

MEMORANDUM OF AGREEMENT (MOA)

ON

Air Force Instruction (AFI) 90-6001, *Sexual Assault Prevention and Response (SAPR) Program* dated 21 May 2015

References:

- A. AFI 36-6001, *Sexual Assault Prevention and Response*, dated 29 September 2008, MOA dated 8 September 2009
- B. *Sexual Assault Prevention and Response Training MOA*, dated 27 March 2015
- C. AFI 90-6001, *Sexual Assault Prevention and Response (SAPR) Program*, dated 21 May 2015

(Supersedes the MOA dated 8 September 2009 on AFI 36-6001, *Sexual Assault Prevention and Response*, dated 29 September 2008)

1. The American Federation of Government Employees (AFGE) Council 214 and Air Force Materiel Command (AFMC), hereafter referred to as the Union and Management, hereby enter into this MOA regarding the above matters as they apply to AFGE bargaining unit employees (BUEs) covered by the Master Labor Agreement (MLA) between the Parties.
2. The Union and Management mutually embrace the SAPR program as a valuable means to enhance care for victims, reduce incidents of sexual assault, and hold offenders accountable. AFI 90-6001 replaced AFI 36-6001 on 21 May 2015, as the authority on the SAPR program. While many of the provisions of AFI 90-6001 apply exclusively to active duty and reserve military members (particularly matters under Uniform Code of Military Justice jurisdiction), the SAPR program is designed to involve and serve both military and civilian employees. This MOA addresses the civilian aspects only.
3. Victim advocates are volunteers who shepherd assault victims through the initial response, investigation, and healing process. It is a collateral duty, evaluated annually by the Sexual Assault Responsible Coordinator (SARC), who reports to the Air Base Wing Vice Commander. Civilians may volunteer to be victim advocates. Doing so obligates an employee to obtain training and commit to 24-hour on-call shifts. BUEs can volunteer to be victim advocates and will be approved on the same basis as their uniformed military counterparts. Victim advocate services performed outside normal duty hours will be recorded and compensated in accordance with Article 36 of the MLA and governing regulations/policies. Victim advocates will not be penalized for the time and

attention dedicated to collateral duties. While the annual SARC evaluation of a victim advocate will not contribute to the employee's performance element rating, effective performance contributing to a special act or service may be recognized with an appropriate award.

4. Civilian victims will receive similar victim advocate services as a member of the uniformed military, subject to personal consent.

5. Civilians have the right to submit "restricted" reports of sexual assault (i.e. reports for the record that cannot be released without permission).

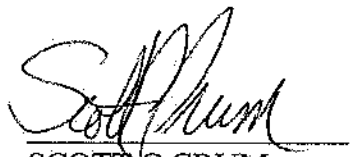
6. SAPR training is mandatory for AFGE Council 214 bargaining unit employees unless they obtain a waiver from the installation Sexual Assault Response Coordinator (SARC) per the SAPR training MOA (Reference B).

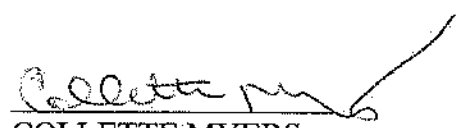
7. The Case Management Group is a base-level team of security, wellness, justice and other officials who meet regularly to oversee the effectiveness of sexual assault case processing. The group reviews unrestricted sexual assault reports, facilitate monthly victim updates, direct system coordination, accountability, and victim access to quality advocacy and counseling.

8. AFI 90-6001 does not alter any existing rules, regulations or negotiated agreements regarding the investigation, discipline or criminal prosecution of civilian employees alleged to have committed an assault.


9. All remedies available under the MLA or 5 U.S.C. Chapter 71 are available to the Parties if either Party believes the other has failed to comply with any of the requirements of this MOA.

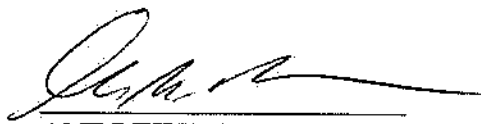
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