



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
JOINT FORCE HEADQUARTERS
MASSACHUSETTS NATIONAL GUARD
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24 September 2019

MEMORANDUM FOR All Massachusetts Army and Air National Guard Personnel

SUBJECT: Sexual Assault Prevention and Response Program Policy

1. References:

- a. Department of Defense Directive 6495.01, Sexual Assault Prevention and Response (SAPR) Program, Incorporating Change 3, effective 11 April 2017.
- b. Department of Defense Instruction 6495.02, Sexual Assault Prevention and Response Program Procedures, Incorporating Change 3, effective 24 May 2017.
- c. Department of Defense Instruction 6495.03, Defense Sexual Assault Advocate Certification Program (D-SAACP), dated 10 September 2015.
- d. Army Regulation 600-20, Army Command Policy, dated 6 November 2014.
- e. Air Force Instruction 90-6001, Sexual Assault Prevention and Response (SAPR) Program, dated 21 May 2015, Incorporating Change 1, effective 12 October 2017.
- f. HQDA EXORD 193-14, Screening of Sexual Harassment / Assault Response and Prevention Program Personnel and Others in Identified Positions of Significant Trust, dated 26 July 2014.

2. The Sexual Assault Prevention and Response (SAPR) program is a DoD-wide initiative. Its objective is to create an environment and military community that is intolerant of sexual assault. Sexual assault is a crime and has no place in the Massachusetts National Guard. Sexual assault is defined as intentional sexual contact, characterized by the use of force, threats, intimidation, abuse of authority, or when the victim does not or cannot consent (i.e. consent is not given when a person uses force, threat of force, or coercion or when the victim is asleep, incapacitated, or unconscious).

3. The Massachusetts National Guard is committed to eradicating sexual violence within its ranks. All leaders, at every level, must foster a workplace environment that rejects sexual harassment, sexual assault, and attitudes that promote or condone such behavior. Massachusetts National Guard leadership must take conscious steps to understand, identify, and reduce environmental risks, predatory and high-risk behaviors, and personal vulnerabilities associated with sexual assaults. Members must recognize that many sexual assaults can be prevented by preventing sexual harassment. The Massachusetts National Guard will focus on increasing awareness through prevention and education, victim-centered support, intimidation-free reporting, thorough investigation, and accountability under either civilian or military law for those who commit sexual assault crimes. All leaders and supervisors will create and promote a

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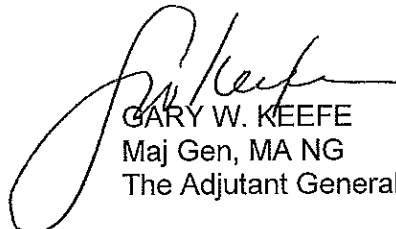
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positive command climate, placing special emphasis on ensuring that all accusations of sexual assault are taken seriously and referred to proper authorities for support and investigation.

4. Sexual assault has a devastating and lasting impact on the victim. It degrades our readiness and destroys unit cohesion—every member of the unit is affected. Victims of sexual assault shall be protected from coercion, retaliation, and reprisal. Victims shall be treated with dignity and respect, and shall receive timely access to comprehensive medical treatment, including emergency care treatment and services. Leaders at all levels are responsible for ensuring the safety and well-being of any fellow Service Member or DoD Civilian who has experienced a sexual assault.

5. In the Massachusetts National Guard, a trained Sexual Assault Response Coordinator (SARC) is available for each report of sexual assault. As the program manager of the Sexual Assault Prevention and Response program, the JFHQ SARC is available to oversee victim care, to include initial response to a sexual assault incident, victim advocacy, guidance of the reporting process, proper referrals to local response groups, support throughout the investigative process, and continued support for as long as a victim feels assistance is required. During business hours you may contact the JFHQ SARC at (339) 202-3111, or call the SARC Helpline at any time for an expeditious response at (508) 889-6644. For guaranteed, 24/7 support, the DoD Safe Helpline is available at (877) 995-5247 or www.safehelpline.org.

6. Commanders will post this memorandum on their unit bulletin boards and ensure that all Service Members annually complete the required Army and Air SHARP/SAPR training. Commanders will select and appoint Victim Advocates (VAs) in order to provide command emphasis to the SAPR program. Once selected, the SARC must be notified immediately of all selectees to ensure that all VAs are properly and consistently trained, background checks are performed, and the SAPR program is able to maintain a high standard of care. Current VAs have been trained and fully understand the importance of their appointment. All other duties are secondary if a VA is assigned to respond to a victim.



GARY W. KEEFE
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The Adjutant General