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HQDA EXORD 358-23 IMPLEMENTATION OF FY23 INDEPENDENT REVIEW

Originator: DA WASHINGTON DC

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Prec: Priority

DAC: General

ARLINGTON NATIONAL CEMETERY ARLINGTON VA, ARNG NGB COMOPS ARLINGTON VA, ARNG NGB COMOPS ARLINGTON VA, ARNG NGB J3 JOC WASHINGTON DC, ARNG NGB J3 JOC WASHINGTON DC, ARNGRC ARLINGTON VA, ARNGRC ARLINGTON VA, ARNGRC WATCH ARLINGTON VA, ARNGRC WATCH ARLINGTON VA, CDR 5 ARMY NORTH AOC FT SAM HOUSTON TX, CDR 5 ARMY NORTH AOC FT SAM HOUSTON TX, CDR ARMY FUTURES COMMAND AUSTIN TX, CDR ARMY FUTURES COMMAND AUSTIN TX, CDR ATEC ABERDEEN PROVING GROUND MD, CDR FORSCOM DCS G3 CENTRAL TASKING DIV FT LIBERTY NC, CDR FORSCOM DCS G3 CENTRAL TASKING DIV FT LIBERTY NC, CDR FORSCOM DCS G3 CURRENT OPS FT LIBERTY NC, CDR FORSCOM DCS G3 CURRENT OPS FT LIBERTY NC, CDR FORSCOM DCS G3 WATCH OFFICER FT LIBERTY NC, CDR FORSCOM DCS G3 WATCH OFFICER FT LIBERTY NC, CDR MDW J3 FT MCNAIR DC, CDR MDW J3 FT MCNAIR DC, CDR MDW JFHQ-NCR FT MCNAIR DC, CDR MDW JFHQ-NCR FT MCNAIR DC, CDR NETCOM 9THSC FT HUACHUCA AZ, CDR TRADOC CG FT EUSTIS VA, CDR TRADOC CG FT EUSTIS VA, CDR TRADOC DCS G-3-5-7 OPNS CTR FT EUSTIS VA, CDR USAR NORTH FT SAM HOUSTON TX, CDR USARCEN SHAW AFB SC, CDR USAREUR-AF WIESBADEN GE, CDR USASOC COMMAND CENTER FT LIBERTY NC, CDR USASOC FT LIBERTY NC, CDR USASOC FT LIBERTY NC, CDR3RD ARMY USARCEN WATCH OFFICER SHAW AFB SC, CDRAMC REDSTONE ARSENAL AL, CDRAMC REDSTONE ARSENAL AL, CDRFORSCOM FT LIBERTY NC, CDRHRC G3 DCSOPS FT KNOX KY, CDRHRC G3 DCSOPS FT KNOX KY, CDRINSCOM FT BELVOIR VA, CDRINSCOM FT BELVOIR VA, CDRINSCOMIOC FT BELVOIR VA, CDRINSCOMIOC FT BELVOIR VA, CDRMDW WASHINGTON DC, CDRMDW WASHINGTON DC, **To:** CDRUSACE WASHINGTON DC, CDRUSACE WASHINGTON DC, CDRUSACIDC FT BELVOIR VA, CDRUSACIDC FT BELVOIR VA, CDRUSACYBER FT BELVOIR VA, CDRUSACYBER G3 FT BELVOIR VA, CDRUSACYBER G33 FT BELVOIR VA, CDRUSAEIGHT G3 CUROPS SEOUL KOR, CDRUSAEIGHT SEOUL KOR, CDRUSAMEDCOM FT SAM HOUSTON TX, CDRUSARC G33 READ FT LIBERTY NC, CDRUSARCYBER WATCH OFFICER FT BELVOIR VA, CDRUSARPAC CG FT SHAFTER HI, CDRUSARPAC FT SHAFTER HI, COMDT USAWC CARLISLE BARRACKS PA, COMDT USAWC CARLISLE BARRACKS PA, HQ IMCOM FT SAM HOUSTON TX, HQ IMCOM FT SAM HOUSTON TX, HQ INSCOM IOC FT BELVOIR VA, HQ SDDC CMD GROUP SCOTT AFB IL, HQ SDDC CMD GROUP SCOTT AFB IL, HQ SDDC OPS MSG CNTR SCOTT AFB IL, HQ SDDC OPS MSG CNTR SCOTT AFB IL, HQ USARSO FT SAM HOUSTON TX, HQ USARSO FT SAM HOUSTON TX, HQ USARSO G3 FT SAM HOUSTON TX, HQ USARSO G3 FT SAM HOUSTON TX, HQDA ARMY STAFF WASHINGTON DC, HQDA CSA WASHINGTON DC, HQDA EXEC OFFICE WASHINGTON DC, HQDA IMCOM OPS DIV WASHINGTON DC, HQDA SEC ARMY WASHINGTON DC, HQDA SECRETARIAT WASHINGTON DC, HQDA SURG GEN WASHINGTON DC, MEDCOM HQ EOC FT SAM HOUSTON TX, NETCOM G3 CURRENT OPS FT HUACHUCA AZ, NETCOM G3 CURRENT OPS FT HUACHUCA AZ, NGB WASHINGTON DC, SMDC ARSTRAT CG ARLINGTON VA, SMDC ARSTRAT CG ARLINGTON VA, SMDC ARSTRAT G3 ARLINGTON VA, SUPERINTENDENT USMA WEST POINT NY, SURGEON GEN FALLS CHURCH VA, USAR AROC FT LIBERTY NC, USAR AROC FT LIBERTY NC, USAR CMD GRP FT LIBERTY NC, USAR CMD GRP FT LIBERTY NC, USAR DCS G33 OPERATIONS FT LIBERTY NC, USAR DCS G33 OPERATIONS FT LIBERTY NC, USARCEN G3 FWD, USARPAC COMMAND CENTER FT SHAFTER HI **CC:** HQDA AOC DAMO ODO OPS AND CONT PLANS WASHINGTON DC, HQDA AOC G3 DAMO CAT OPSWATCH WASHINGTON DC, HQDA AOC G3 DAMO OD DIR OPS READ AND MOB WASHINGTON DC

Attachments: HQDA EXORD 358-23 Encl 1 - SARC and VA Hiring Thresholds (Final).pdf, HQDA EXORD 358-23 Encl 2 - R2PC Skills List (Final).pdf, HQDA EXORD 358-23 Encl 3 - R2 Training Request Form (Final).pdf

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RUJAAAA/CDR 5 ARMY NORTH AOC FT SAM HOUSTON TX

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RUIAAAA/CDR 5 ARMY NORTH AOC FT SAM HOUSTON TX
RUJAAAA/CDR ARMY FUTURES COMMAND AUSTIN TX
RUIAAAA/CDR ARMY FUTURES COMMAND AUSTIN TX
RUJAAAA/CDR ATEC ABERDEEN PROVING GROUND MD
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RUJAAAA/CDR NETCOM 9THSC FT HUACHUCA AZ
RUJAAAA/CDR TRADOC CG FT EUSTIS VA
RUIAAAA/CDR TRADOC CG FT EUSTIS VA
RUJAAAA/CDR TRADOC DCS G-3-5-7 OPNS CTR FT EUSTIS VA
RUJAAAA/CDR USAR NORTH FT SAM HOUSTON TX
RUJAAAA/CDR USARCENT SHAW AFB SC
RUIAAAA/CDR USAREUR-AF WIESBADEN GE
RUIAAAA/CDR USASOC COMMAND CENTER FT LIBERTY NC
RUIAAAA/CDR USASOC FT LIBERTY NC
RUIAAAA/CDR USASOC FT LIBERTY NC
RUIAAAA/CDR3RD ARMY USARCENT WATCH OFFICER SHAW AFB SC
RUJAAAA/CDRAMC REDSTONE ARSENAL AL
RUIAAAA/CDRAMC REDSTONE ARSENAL AL
RUIAAAA/CDRFORSCOM FT LIBERTY NC
RUJAAAA/CDRHRC G3 DCSOPS FT KNOX KY
RUIAAAA/CDRHRC G3 DCSOPS FT KNOX KY
RUIAAAA/CDRINSCOM FT BELVOIR VA
RUEPINM/CDRINSCOM FT BELVOIR VA
RUIAAAA/CDRINSCOMIOC FT BELVOIR VA
RUEPINF/CDRINSCOMIOC FT BELVOIR VA
RUJAAAA/CDRMDW WASHINGTON DC
RUIAAAA/CDRMDW WASHINGTON DC
RUJAAAA/CDRUSACE WASHINGTON DC
RUIAAAA/CDRUSACE WASHINGTON DC
RUJAAAA/CDRUSACIDC FT BELVOIR VA
RUIAAAA/CDRUSACIDC FT BELVOIR VA
RUJAAAA/CDRUSACYBER FT BELVOIR VA
RUJAAAA/CDRUSACYBER G3 FT BELVOIR VA
RUIAAAA/CDRUSACYBER G33 FT BELVOIR VA
RUIAAAA/CDRUSAEIGHT G3 CUROPS SEOUL KOR
RUJAAAA/CDRUSAEIGHT SEOUL KOR
RUIAAAA/CDRUSAMEDCOM FT SAM HOUSTON TX
RUJAAAA/CDRUSARC G33 READ FT LIBERTY NC
RUIAAAA/CDRUSARCYBER WATCH OFFICER FT BELVOIR VA
RUIAAAA/CDRUSARPAC CG FT SHAFTER HI
RUIAAAA/CDRUSARPAC FT SHAFTER HI
RUJAAAA/COMDT USAWC CARLISLE BARRACKS PA
RUIAAAA/COMDT USAWC CARLISLE BARRACKS PA
RUJAAAA/HQ IMCOM FT SAM HOUSTON TX
RUIAAAA/HQ IMCOM FT SAM HOUSTON TX
RUIAAAA/HQ INSCOM IOC FT BELVOIR VA
RUJAAAA/HQ SDDC CMD GROUP SCOTT AFB IL
RUIAAAA/HQ SDDC CMD GROUP SCOTT AFB IL
RUJAAAA/HQ SDDC OPS MSG CNTR SCOTT AFB IL
RUIAAAA/HQ SDDC OPS MSG CNTR SCOTT AFB IL
RUJAAAA/HQ USARSO FT SAM HOUSTON TX
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RUJAAAA/HQ USARSO G3 FT SAM HOUSTON TX

