



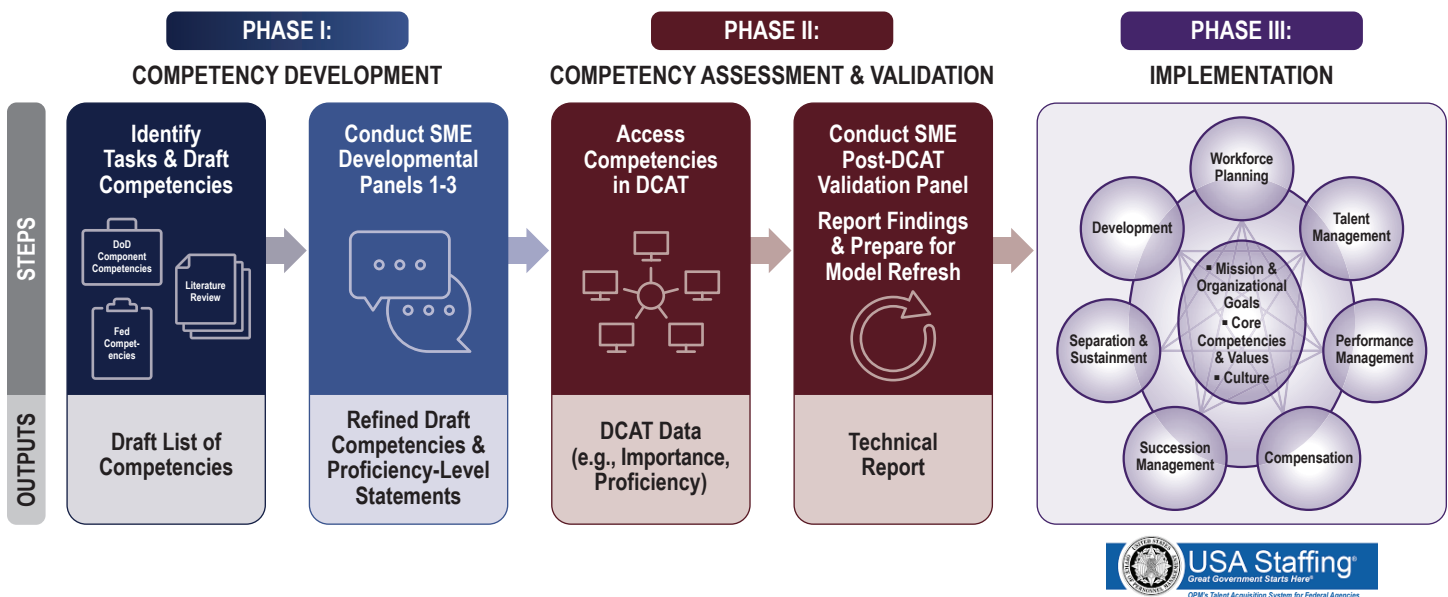
DEPARTMENT OF DEFENSE SEXUAL ASSAULT PREVENTION AND RESPONSE OFFICE



Competencies for SARW Personnel

The Department of Defense developed and validated a technical competency model for the Sexual Assault Response Workforce (SARW) in accordance with DoDI 1400.25-V250 to ensure consistency in capabilities required to provide sexual assault victim advocacy to the DoD community consistent with DoD SAPR Policy. This development process, as outlined below, is a workforce planning best practice established by the Defense Civilian Personnel Advisory Service. As a result of this development process, DoD developed the following list of general competencies applicable to all SARW personnel.

DoD Competency Development and Assessment Process



SARW General Competencies



Crisis Response: Provide immediate non-clinical risk/safety assessments, planning, referrals and/or accompaniment



Victim Advocacy: Trauma-informed, victim centered support, prioritizing victim safety, self-determination, and informed decision making



Program Comprehension: Maintain compliance with current SAPR policies and procedures



Training and Advisement: Facilitate training and awareness activities, and provide leaders with guidance on the SAPR program (e.g., data, best practices)



Non-Clinical Support: Advocate for victims' interests via continuous confidential support, resources, and referrals



SARW personnel are required to obtain a certification, as a condition of employment, through the DoD Sexual Assault Advocate Certification Program (D-SAACP).

D-SAACP certification requirements align these core competencies to the full range of sexual assault response, case management, and victim advocacy duties. D-SAACP will continue to serve as the Department's designated certification program for standardizing and enhancing the professional competency and proficiency of the SARW through its course and skill-based requirements in accordance with Public Law 112-81, Section 584.