocate Credentialing Program and approved SARC training.	3	0
Dedicated Headquarters-Level Professionals	Include policy, advocacy, and prevention professionals who support the headquarters-level SAPR program offices at each Military Service/National Guard Bureau (<i>not including program managers, who are counted in their own category</i>).	19	0

Uniformed SARC	Serve as the single point of contact at an installation or within a geographic area to oversee sexual assault awareness, prevention, and response training; coordinate medical treatment, including emergency care, for victims of sexual assault; and track the services provided to victims from the initial report through final disposition and resolution. Certified under the nationally-accredited DoD Sexual Assault Advocate Certification Program (D-SAACP).	3	289
Civilian SARC	See above.	124	1
Uniformed SAPR-VA	Provide non-clinical crisis intervention, referral, and ongoing non-clinical support to adult sexual assault victims; offer information on available options/resources to victims; coordinate liaison assistance with other organizations and agencies on victim care matters; and report directly to the SARC. Certified under the nationally-accredited D-SAACP.	0	955
Civilian SAPR-VA	See above.	44	0
Sexual Assault-Specific Legal	Legal personnel who specialize in sexual assault cases including prosecutors, Victim Witness Assistance Program personnel, paralegals, legal experts, and Special Victims' Counsel/Victims' Legal Counsel.	25	2
Sexual Assault – Specific Investigators	Military Criminal Investigation Office investigators who specialize in sexual assault cases. * NGB-JA/OCI does not employ any criminal investigators, but has 18 administrative investigators who have received specialized, sexual assault-specific investigative training.	0 (18)*	0
Sexual Assault Medical Forensic Examiners	Medical providers that have completed the DoD course at Fort Sam Houston, or equivalent.	N/A	N/A