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RUIAAAA/HQ USARSO G3 FT SAM HOUSTON TX
RUEADWD/HQDA ARMY STAFF WASHINGTON DC
RUEADWD/HQDA CSA WASHINGTON DC
RUEADWD/HQDA EXEC OFFICE WASHINGTON DC
RUEADWD/HQDA IMCOM OPS DIV WASHINGTON DC
RUEADWD/HQDA SEC ARMY WASHINGTON DC
RUEADWD/HQDA SECRETARIAT WASHINGTON DC
RUEADWD/HQDA SURG GEN WASHINGTON DC
RUJAAAA/MEDCOM HQ EOC FT SAM HOUSTON TX
RUJAAAA/NETCOM G3 CURRENT OPS FT HUACHUCA AZ
RUIAAAA/NETCOM G3 CURRENT OPS FT HUACHUCA AZ
RUJAAAA/NGB WASHINGTON DC
RUJAAAA/SMDC ARSTRAT CG ARLINGTON VA
RUIAAAA/SMDC ARSTRAT CG ARLINGTON VA
RUJAAAA/SMDC ARSTRAT G3 ARLINGTON VA
RUJAAAA/SUPERINTENDENT USMA WEST POINT NY
RUJAAAA/SURGEON GEN FALLS CHURCH VA
RUJAAAA/USAR AROC FT LIBERTY NC
RUIAAAA/USAR AROC FT LIBERTY NC
RUJAAAA/USAR CMD GRP FT LIBERTY NC
RUIAAAA/USAR CMD GRP FT LIBERTY NC
RUJAAAA/USAR DCS G33 OPERATIONS FT LIBERTY NC
RUIAAAA/USAR DCS G33 OPERATIONS FT LIBERTY NC
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RUIAAAA/USARPAC COMMAND CENTER FT SHAFTER HI
INFO RUIAAAA/HQDA AOC DAMO ODO OPS AND CONT PLANS WASHINGTON DC
RUIAAAA/HQDA AOC G3 DAMO CAT OPSWATCH WASHINGTON DC
RUIAAAA/HQDA AOC G3 DAMO OD DIR OPS READ AND MOB WASHINGTON DC

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SUBJ/HQDA EXORD 358-23 IMPLEMENTATION OF FY23 INDEPENDENT REVIEW
COMMISSION HIRING ACTIONS ON COUNTERING SEXUAL ASSAULT IN THE
MILITARY//PRIO
UNCLASSIFIED//

SUBJECT: (U) HQDA EXORD 358-23 IMPLEMENTATION OF FY23 INDEPENDENT
REVIEW COMMISSION HIRING ACTIONS ON COUNTERING SEXUAL ASSAULT IN THE
MILITARY//

(U) REFERENCES:

REF//A/ (U) DEPARTMENT OF DEFENSE INSTRUCTION 6495.02, VOLUME 1,
SEXUAL ASSAULT PREVENTION AND RESPONSE: PROGRAM PROCEDURES, MARCH 28,

2013, INCORPORATING CHANGE 6, 10 NOVEMBER 2021//

REF//B/ (U) DEPARTMENT OF DEFENSE INSTRUCTION 6495.03, DOD SEXUAL
ASSAULT ADVOCATE CERTIFICATION PROGRAM (D-SAAP), FEBRUARY 28, 2020//

REF//C/ (U) DEPARTMENT OF DEFENSE INSTRUCTION 6310.09, HEALTH CARE
MANAGEMENT FOR PATIENTS ASSOCIATED WITH A SEXUAL ASSAULT, MAY 7,
2019//

REF//D/ (U) DEPARTMENT OF DEFENSE (DOD) MEMO, "UPDATES TO DOD POLICY
AND PROCEDURES FOR THE SEXUAL ASSAULT PREVENTION AND RESPONSE PROGRAM

AND ADULT SEXUAL ASSAULT INVESTIGATIONS, PREVENTION AND TRAINING",
DATED 10 NOVEMBER 2021//

REF//E/ (U) AR 600-20, ARMY COMMAND POLICY, 24 JULY 2020//

REF//F/ (U) DEPARTMENT OF DEFENSE (DOD) MEMO, "IMMEDIATE ACTIONS TO
COUNTER SEXUAL ASSAULT AND HARASSMENT AND THE ESTABLISHMENT OF A 90-
DAY INDEPENDENT REVIEW COMMISSION ON SEXUAL ASSAULT IN THE MILITARY",

DATED 26 FEBRUARY 2021//

REF//G/ (U) DEPARTMENT OF DEFENSE (DOD) MEMO, "COMMENCING DOD ACTIONS

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AND IMPLEMENTATION TO ADDRESS SEXUAL ASSAULT AND SEXUAL HARASSMENT IN

THE MILITARY", DATED 22 SEPTEMBER 2021//

REF//H/ (U) DEPARTMENT OF THE ARMY (DA) MEMO, "IMPLEMENTATION OF FISCAL YEAR 2022 (FY22) NATIONAL DEFENSE AUTHORIZATION ACT (NDAA) SEXUAL ASSAULT PREVENTION AND RESPONSE AND RELATED MILITARY JUSTICE REFORMS", DATED 28 FEBRUARY 2022

REF//I/ (U) DEPARTMENT OF DEFENSE PRIMARY PREVENTION PLAN OF ACTION (PPOA) 2.0 THE DEPARTMENT OF DEFENSE'S RENEWED STRATEGIC APPROACH TO PREVENT SELF-DIRECTED HARM AND PROHIBITED ABUSE OR HARM, 09 JUNE 2022//

REF//J/ (U) HQDA EXORD 269-22 IMPLEMENTATION OF FY22 INDEPENDENT REVIEW COMMISSION HIRING ACTIONS ON COUNTERING SEXUAL ASSAULT IN THE MILITARY, 25 JULY 2022//

1. (U) SITUATION.

1.A. (U) THE ARMY IS ENGAGED IN TRANSFORMATION EFFORTS TO REBUILD TRUST IN THE SHARP PROGRAM BY ESTABLISHING A COMPREHENSIVE APPROACH TO PROFESSIONALIZING, STRENGTHENING, AND RESOURCING THE SHARP WORKFORCE AT ALL ECHELONS, IN ACCORDANCE WITH THE SECRETARY OF DEFENSE'S INDEPENDENT REVIEW COMMISSION (IRC) ON SEXUAL ASSAULT IN THE MILITARY SERVICES IMPLEMENTATION PLAN.

1.A.1. (U) THROUGH IMPLEMENTATION OF THE SECRETARY OF DEFENSE'S IRC, OSD HAS DIRECTED SHARP RESPONSE SERVICES BE CONSOLIDATED UNDER THE INSTALLATION AND GREATER EMPHASIS BE PLACED ON PREVENTION. SHARP PERSONNEL WILL BE CONSOLIDATED AND WORK UNDER THE SUPERVISION OF THE INSTALLATION LEAD SEXUAL ASSAULT RESPONSE COORDINATOR (SARC) WHO REPORTS DIRECTLY TO THE INSTALLATION SENIOR COMMANDER, NOT TO BE DELEGATED BELOW DEPUTY COMMANDER, AS A MEMBER OF THE SPECIAL STAFF (IRC RECOMMENDATIONS 4.1A: MOVE SEXUAL ASSAULT RESPONSE COORDINATORS (SARCS) AND VICTIM ADVOCATES (VAS) FROM THE COMMAND REPORTING STRUCTURE.

1.A.2. (U) THE SHARP PROGRAM RESTRUCTURE REQUIRES MULTIPLE PHASES AND INTERDEPENDENT ACTIONS. PHASE 1 (FY22) ESTABLISHED AN OVERSIGHT STRUCTURE AT SELECT MACOMS THAT HAVE DOWNTRACE INSTALLATIONS WITH SENIOR COMMAND RESPONSIBILITIES, WHICH INCLUDED HIRING SHARP PROGRAM MANAGERS, WHO ARE ALIGNED WITH AND REPORT DIRECTLY TO THE MACOM COMMANDING GENERAL (ENCLOSURE 1). THE SHARP PROGRAM MANAGER WILL NOT BE ALIGNED UNDER ANY OTHER STAFF ELEMENT AND SERVES AS SPECIAL STAFF TO THE COMMANDER. TO SUPPORT PROGRAM MANAGERS AT THE OPERATIONAL LEVEL, ASSISTANT PROGRAM MANAGERS, SHARP COMPLIANCE SPECIALISTS AND PROGRAM SUPPORT SPECIALISTS WERE HIRED AT IDENTIFIED MACOMS. AT THE TACTICAL LEVEL, LEAD SARCS WERE HIRED TO PROVIDE OVERSIGHT AND MANAGE THE SHARP PROGRAM AT THE INSTALLATION LEVEL.

