



OFFICE OF THE ADJUTANT GENERAL
VERMONT NATIONAL GUARD
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NGVT-HRO-JP 06

15 January 2019

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Joint Policy Memorandum, Sexual Assault Prevention and Response Program Policy

1. References/Authority.

- a. DoDI 6495.02, Sexual Assault Prevention and Response Program Procedures, 12 February 2014.
- b. AR 600-20, Army Command Policy, 22 October 2014.
- c. AFI 90-6001, Sexual Assault Prevention and Response Program, 21 May 2015.
- d. Directive-Type Memorandum (DTM) 11-063, 16 December 2011, "Expedited Transfer of Military Service Members Who File Unrestricted Reports of Sexual Assault.
- e. CNGBN 1303, National Guard Implementation of Sexual Assault Incident Response oversight (SAIRO) Report, 11 March 2015.

2. Purpose. To establish a culture that effectively implements and integrates the Sexual Assault Prevention and Response (SAPR) program as an operational asset throughout the Vermont National Guard (VTNG).

3. Effective Date. This policy is effective immediately when signed. All previous versions are obsolete. Policy will be updated annually.

4. Applicability. This policy applies to all members of the VTNG.

5. Policy.

a. Sexual Assault is intentional sexual contact characterized by the use of force, physical threat or abuse of authority or when the victim does not or cannot consent. Both sexual harassment and sexual assault have a devastating and lasting impact on victims. They undermine unit cohesion and combat readiness and have no place in the VTNG. Members and leaders must continue to recognize that preventing sexual harassment will often prevent sexual assault. Units shall conduct service specific training annually to educate and equip Service members to effectively prevent and appropriately respond to sexual violence. Unit leaders shall participate and engage in unit training to provide command emphasis and to demonstrate the commitment of senior leadership to this program.

b. Prevention is the most critical factor and will ultimately define our success. The VTNG remains committed to a holistic approach to prevention with targeted strategies for each echelon of the social-ecological model: individual, relationship, leaders at all levels, the Vermont National Guard and society. Generally this includes the promotion of dignity and respect within the

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organization by means of improving training, raising awareness, mandating intervention, holding offenders accountable and providing trauma-informed victim advocacy services.

c. The Adjutant General will release internal communication approved by the State Judge Advocate and the Public Affairs Office following any report of sexual assault, with all PII redacted. The purpose of this communication is to: highlight that this crime does occur within our organization and therefore mandatory training is relevant; to message survivor options and resources following a report; to demonstrate command's commitment to support survivors and hold offenders accountable; and, to reiterate sexual misconduct prevention skills. Upon conclusion of any investigation and disposition of an unrestricted report, leadership will release a follow-on internal message to share releasable disposition information.

d. All leaders, at every level, must continue to foster a workplace environment that rejects all forms of sexual harassment and assault as well as attitudes which promote or condone such behaviors. Leadership will continue to create and promote a positive command climate in which those effected by sexual assault have the confidence in their chain of command to report immediately. Commanders will continue to refer Unrestricted Reports of sexual assault to the SAPR Office, State Judge Advocate and the appropriate civilian or military law enforcement agency for investigation. Leaders will continue to ensure that all members of the VTNG community treat those effected by sexual assault with dignity, fairness and have respect for their privacy. Service members who witness sexual harassment, sexual assault or retaliation against those who have made reports are responsible for upholding the VTNG values by correcting and reporting such behaviors through their chain of command. An appropriate agency will investigate any member subject to allegations of sexual assault by means of an unrestricted report. If the investigation substantiates allegations the VTNG will hold the member fully accountable to the extent allowed by federal law, service regulations and VTNG policy.

e. The Public Affairs Office will release a public statement approved by The Adjutant General and the State Judge Advocate to the media following a charge issued by state or local law enforcement of sexual or domestic violence against a service member. The release shall redact all PII. Once resolved, the Vermont National Guard will release a follow-on statement to detail releasable facts concerning civilian and/or military disposition.

f. All leaders will post this sexual assault policy on unit bulletin boards in accordance with Organization Inspection Program (OIP), Annex S SHARP Program checklists and the 158 FW policy procedures.

g. A Special Victims Counsel may represent the victim's interest throughout the course of legal proceedings that might follow an Unrestricted Report of sexual assault. Victims may request an expedited transfer in accordance with the VTNG-HRO Policy Memorandum NGVT-HRO 13-06, Expedited Transfer of Vermont National Guard Members who File an Unrestricted Report of Sexual Assault policy.

h. 0-6 level commanders will ensure compliance with the Chief National Guard Bureau Notice (CNGBN) 1303 Sexual Assault Incident Response Oversight Report (SAIRO Report). The assigned senior-level commander, who has a minimum rank of 0-5, will prepare and submit the SAIRO report within eight calendar days of an Unrestricted Report.

i. The VTNG Sexual Assault Response Coordinator (SARC) along with a qualified team of trained Victim Advocates, will remain available to respond and assist members effected by sexual assault. Those who elect to file a report, whether Restricted or Unrestricted, will have the

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opportunity to receive victim advocacy, counseling, medical and legal services as defined by service regulations. A Case Management Group chaired by the Director of the Joint Staff and facilitated by the VTNG SARC will meet monthly to review all unrestricted reports of sexual assault and formal resolution requests of sexual harassment until all formal proceedings are completed.

6. Point of contact for this policy is the VTNG SARC: (802)-338-3149 or (802) 324-9225. Survivors who wish to make a report after hours are encouraged to contact the DoD Safe Helpline: (877) 995-5247.



STEVEN A. CRAY
Major General
The Adjutant General

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