1.A.3. (U) DURING PHASE 2 (FY23), SUPERVISORY SARCS WILL BE HIRED TO SUPERVISE AND OVERSEE SARCS AND VAS WITHIN THE GEOGRAPHICAL FOOTPRINT AND TABLES OF DISTRIBUTION AND ALLOWANCE (TDA) WILL BE REALIGNED TO SUPPORT THE SENIOR COMMANDER AT THE INSTALLATION LEVEL. SHARP PROGRAM PREVENTION SPECIALISTS AND PROGRAM SUPPORT SPECIALISTS WILL ALSO BE HIRED AT THE INSTALLATION LEVEL DURING PHASE 2. THESE SUPERVISORY SARCS, PREVENTION SPECIALISTS, AND PROGRAM SUPPORT SPECIALISTS WORK

DIRECTLY FOR THEIR RESPECTIVE LEAD SARC TO PROVIDE OVERSIGHT AND MANAGEMENT OF THE INSTALLATION PROGRAM.

1.A.4. (U) DURING PHASE 3, ALL SARCS AND VAS WILL BE REALIGNED FROM THEIR CURRENT COMMAND TDA TO A DESIGNATED INSTALLATION/SENIOR COMMANDER TDA (ENCLOSURE 1). ONCE REALIGNED, AFFECTED SARCS AND VAS WILL BE UNDER THE SUPERVISION AND OVERSIGHT OF A SUPERVISORY SARC AND/OR LEAD SARC. THE LEAD SARC WILL IMPLEMENT AN INSTALLATION SHARP PROGRAM COVERAGE PLAN FOR ALL TENANT UNITS, DISTRIBUTING AVAILABLE SARCS/VAS TO SUPPORT COMMANDS AND PROVIDE CARE TO VICTIMS.

1.A.5. (U) DURING PHASE 4, U.S. ARMY MANPOWER ANALYSIS AGENCY (USAMAA) WILL CONDUCT A FULL MANPOWER STUDY IN ORDER TO DETERMINE ADDITIONAL FULL-TIME EQUIVALENT (FTE) REQUIREMENTS AND INFORM THE REQUEST FOR EXCEPTIONS TO POLICY TO RETAIN COLLATERAL DUTY SARC/VA IN LIMITED, REMOTE INSTALLATIONS FOR SUBMISSION TO OSD.

1.A.6. (U) IAW DODI 6495.03, ALL SEXUAL HARASSMENT/ASSAULT RESPONSE AND PREVENTION (SHARP) PROFESSIONALS ARE REQUIRED TO COMPLETE A TIER 3 BACKGROUND INVESTIGATION WITH FAVORABLE ADJUDICATION. IF THE PERSON SELECTED FOR A SHARP POSITION HAS A TIER 3 BACKGROUND INVESTIGATION WITH FAVORABLE ADJUDICATION, THEY ARE NOT REQUIRED TO RESUBMIT. THEY ARE, HOWEVER, REQUIRED TO MEET ALL PRE-SCREENING REQUIREMENTS AND COMPLETE A STATE CRIMINAL HISTORY REPOSITORY (SCHR) CHECK, WHICH WILL BE PERFORMED BY THE INSTALLATION SENIOR COMMANDER'S SECURITY MANAGER.

THE STATE DOCUMENT REQUIREMENTS FOR THE STATE CRIMINAL HISTORY REPOSITORY (SCHR) CHECKS ARE DETERMINED BY THE RESIDENTIAL HISTORY FOR THE INDIVIDUAL AND MUST MATCH THE SCOPE OF THE TIER 3 INVESTIGATION WHICH IS 10 YEARS OF RESIDENTIAL HISTORY.

1.A.7. (U) SEXUAL ASSAULT RESPONSE COORDINATORS (SARCS) AND VICTIM ADVOCATES (VAS) ARE EXPOSED DAILY TO TRAUMA, THROUGH THE EXPERIENCES OF THE SURVIVORS THAT THEY SUPPORT. CONSTANT, PROLONGED EXPOSURE TO ANY TYPE OF TRAUMA CAN AFFECT ONE'S WELL-BEING. SUPPORTING SHARP PROFESSIONALS AND ENCOURAGING SELF-CARE IS IMPERATIVE TO THE SUSTAINMENT OF OUR SHARP WORKFORCE.

1.B. (U) IMMEDIATE ACTIONS.

1.B.1. (U) ONCE THE SENIOR COMMANDER HAS HIRED A FULL TIME CIVILIAN (GS) TO SERVE AS THE LEAD SARC, ADDITIONAL FULL-TIME POSITIONS MAY BE

HIRED AS OUTLINED IN THIS ORDER. THE LEAD SARC IS THE DESIGNATED INDIVIDUAL WHO SERVES AS THE SENIOR COMMANDER'S PRINCIPAL AUTHORITY, STRATEGIC ADVISOR, AND ADVOCATE FOR THE SHARP PROGRAM AND VICTIMS OF SEXUAL HARASSMENT, SEXUAL ASSAULT, AND ASSOCIATED RETALIATORY BEHAVIORS. THIS POSITION SHOULD BE FILLED PRIOR TO THE SUBMISSION OF ADDITIONAL HIRING ACTIONS.

1.B.2. (U) HQDA, SHARP DIVISION AND MACOM SHARP PROGRAM MANAGERS ARE AVAILABLE TO SUPPORT SENIOR COMMANDERS TO ENSURE PERSONS SELECTED HAVE THE REQUISITE SKILLS, KNOWLEDGE, AND ABILITIES. SUPPORT WILL BE PROVIDED AT THE REQUEST OF COMMAND AND MAY INCLUDE THE PROVISION OF INTERVIEW QUESTIONS, ASSISTANCE WITH RESUME REVIEW, AS WELL AS SERVING AS A MEMBER OF HIRING PANELS.

1.B.3. (U) COMMANDS WILL ENSURE THEIR SHARP PERSONNEL ATTAIN AND MAINTAIN REQUIRED BACKGROUND INVESTIGATIONS/TIER 3 BACKGROUND SCREENING AND ARE ENROLLED IN CONTINUOUS VETTING (CV). IF INDIVIDUAL HAS A TIER 3 BACKGROUND SCREENING, THEY ARE NOT REQUIRED TO RESUBMIT;

HOWEVER, THE CPAC WILL CONFIRM PRE-SCREENING REQUIREMENTS ARE MET AND

THE INSTALLATION SENIOR COMMANDER'S G-2 WILL REQUEST THE SCHR CHECK AS

A STANDALONE REQUEST. THE STATE DOCUMENT REQUIREMENTS FOR THE STATE CRIMINAL HISTORY REPOSITORY (SCHR) CHECKS ARE DETERMINED BY THE RESIDENTIAL HISTORY FOR THE INDIVIDUAL AND MUST MATCH THE SCOPE OF THE TIER 3 INVESTIGATION WHICH IS 10 YEARS OF RESIDENTIAL HISTORY.

2. (U) MISSION. EFFECTIVE IMMEDIATELY, SENIOR COMMANDERS WILL ESTABLISH RECRUITMENT PLANS AND INITIATE HIRING ACTIONS TO RECRUIT SHARP PROFESSIONALS FOR PHASE 2 AUTHORIZATIONS IN ORDER TO ACHIEVE REQUIREMENTS OF THE DOD IRC.

3. (U) EXECUTION:

3.A. (U) INTENT.

3.A.1. (U) THE INTENT OF THIS EXORD IS TO OUTLINE REQUIREMENTS AND PROCEDURES FOR HQDA, MACOM, AND SENIOR COMMANDERS TO EXECUTE PHASE 2 HIRING OF NEW CIVILIAN POSITIONS FOR FY23 IN SUPPORT OF THE INDEPENDENT REVIEW COMMISSION IMPLEMENTATION PLAN. THIS ORDER REFLECTS HIRING ACTIONS FOR PHASE 2 ONLY. THESE ARE ADDITIONAL RESOURCES AS PROVIDED BY IRC.

3.A.2. (U) SHARP PROFESSIONALS MUST OBTAIN A TIER 3 INVESTIGATION, SUSTAIN A FAVORABLE ADJUDICATION, AND BE ENROLLED IN CV TO ENSURE THEY ARE QUALIFIED TO MAINTAIN D-SACP CERTIFICATION.

3.A.3. (U) THE HEALTH AND WELLBEING OF SHARP PROFESSIONALS MUST BE MONITORED AND SUPPORTED TO ENSURE THE READINESS OF THE SHARP WORKFORCE. SHARP PROFESSIONALS WILL BE AFFORDED NECESSARY RESOURCES TO CONDUCT SELF-CARE TRAINING, AS WELL AS REQUEST COUNSELING SUPPORT FROM VARIOUS SOURCES.

3.A.4. (U) END STATE. THE END STATE OF THIS EXORD IS HQDA, MACOM, AND SENIOR COMMANDERS COMPLETE HIRING ACTIONS FOR ALL AUTHORIZED POSITIONS IN SUPPORT OF THE INDEPENDENT REVIEW COMMISSION IMPLEMENTATION PLAN.

3.B. (U) CONCEPT OF OPERATION.

3.B.1. (U) TIER 3 INVESTIGATIONS.

3.B.1.A. (U) IN ACCORDANCE WITH DODI 6495.03, ALL APPLICABLE PERSONNEL MUST BE PRE-SCREENED FOR DISQUALIFYING CONDITIONS THROUGH A FEDERAL BUREAU OF INVESTIGATIONS (FBI) FINGERPRINT CHECK AND DEFENSE CENTRAL INDEX OF INVESTIGATIONS (DCII) CHECK (OR EQUIVALENT MILITARY RECORDS,

OR STATE RECORDS CHECK). THESE PRE-SCREENING REQUIREMENTS MUST BE MET PRIOR TO ORDERING A TIER 3 BACKGROUND INVESTIGATION AS DEFINED IN THE FEDERAL INVESTIGATIVE STANDARDS IMPLEMENTATION PLAN.

3.B.1.B. (U) THE TIER 3 INVESTIGATION IS A COMBINATION OF THE OLD ACCESS NATIONAL AGENCY CHECK WITH WRITTEN INQUIRIES AND CREDIT CHECK (ANACI - CIVILIANS) AND NATIONAL AGENCY CHECK WITH LOCAL AGENCY CHECK AND CREDIT CHECK (NACLC - MILITARY AND CONTRACTORS) INVESTIGATIONS FOR SECRET ELIGIBILITY.

3.B.1.C. (U) THE TIER 3 IS THE SAME FOR MILITARY, CIVILIAN AND CONTRACTOR POSITIONS. THE SCOPE OF THE INVESTIGATION IS THE PREVIOUS 10 YEARS.

3.B.1.D. (U) ALL NEWLY APPOINTED SHARP PROGRAM PROFESSIONALS REQUIRING D-SAAPC CERTIFICATION REQUIRE AN ADJUDICATED TIER 3 BACKGROUND SCREENING AND SCHR CHECK. THE STATE DOCUMENT REQUIREMENTS FOR THE STATE CRIMINAL HISTORY REPOSITORY (SCHR) CHECKS ARE DETERMINED BY THE RESIDENTIAL HISTORY FOR THE INDIVIDUAL AND MUST MATCH THE SCOPE OF THE TIER 3 INVESTIGATION WHICH IS 10 YEARS OF RESIDENTIAL HISTORY.

3.B.1.E. (U) PERSONNEL WITH A CURRENT MINIMUM TIER 3 INVESTIGATION ARE NOT REQUIRED TO RE-SUBMIT TO A TIER 3 INVESTIGATION, BUT THEY MUST HAVE THE SCHR CHECK AND COMPLY WITH PRE-SCREENING REQUIREMENTS IF THEY ARE NOT YET ENTERED IN CV. IN SUCH CASES, THE INSTALLATION SENIOR COMMANDER'S G-2 WILL REQUEST THE STANDALONE SCHR CHECK.

3.B.1.F. (U) ONCE THE TIER 3 INVESTIGATION HAS BEEN COMPLETED AND ADJUDICATED, PERSONNEL ARE ENTERED INTO THE CV INFORMATION TECHNOLOGY SYSTEM.

3.B.1.G. (U) THE CV SYSTEM IS A ROBUST, REAL-TIME REVIEW OF A PERSON'S BACKGROUND TO DETERMINE IF AN INDIVIDUAL CONTINUES TO MEET APPLICABLE REQUIREMENTS. CV IS A COMBINATION OF AUTOMATED RECORDS CHECKS, SELF-REPORTING, AGENCY SPECIFIC REPORTING, INSIDER THREAT REPORTING, AND OTHER ANALYTICAL PROCESSES THAT ARE EXECUTED CONTINUOUSLY TO ENSURE THE INDIVIDUAL CONTINUES TO MEET CLEARANCE REQUIREMENTS AND IS ELIGIBLE TO SERVE AS A SHARP PROFESSIONAL. IT IS ENCOURAGED FOR COMMANDS TO CONDUCT A LOCAL SECURITY CHECK UTILIZING THE DD FORM 369 WHENEVER CERTIFICATIONS ARE RENEWED.

3.B.2. (U) ONCE THE NEW WORKFORCE STRUCTURE IS IN PLACE AND ALL PERSONNEL ARE ONBOARD, HQDA SHARP WILL INITIATE AN ARMY-WIDE USAMAA MANNING ANALYSIS. THE RESULTS OF THIS STUDY WILL INFORM FUTURE EFFORTS. MANNING ANALYSIS WILL TAKE PLACE DURING PHASE 4, ONCE A FULL YEAR'S WORTH OF WORKLOAD DATA IS AVAILABLE.

3.B.3. (U) SELF-CARE.

3.B.3.A. (U) R2 PERFORMANCE CENTERS, IN COLLABORATION WITH MORALE, WELFARE, AND RECREATION PERSONNEL, WILL PROVIDE CUSTOMIZED PERFORMANCE TRAINING THAT ENABLES SHARP PROFESSIONALS TO SUSTAIN PERSONAL READINESS, ENHANCE RESILIENCE, AND OPTIMIZE HUMAN PERFORMANCE.

3.C. (U) TASKS TO ARMY STAFF, SUBORDINATE ORGANIZATIONS AND REQUESTS FOR SUPPORT.

3.C.1. (U) HQDA DCS, G-1.

3.C.1.A. (U) REVIEW PHASED REALIGNMENTS TO ENSURE THE ARMY MEETS POTENTIAL CONGRESSIONAL NOTIFICATIONS AND COLLECTIVE BARGAINING AGREEMENT OBLIGATIONS.

3.C.1.D. (U) REVIEW THE TDA TO ENSURE CHRA IS AWARE OF POTENTIAL NOTIFICATIONS TO PERSONNEL RELATING TO SUPERVISORY STRUCTURE CHANGES AND OTHER LABOR MANAGEMENT MATTERS IMPACTED BY THE REALIGNMENT.

3.C.2. (U) DIRECTOR, CIVILIAN HUMAN RESOURCES AGENCY (CHRA).

3.C.2.A. (U) REVIEW AND CLASSIFY STANDARDIZED POSITION DESCRIPTIONS PREPARED BY HQDA G-9 FOR ALL POSITIONS REQUIRED FOR HIRING FOR FY23.

3.C.2.B. (U) ESTABLISH A RECRUITMENT STRATEGY AND PLAN TO SUPPORT RECRUITMENT OF NEW HIRES AND BACKFILL EXISTING ARMY CIVILIAN POSITIONS.

3.C.3. (U) HQDA, DCS, G-9.

3.C.3.A. (U) HQDA DCS, G-9 RESOURCE MANAGERS (RM) WILL COORDINATE WITH COMMAND G-8 TO ESTABLISH YEAR OF EXECUTION TRANSFERS OF FUNDING FOR THE POSITIONS IDENTIFIED IN PARAGRAPHS 3.C.4. THROUGH 3.C.16. FOR FISCAL YEAR 2023 AND FUNDING LETTER TRANSFERS FOR FISCAL YEAR 2024.

3.C.3.B. (U) HQDA DCS, G-9 RM WILL WORK WITH COMMAND G-8, COMMAND FORCE MANAGEMENT AND COMMAND PROGRAM MANAGERS TO IDENTIFY UNIT IDENTIFICATION CODE, MDEP AND AMSCO FOR POSITIONS.

3.C.3.C. (U) HQDA DCS, G-9 WILL WORK WITH HQDA DCS, G-3/5/7 (G33) AND THE ARMY SHARP ACADEMY TO EXECUTE AN OUT OF CYCLE TDA UPDATE IN FY24.

3.C.3.D. (U) HQDA DCS, G-9 WILL WORK WITH THE OFFICE OF THE CHIEF OF PUBLIC AFFAIRS (OCPA) TO DEVELOP A COMMUNICATIONS PLAN TO ASSIST COMMANDERS THROUGHOUT THE TRANSFORMATION PROCESS.

3.C.3.E. (U) HQDA DCS, G-9 RM WILL PUBLISH ADDITIONAL GUIDANCE THROUGH FRAGOS, AS NECESSARY.

3.C.4. (U) COMMANDER, U.S. ARMY FORCES COMMAND (FORSCOM) WILL, IN ADDITION TO PHASE 1 HIRING OUTLINED IN HQDA EXORD 269-22, RECRUIT AND

HIRE NEW AUTHORIZATIONS AS FOLLOWS:

3.C.4.A. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT LIBERTY (LIBERTY), NC, RECRUIT AND HIRE FIVE (5) SUPERVISORY SARCS GS-301-12, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE

(1)
SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, FOUR (4) SARCS GS-301-11,

AND FOUR (4) VICTIM ADVOCATES GS-101-09 USING HQDA APPROVED
STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.4.B. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT
CAVAZOS (HOOD), TX, RECRUIT AND HIRE THREE (3) SUPERVISORY SARCS GS-
301-12, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE
(1)

SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND ONE (1) VICTIM
ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION
DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.4.C. (U) FOR ASSIGNMENT AND DUTY UNDER ARMY SENIOR COMMANDER,
JOINT BASE LEWIS-MCCHORD, WA, RECRUIT AND HIRE THREE (3) SUPERVISORY
SARCS GS-301-12, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-
12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND ONE (1)
VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION
DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.4.D. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT
CAMPBELL, KY, RECRUIT AND HIRE TWO (2) SUPERVISORY SARCS GS-301-12,
ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, AND ONE (1)
SHARP PROGRAM SUPPORT SPECIALIST GS-301-12 USING HQDA APPROVED
STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.4.E. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT
BLISS, TX, RECRUIT AND HIRE TWO (2) SUPERVISORY SARCS GS-301-12, ONE
(1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, AND ONE (1) SHARP
PROGRAM SUPPORT SPECIALIST GS-301-12 USING HQDA APPROVED STANDARDIZED

POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.4.F. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT
BLISS, TX, WITH DUTY AT WHITE SANDS MISSILE RANGE, NM, RECRUIT AND
HIRE ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED
STANDARDIZED POSITION DESCRIPTION LISTED IN PARAGRAPH 3.D.5.A.

3.C.4.G. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT
CARSON, CO, RECRUIT AND HIRE TWO (2) SUPERVISORY SARCS GS-301-12, ONE

(1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP
PROGRAM SUPPORT SPECIALIST GS-301-12, AND ONE (1) VICTIM ADVOCATE GS-
101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED
IN PARAGRAPH 3.D.5.A.

3.C.4.H. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT
CARSON, CO, WITH DUTY AT DUGWAY PROVING GROUND, UT, RECRUIT AND HIRE
ONE (1) SARC GS-301-11 USING HQDA APPROVED STANDARDIZED POSITION
DESCRIPTION LISTED IN PARAGRAPH 3.D.5.A.

3.C.4.I. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT
DRUM, NY, RECRUIT AND HIRE ONE (1) SUPERVISORY SARC GS-301-12, ONE
(1)
SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM
SUPPORT SPECIALIST GS-301-12, AND ONE (1) VICTIM ADVOCATE GS-101-09
USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN
PARAGRAPH 3.D.5.A.

3.C.4.J. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT
RILEY, KS, RECRUIT AND HIRE ONE (1) SUPERVISORY SARC GS-301-12, ONE

(1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, AND ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12 USING HQDA APPROVED STANDARDIZED

POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.4.K. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT STEWART, GA, RECRUIT AND HIRE TWO (2) SUPERVISORY SARCS GS-301-12, ONE

(1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, AND ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12 USING HQDA APPROVED STANDARDIZED

POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.4.L. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT IRWIN, CA, RECRUIT AND HIRE ONE (1) SUPERVISORY SARC GS-301-12, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, AND ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12 USING HQDA APPROVED STANDARDIZED

POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.4.M. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT JOHNSON (POLK), LA, RECRUIT AND HIRE ONE (1) SHARP PROGRAM PREVENTION

SPECIALIST GS-301-12 AND ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.5. (U) COMMANDER, U.S. ARMY TRAINING AND DOCTRINE COMMAND (TRADOC)

WILL, IN ADDITION TO PHASE 1 HIRING OUTLINED IN HQDA EXORD 269-22, RECRUIT AND HIRE NEW AUTHORIZATIONS AS FOLLOWS:

3.C.5.A. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT LEAVENWORTH, KS, RECRUIT AND HIRE ONE (1) SUPERVISORY SARC GS-301-12,

ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.5.B. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT KNOX, KY, RECRUIT AND HIRE THREE (3) SUPERVISORY SARCS GS-301-12, ONE

(1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.5.C. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT GREGG-ADAMS (LEE), VA, RECRUIT AND HIRE ONE (1) SUPERVISORY SARC GS-301-12, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1)

SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.5.D. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT EISENHOWER (GORDON), GA, RECRUIT AND HIRE TWO (2) SUPERVISORY SARCS GS-301-12, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE

(1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION

DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.5.E. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT LEONARD WOOD, MO, RECRUIT AND HIRE ONE (1) SUPERVISORY SARC GS-301-12, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.5.F. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT JACKSON, SC, RECRUIT AND HIRE ONE (1) SUPERVISORY SARC GS-301-12, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.5.G. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT SILL, OK, RECRUIT AND HIRE ONE (1) SUPERVISORY SARC GS-301-12, AND ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, AND ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12 USING HQDA APPROVED STANDARDIZED

POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.5.H. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT MOORE (BENNING), GA, RECRUIT AND HIRE TWO (2) SUPERVISORY SARCS GS-301-12, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.5.I. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT HUACHUCA, AZ, RECRUIT AND HIRE ONE (1) SUPERVISORY SARC GS-301-12, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND ONE (1) VICTIM ADVOCATES GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.5.J. (U) FOR ASSIGNMENT TO SENIOR COMMANDER, FORT HUACHUCA, AZ, WITH DUTY AT PRESIDIO OF MONTEREY, MONTEREY, CA, RECRUIT AND HIRE ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTION LISTED IN PARAGRAPH 3.D.5.A.

3.C.5.K. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT HUACHUCA, AZ, WITH DUTY AT YUMA PROVING GROUND, AZ, RECRUIT AND HIRE ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTION LISTED IN PARAGRAPH 3.D.5.A.

3.C.5.L. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, JOINT BASE LANGLEY-EUSTIS, VA, RECRUIT AND HIRE ONE (1) SUPERVISORY SARC GS-301-12, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND TWO (2) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.5.M. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT NOVOSEL (RUCKER), AL, RECRUIT AND HIRE ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12 AND ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.6. (U) COMMANDER, U.S. ARMY PACIFIC COMMAND (USARPAC) WILL, IN ADDITION TO PHASE 1 HIRING OUTLINED IN HQDA EXORD 269-22, RECRUIT AND

HIRE NEW AUTHORIZATIONS AS FOLLOWS:

3.C.6.A. (U) FOR ASSIGNMENT AND DUTY UNDER ARMY SENIOR COMMANDER, KOREA, RECRUIT AND HIRE A LEAD SARC GS-301-14, USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTION LISTED IN PARAGRAPH 3.D.5.A.

3.C.6.B. (U) FOR ASSIGNMENT AND DUTY UNDER ARMY SENIOR COMMANDER, KOREA, RECRUIT AND HIRE THREE (3) SUPERVISORY SARCS GS-301-12, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12 AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.6.C. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, SCHOFIELD BARRACKS, HI, RECRUIT AND HIRE THREE (3) SUPERVISORY SARCS GS-301-12,

ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND TWO (2) VICTIM ADVOCATES GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.6.D. (U) FOR ASSIGNMENT AND DUTY UNDER ARMY SENIOR COMMANDER, JOINT BASE ELMENDORF-RICHARDSON, AK, RECRUIT AND HIRE TWO (2) SUPERVISORY SARCS GS-301-12, AND ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND THREE (3) VICTIM ADVOCATES GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.6.E. (U) FOR ASSIGNMENT AND DUTY UNDER ARMY SENIOR COMMANDER, CAMP ZAMA, JAPAN, RECRUIT AND HIRE ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.7. (U) COMMANDER, UNITED STATES ARMY EUROPE-AFRICA (USAREUR-AF) WILL, IN ADDITION TO PHASE 1 HIRING OUTLINED IN HQDA EXORD 269-22, RECRUIT AND HIRE NEW AUTHORIZATIONS AS FOLLOWS:

3.C.7.A. (U) FOR ASSIGNMENT TO COMMANDING GENERAL, 21ST TSC, KAISERSLAUTERN, GERMANY, RECRUIT AND HIRE THREE (3) SUPERVISORY SARCS GS-301-12, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE

(1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, FOUR (4) SARCS GS-301-11, AND FIVE (5) VICTIM ADVOCATES GS-101-09 USING HQDA APPROVED

STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.7.B. (U) FOR ASSIGNMENT TO COMMANDING GENERAL, 7TH ATC, GRAFENWOEHR, GERMANY, RECRUIT AND HIRE TWO (2) SUPERVISORY SARCS GS-301-12, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, FOUR (4) SARCS GS-301-11,

AND FIVE (5) VICTIM ADVOCATES GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.7.C. (U) FOR ASSIGNMENT AND DUTY UNDER COMMANDING GENERAL, V CORPS, FORT KNOX, KY, RECRUIT AND HIRE ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.7.D. (U) FOR ASSIGNMENT AND DUTY UNDER COMMANDING GENERAL, SOUTHERN EUROPEAN TASK FORCE, VICENZA, ITALY, RECRUIT AND HIRE ONE (1) SUPERVISORY SARC GS-301-12, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.8. (U) COMMANDER, UNITED STATES ARMY RESERVE COMMAND (USARC) WILL, IN ADDITION TO PHASE 1 HIRING OUTLINED IN HQDA EXORD 269-22, RECRUIT AND HIRE NEW AUTHORIZATIONS AS FOLLOWS:

3.C.8.A. (U) FOR ASSIGNMENT AND DUTY UNDER COMMANDING GENERAL, 63RD READINESS DIVISION, MOUNTAIN VIEW, CA, RECRUIT AND HIRE ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12 AND ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.8.B. (U) FOR ASSIGNMENT AND DUTY UNDER COMMANDING GENERAL, 81ST READINESS DIVISION, FORT JACKSON, SC, RECRUIT AND HIRE ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12 AND ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.8.C. (U) FOR ASSIGNMENT AND DUTY UNDER COMMANDING GENERAL, 88TH READINESS DIVISION, FORT MCCOY, WI, RECRUIT AND HIRE ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12 AND ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.8.D. (U) FOR ASSIGNMENT AND DUTY UNDER COMMANDING GENERAL, 99TH READINESS DIVISION, FORT DIX, NJ, RECRUIT AND HIRE ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12 AND ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

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3.C.9. (U) COMMANDER, UNITED STATES ARMY MILITARY DISTRICT OF WASHINGTON (MDW) WILL, IN ADDITION TO PHASE 1 HIRING OUTLINED IN HQDA

EXORD 269-22, RECRUIT AND HIRE NEW AUTHORIZATIONS AS FOLLOWS:

3.C.9.A. (U) FOR ASSIGNMENT AND DUTY UNDER ARMY COMMANDING GENERAL, MDW, RECRUIT AND HIRE FOUR (4) SUPERVISORY SARCS GS-301-12, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.10. (U) SUPERINTENDENT, UNITED STATES MILITARY ACADEMY (USMA) WILL, IN ADDITION TO PHASE 1 HIRING OUTLINED IN HQDA EXORD 269-22, RECRUIT AND HIRE NEW AUTHORIZATIONS AS FOLLOWS:

3.C.10.A. (U) FOR ASSIGNMENT UNDER SUPERINTENDENT, U.S. MILITARY ACADEMY, WITH DUTY AT WEST POINT, NY, RECRUIT AND HIRE ONE (1) SHARP PROGRAM COMPLIANCE SPECIALIST GS-301-13, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-0301-12, ONE (1) SUPERVISORY SARC GS-301-12, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, AND TWO (2) VICTIM ADVOCATES GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.11. (U) COMMANDER, U.S. ARMY CENTRAL COMMAND (ARCENT) WILL, IN ADDITION TO PHASE 1 HIRING OUTLINED IN HQDA EXORD 269-22, RECRUIT AND

HIRE NEW AUTHORIZATIONS AS FOLLOWS:

3.C.11.A. (U) FOR ASSIGNMENT AND DUTY UNDER ARMY SENIOR COMMANDER, SHAW AFB, RECRUIT AND HIRE ONE (1) LEAD SARC GS-301-13, ONE (1) SHARP

PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, TWO (2) SUPERVISORY SARC GS-301-12, AND TWO (2)

VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.12. (U) COMMANDER, U.S. ARMY NORTHERN COMMAND (ARNORTH) WILL, IN ADDITION TO PHASE 1 HIRING OUTLINED IN HQDA EXORD 269-22, RECRUIT AND

HIRE NEW AUTHORIZATIONS AS FOLLOWS:

3.C.12.A. (U) FOR ASSIGNMENT AND DUTY UNDER ARMY SENIOR COMMANDER, JOINT BASE SAN ANTONIO, RECRUIT AND HIRE ONE (1) LEAD SARC GS-301-13,

ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND TWO (2) SUPERVISORY SARCS GS-301-12 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.13. (U) COMMANDER, U.S. ARMY FUTURES COMMAND (AFC) WILL, IN ADDITION TO PHASE 1 HIRING OUTLINED IN HQDA EXORD 269-22, RECRUIT AND

HIRE NEW AUTHORIZATIONS AS FOLLOWS:

3.C.13.A. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, AUSTIN,

TX, RECRUIT AND HIRE ONE (1) LEAD SARC GS-301-13, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM

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SPECIALIST GS-301-12, ONE (1) SARC GS-301-11, AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.13.B. (U) FOR ASSIGNMENT TO SENIOR COMMANDER, AUSTIN, TX, WITH DUTY AT FORT DETRICK, MD, RECRUIT AND HIRE ONE (1) SARC GS-301-11 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTION LISTED IN PARAGRAPH 3.D.5.A.

3.C.13.C. (U) FOR ASSIGNMENT TO SENIOR COMMANDER, AUSTIN, TX, WITH DUTY AT NATICK, MA, RECRUIT AND HIRE ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTION LISTED IN PARAGRAPH 3.D.5.A.

3.C.14. (U) COMMANDER, ARMY MATERIEL COMMAND (AMC) WILL, IN ADDITION TO PHASE 1 HIRING OUTLINED IN HQDA EXORD 269-22, RECRUIT AND HIRE NEW

AUTHORIZATIONS AS FOLLOWS:

3.C.14.A. (U) RECRUIT AND HIRE TWO (2) X SHARP ASSISTANT PROGRAM MANAGERS GS-0301-13, ONE (1) X SHARP PROGRAM COMPLIANCE SPECIALIST GS-0301-13 AND ONE (1) X GS-12-PROGRAM SUPPORT SPECIALIST TO WORK DIRECTLY FOR THE SHARP PROGRAM MANAGER, USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.14.B. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, REDSTONE ARSENAL, AL, RECRUIT AND HIRE ONE (1) LEAD SARC GS-301-13, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, TWO (2) SUPERVISORY SARC GS-301-12, ONE (1) SARC GS-301-11, AND TWO (2) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.14.C. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, ROCK ISLAND, IL, RECRUIT AND HIRE ONE (1) LEAD SARC GS-301-13, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.14.D. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, DETROIT ARSENAL, MI, RECRUIT AND HIRE ONE (1) LEAD SARC GS-301-13, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.14.E. (U) FOR ASSIGNMENT TO SENIOR COMMANDER, REDSTONE ARSENAL, WITH DUTY AT PINE BLUFF ARSENAL, AR, RECRUIT AND HIRE ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTION LISTED IN PARAGRAPH 3.D.5.A.

3.C.14.F. (U) FOR ASSIGNMENT TO SENIOR COMMANDER, REDSTONE ARSENAL, WITH DUTY AT MCALESTER ARMY AMMUNITION PLANT, OK, RECRUIT AND HIRE ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTION LISTED IN PARAGRAPH 3.D.5.A.

3.C.14.G. (U) FOR ASSIGNMENT TO SENIOR COMMANDER, DETROIT ARSENAL, WITH DUTY AT ANNISTON ARMY DEPOT, AL, RECRUIT AND HIRE ONE (1) SARC GS-301-11 AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.14.H. (U) FOR ASSIGNMENT TO SENIOR COMMANDER, REDSTONE ARSENAL, WITH DUTY AT CORPUS CHRISTI ARMY DEPOT, TX, RECRUIT AND HIRE ONE (1) SARC GS-301-11 AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.14.I. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, ABERDEEN PROVING GROUND, MD, RECRUIT AND HIRE ONE (1) LEAD SARC GS-301-13, ONE

(1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.14.J. (U) FOR ASSIGNMENT TO SENIOR COMMANDER, ABERDEEN PROVING GROUNDS, WITH DUTY AT TOBYHANNA ARMY DEPOT, PA, RECRUIT AND HIRE ONE (1) SARC GS-301-11 AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.15. (U) COMMANDANT, U.S. ARMY WAR COLLEGE (AWC) WILL, WILL, IN ADDITION TO PHASE 1 HIRING OUTLINED IN HQDA EXORD 269-22, RECRUIT AND

HIRE NEW AUTHORIZATIONS AS FOLLOWS:

3.C.15.A. (U) FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, CARLISLE BARRACKS, PA, RECRUIT AND HIRE ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTION LISTED IN PARAGRAPH 3.D.5.A.

3.C.16. (U) COMMANDER, UNITED STATES ARMY CORPS OF ENGINEERS (USACE) WILL, IN ADDITION TO PHASE 1 HIRING OUTLINED IN HQDA EXORD 269-22, RECRUIT AND HIRE NEW AUTHORIZATIONS AS FOLLOWS:

3.C.16.A. (U) FOR ASSIGNMENT TO SENIOR COMMANDER, US ARMY CORPS OF ENGINEERS, WITH DUTY WITHIN USACE DIVISIONS RECRUIT AND HIRE ONE (1) LEAD SARC GS-301-13, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, TWO (2) SUPERVISORY SARCS GS-301-12, NINE (9) SARCS GS-301-11, AND ELEVEN (11) VICTIM ADVOCATES GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A. REALIGNMENT OF CURRENT STAFF IS AUTHORIZED TO FILL THESE POSITIONS AS NECESSARY.

3.D. (U) COORDINATING INSTRUCTIONS.

3.D.1. (U) HQDA DCS, G-9 RESOURCE MANAGERS WILL COORDINATE WITH COMMAND G-8S TO ESTABLISH YEAR OF EXECUTION TRANSFERS OF FUNDING FOR THE POSITIONS IDENTIFIED IN PARAGRAPHS 3.C.4 THROUGH 3.C.16 FOR FISCAL YEAR 2023 AND FUNDING LETTER TRANSFERS FOR FISCAL YEAR 2024.

3.D.2. (U) INSTALLATION SENIOR COMMANDS AND LEAD SARCS MUST ACCOUNT

FOR ALL FULL-TIME SHARP PROFESSIONALS (MILITARY AND CIVILIAN) WITH DUTY AT INSTALLATIONS UNDER THE OVERSIGHT OF THE SENIOR COMMANDER FOR

THE SHARP PROGRAM. THIS INCLUDES ANY OVERHIRES OR SHARP POSITIONS FUNDED OUTSIDE THE VSHP MANAGEMENT DECISION PACKAGE (MDEP) AND BORROWED MILITARY MANPOWER. SENIOR COMMANDERS WILL WORK WITH SUPPORTING HR OFFICES TO MOVE OVERHIRE PERSONNEL, IF ANY, INTO TDA AUTHORIZED POSITIONS IF VACANCIES EXIST. THE TOTAL NUMBER OF VSHP FUNDED AND/OR AUTHORIZED SARC AND VA POSITIONS FOR EACH INSTALLATION SENIOR COMMAND IS OUTLINED IN ENCLOSURE 1.

3.D.2.A. (U) THE SHARP PROGRAM RESTRUCTURE REQUIRES THE REALIGNMENT OF POSITIONS UNDER SENIOR COMMANDERS AND THE ELIMINATION OF SOME POSITIONS THAT ARE OUTSIDE OF THE NEW MODEL REQUIREMENTS. AFFECTED COMMANDS WILL ASSESS THE IMPACT OF THE REALIGNMENT AND WORK WITH THE CIVILIAN HUMAN RESOURCES AGENCY (CHRA) ON RULES, PROCESSES, PROCEDURES, AND RISK MITIGATION STRATEGIES. THE NEW STRUCTURE WILL NOT SUPPORT ALL CURRENT ASSIGNED POSITIONS AND MAY EFFECT APPROXIMATELY 80 CURRENT EMPLOYEES THROUGHOUT ARMY.

3.D.2.B. (U) COMMANDS WILL ADMINISTRATIVELY MOVE/ATTACH INSTALLATION-LEVEL SHARP PROFESSIONALS TO THEIR RESPECTIVE INSTALLATION SENIOR COMMANDER'S ORGANIZATION NLT 90 DAYS FOLLOWING THE ONBOARDING OF SUPERVISORY PERSONNEL. ALL NECESSARY HR ACTIONS WILL BE COMPLETED AS A PART OF THIS REORGANIZATION. ALL INSTALLATION-LEVEL SHARP PROFESSIONALS WILL REPORT TO THE SENIOR COMMANDER'S LEAD SARC NO LATER THAN 30 MARCH 2024.

3.D.2.C. (U) CONGRESSIONAL NOTIFICATION COORDINATION THROUGH HQDA DCS, G-9 IS REQUIRED WHEN REALIGNING POSITIONS OUTSIDE OF THE COMMUTING AREA.

3.D.2.D. (U) WRITTEN NOTIFICATION TO UNIONS MAY BE REQUIRED IF EMPLOYEES ARE CODED UNDER A BARGAINING AGREEMENT.

3.D.2.E. (U) COMMANDS WILL DEVELOP AND DISSEMINATE STRATEGIC MESSAGING FOR REALIGNMENT TO AFFECTED EMPLOYEES.

3.D.2.F. (U) THE EXECUTION OF THE REALIGNMENT ACTIONS WILL TAKE EFFECT WITHIN PHASE III.

3.D.2.G. (U) INSTALLATION SENIOR COMMANDERS WITH THE SUPPORT OF THEIR

LEAD SARC WILL CONDUCT A SHARP RESTRUCTURE BRIEF FOR THEIR INSTALLATIONS TO PROVIDE TENANT UNIT COMMANDS (O-6 AND ABOVE AT A MINIMUM), SUPPORTING AGENCIES, AND SHARP PROFESSIONALS. AT A MINIMUM,

BRIEF WILL DISCUSS LOCAL IMPLEMENTATION PLANS, TIMELINES, INSTALLATION SARC/VA COVERAGE PLAN, AND AN OVERVIEW OF CHANGES TO ROLES AND RESPONSIBILITIES UNDER THE NEW SHARP MODEL. BRIEFINGS WILL OCCUR NO LATER THAN 31 DECEMBER 2023.

3.D.3. (U) DOD CIVILIAN AND MILITARY PERSONNEL ARE SUBJECT TO THE

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BACKGROUND CHECK REQUIREMENTS OUTLINED IN DOD MANUAL 5200.02 AND A MINIMUM TIER 3 BACKGROUND INVESTIGATION. TIER 3 BACKGROUND INVESTIGATIONS MUST INCLUDE FBI FINGERPRINT CHECKS AND MUST BE AUGMENTED BY SCHR CHECKS.

3.D.3.A. (U) FOLLOWING THE ACCEPTANCE OF A TENTATIVE OFFER OF EMPLOYMENT, THE LOCAL CIVILIAN PERSONNEL ADVISORY CENTER (CPAC) WILL INITIATE PRE-SCREENING REQUIREMENTS. IF NO DEROGATORY INFORMATION IS IDENTIFIED, CPAC WILL SEND THE ELECTRONIC APPLICATION (EAPP) LINK AND REQUEST A SCHR CHECK.

3.D.3.B. (U) STAND-ALONE SCHR CHECKS WILL BE FORWARDED TO THE SENIOR COMMANDER'S SECURITY OFFICE OR ACCESSED THROUGH THE SYSTEM OF RECORD BY A SECURITY MANAGEMENT OFFICE USER (IF SENT TO A DCSA SECURITY OFFICE IDENTIFIER).

3.D.3.C. (U) DOCUMENTS VERIFYING THE COMPLETION AND A FAVORABLE OUTCOME OF THE AFOREMENTIONED CHECKS WILL BE FORWARDED TO AND RETAINED BY THE INSTALLATION LEAD SARC.

3.D.3.D. (U) THE FBI FINGERPRINT CHECKS FOR ALL PERSONS COVERED BY THIS ISSUANCE MUST USE FINGERPRINTS CAPTURED USING AN FBI-APPROVED SYSTEM. BACKGROUND CHECKS CONDUCTED BY MEANS OF AN IDENTIFICATION CHECK OR SOCIAL SECURITY NUMBER ARE NOT SUFFICIENT.

3.D.3.E. (U) CONFIRMATION THAT THE REQUIRED BACKGROUND INVESTIGATION AND SCREENING HAVE BEEN COMPLETED IS REQUIRED ON DD FORM 2950 AND 2950-1 FOR DEPARTMENT OF DEFENSE SEXUAL ASSAULT ADVOCATE CERTIFICATION PROGRAM (D-SAACP).

3.D.4. (U) SELF-CARE.

3.D.4.A. (U) TRAINING IS AVAILABLE AT R2 PERFORMANCE CENTERS ON 33 INSTALLATIONS ARMY-WIDE, TO ACTIVE DUTY, RESERVE AND NATIONAL GUARD SOLDIERS, AND DEPARTMENT OF THE ARMY CIVILIANS.

3.D.4.B. (U) INSTALLATION LEAD SARC WILL COORDINATE WITH R2 PERFORMANCE EXPERTS TO DEVELOP A CUSTOMIZED TRAINING FOR SHARP PROFESSIONALS TO ADDRESS SELF-CARE MANAGEMENT CHALLENGES AND ADDRESS COMPASSION FATIGUE UTILIZING THE SHARP R2PC SKILLS LIST.

3.D.4.C. (U) R2 PERFORMANCE EXPERTS AND INSTALLATION LEAD SARC WILL UTILIZE THE SHARP R2PC SKILLS LIST (ENCLOSURE 2) TO DEVELOP A BASIC AND CUSTOMIZED TRAINING PLAN TO FIT THE INSTALLATION'S AND SHARP PROFESSIONALS' NEEDS.

3.D.4.D. (U) INSTALLATION LEAD SARC WILL UTILIZE THE R2 TRAINING REQUEST FORM (TRF) (ENCLOSURE 3) TO COORDINATE SELF-CARE SESSIONS FOR

SHARP PERSONNEL WITH R2 PERFORMANCE CENTERS ARMY WIDE. IF THE INSTALLATION DOES NOT HAVE A R2PC ON THEIR INSTALLATION, THIS FORM WILL BE COMPLETED FOR A MOBILE TEAM TO PERFORM THE TRAINING WITH THE REQUESTED SHARP PROFESSIONALS.

3.D.4.E. (U) SELF-CARE SESSIONS WILL BE CONDUCTED IN PERSON, AS MUCH AS FEASIBLE.

3.D.4.F. (U) FOR INSTALLATIONS THAT DO NOT HAVE AN R2 PERFORMANCE CENTER, TRAINING CAN BE REQUESTED THROUGH HQDA DCS, G-9 R2 OFFICE.

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3.D.4.G. (U) AS MUCH AS PRACTICAL, INSTALLATION LEAD SARCS CAN COORDINATE WITH MWR PROFESSIONALS FOR ACTIVITIES TO MITIGATE STRESS, I.E. WARRIOR ADVENTURE QUEST (WAQ).

3.D.5. STANDARDIZED POSITION DESCRIPTIONS

3.D.5.A. (U) THE FOLLOWING HQDA APPROVED POSITION DESCRIPTIONS (PDS) ARE THE ONLY AUTHORIZED PDS FOR HIRING CIVILIAN SHARP PROFESSIONALS. COMMANDS, WITH SUPPORTING HR OFFICES, WILL TRANSITION ALL INCUMBENT SHARP PROFESSIONALS ONTO APPROPRIATE STANDARDIZED PDS NO LATER THAN 30 MARCH 2024. COMMANDERS MUST ISSUE APPOINTMENT ORDERS FOR ALL SHARP PROFESSIONALS HOLDING A D-SACP CERTIFICATION. COMMANDERS WILL UPDATE

APPOINTMENT MEMORANDA, AS REQUIRED, TO REFLECT THE ASSIGNMENT OF ALL SHARP PROFESSIONALS. EACH APPOINTMENT MEMORANDUM WILL INCLUDE INFORMATION OUTLINING THE POSITION TITLE (FROM PD), GRADE, AND TDA PARAGRAPH/LINE OF THE INDIVIDUAL. THE APPOINTMENT AUTHORITY FOR DESIGNATING SHARP PROFESSIONALS IS THE INSTALLATION SENIOR COMMANDER AND COMMANDERS OF MACOMS WITH AUTHORIZED SHARP POSITIONS. THIS APPOINTING AUTHORITY CANNOT BE DELEGATED BELOW THE DEPUTY COMMANDING GENERAL OR DEPUTY TO THE COMMANDING GENERAL.

POSITION DESCRIPTION TITLE

PDCSSHPM14 SHARP PROGRAM MANAGER (SAR WF) -SELECT MACOM ONLY
PDCSSHASSTPM13 ASSISTANT SHARP PROGRAM MANAGER (SAR WF) -SELECT MACOM ONLY
PDCSSHCMLSPC SHARP PROGRAM COMPLIANCE SPECIALIST (SAR WF) -SELECT MACOM ONLY
PDCSSHSPTSVC SHARP PROGRAM SUPPORT SERVICES SPECIALIST (SAR WF) -SELECT MACOM AND INSTALLATION
PDCSSHSARCSPV14 SUPERVISORY SARC (PRINCIPAL) (SAR WF) -INSTALLATION ONLY
PDCSSHSARCSPV13 SUPERVISORY SARC (PRINCIPAL) (SAR WF) -INSTALLATION ONLY
PDCSSHSACRCPV12 SUPERVISORY SARC (SAR WF) -INSTALLATION ONLY
PDCSSHPREV SHARP PROGRAM PREVENTION SPECIALIST (SAR WF) -INSTALLATION ONLY
PDCSSHPRESARC11R SEXUAL ASSAULT RESPONSE COORDINATOR (SAR WF) -INSTALLATION ONLY
PDCSSHPRESARC11 SEXUAL ASSAULT RESPONSE COORDINATOR (SAR WF) -INSTALLATION ONLY
PDCSSHVASHARP09 VICTIM ADVOCATE (SHARP) (SAR WF) -INSTALLATION ONLY

3.D.6. (U) HQDA WILL PROVIDE ADDITIONAL GUIDANCE IN A SUBSEQUENT FRAGO REGARDING THE ELIMINATION OF COLLATERAL DUTY SHARP PROFESSIONALS AS WELL AS THE PROCESS FOR EXCEPTIONS TO POLICY TO RETAIN COLLATERAL DUTY SHARP PROFESSIONALS FOR REMOTE AND ISOLATED INSTALLATIONS/BASES.
NOTE:
COLLATERAL DUTY SHARP PERSONNEL WILL NOT BE ELIMINATED UNTIL PHASE 4, AFTER FULL-TIME SHARP PROFESSIONALS ARE ONBOARD.

3.D.7. (U) AS CONTINGENCY OPERATION REQUIREMENTS CONTINUE TO EVOLVE,

THE ARMY SHARP OFFICE CONTINUES TO WORK WITH SISTER SERVICES, THE JOINT STAFF, AND COMBATANT COMMANDS TO PROVIDE SOLUTIONS TO FUTURE DEPLOYMENTS AND AUSTERE ENVIRONMENTS. THIS COLLABORATION WILL ENSURE A SYNCHRONIZED AND INTEGRATED APPROACH TO SUPPORT VICTIMS IN JOINT OPERATIONS.

3.D.7.A. (U) IN ACCORDANCE WITH DODI 6310.09, GEOGRAPHIC COMBATANT COMMANDERS, IN COORDINATION WITH THE DEFENSE HEALTH AGENCY WILL ENSURE TRAUMA-INFORMED, GENDER RESPONSIVE, AND COMPETENT HEALTH CARE AND ACCESS TO THE SERVICES OF A SEXUAL ASSAULT MEDICAL FORENSIC EXAMINER (SAMFE) TO PATIENTS WHO DISCLOSE A SEXUAL ASSAULT. IF NOT AVAILABLE IN THE DEPLOYED OR REMOTE SETTING THE PATIENT WILL BE REFERRED FOR MEDICAL EVACUATION ON AN EMERGENCY BASIS IN ORDER TO RECEIVE THE NECESSARY MEDICAL, LEGAL, PASTORAL, AND PSYCHOLOGICAL CARE ESSENTIAL FOR VICTIMS OF SEXUAL ASSAULT AND HAVE THE ABILITY TO MAKE AN UNRESTRICTED OR RESTRICTED SEXUAL ASSAULT REPORT WITH A SARC OR VA.

3.D.8. (U) IN ACCORDANCE WITH DODI 6310.09, ALL HEALTHCARE PERSONNEL, TO INCLUDE MEDICS, WHO MAY ENCOUNTER PATIENTS WHO DISCLOSE A SEXUAL ASSAULT WILL RECEIVE INITIAL AND ANNUAL TRAINING THAT INCLUDES:

3.D.8.A. (U) EACH STAFF MEMBER'S RESPONSIBILITIES AND MANDATORY REPORTING REQUIREMENTS.

3.D.8.B. (U) BASIC INFORMATION ON SEXUAL ASSAULT, CATEGORIES OF REPORTING, AND GENDER-RESPONSIVE AND TRAUMA-INFORMED APPROACHES FOR RESPONDING TO PATIENTS, INCLUDING HOW THE EXPERIENCE OF SEXUAL ASSAULT AND TREATMENT NEEDS VARY BY GENDER.

3.D.8.C. (U) CONTENT ON HOW TO APPROPRIATELY ADDRESS THE PATIENT'S PHYSICAL AND BEHAVIORAL HEALTH NEEDS.

3.D.8.D. (U) GENDER DIFFERENCES IN HOW PATIENTS MIGHT PRESENT TO HEALTH CARE PERSONNEL, INCLUDING MALE-SPECIFIC DISTINCTIONS SUCH AS REPORTING THEIR EXPERIENCE AS HAZING OR OTHER FORMS OF VIOLENCE RATHER THAN AS A SEXUAL ASSAULT.

3.D.9. (U) IN ACCORDANCE WITH DODI 6495.02 VOL. 1 ENCLOSURE 7, HEALTHCARE PERSONNEL WILL IMMEDIATELY NOTIFY A SARC WHEN A VICTIM DISCLOSES A SEXUAL ASSAULT SO THAT THE SARC CAN INFORM THE VICTIM OF BOTH REPORTING OPTIONS AND ALL AVAILABLE SERVICES. THE VICTIM CAN THEN MAKE AN INFORMED DECISION AS TO WHICH REPORTING OPTION TO ELECT AND WHICH SERVICES TO REQUEST. THE VICTIM IS ABLE TO DECLINE SERVICES IN WHOLE OR IN PART AT ANY TIME. IF A VICTIM SEEKS ASSISTANCE AT A MEDICAL FACILITY, SARC NOTIFICATION MUST NOT DELAY EMERGENCY MEDICAL TREATMENT OF A VICTIM. HEALTHCARE PERSONNEL WILL MAINTAIN THE CONFIDENTIALITY OF A RESTRICTED REPORT TO INCLUDE COMMUNICATIONS WITH THE VICTIM, THE SEXUAL ASSAULT FORENSIC EXAMINER, AND THE CONTENTS OF THE SAFE KIT, UNLESS AN EXCEPTION TO RESTRICTED REPORTING APPLIES IN ACCORDANCE WITH DODI 6495.02 VOL. 1 ENCLOSURE 4.

3.D.10. (U) IN ACCORDANCE WITH DODI 6310.09, HEALTHCARE PERSONNEL WILL

ENSURE THAT FORENSIC EVIDENCE COLLECTED AND PACKAGED USING A SAFE KIT

FOR BOTH RESTRICTED AND UNRESTRICTED REPORTS ARE NOT BEING HELD OR STORED IN THE DEPLOYED ENVIRONMENT FOR LONGER THAT 5 DAYS UNLESS UNABLE TO TRANSFER TO THE APPROPRIATE LOCATION DUE TO OPERATIONAL CONSIDERATIONS AND ARE TRANSFERRED TO MAINTAIN ESTABLISHED CHAIN OF CUSTODY PROCEDURES CONSISTENT WITH REGULATIONS TO A NON-DEPLOYED DETERMINED LOCATION.

4. (U) SUSTAINMENT. NOT USED.

5. (U) COMMAND AND SIGNAL. THE POINTS OF CONTACT FOR THIS ORDER ARE THE FOLLOWING:

5.A. (U) FOR SHARP OPERATIONS:
USARMY.PENTAGON.HQDA-DCS-G-9.MESG.DAPE-
HR-SHARP-PROGRAM-OFFICE@ARMY.MIL.

5.B. (U) FOR SHARP HIRING ACTIONS. CONTACT MS. TAMMY COON,
TAMMY.D.COON.CIV@ARMY.MIL OR MS. SHERMONA HART,
SHERMONA.M.HART.CIV@ARMY.MIL.

6. (U) THE EXPIRATION DATE OF THIS EXORD IS 30 SEPTEMBER 2024.

ATTACHMENTS:

ENCL 1 - SARC/VA HIRING THRESHOLDS
ENCL 2 - R2PC SKILLS LIST
ENCL 3 - R2 TRAINING REQUEST FORM

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