

MEMORANDUM OF AGREEMENT (MOA)

ON

Sexual Assault Prevention and Response (SAPR) Training

References:

- A. National Defense Authorization Act (NDAA) of 2012, Sec. 585 (a), *Sexual Assault Prevention and Response Training and Education*
- B. Sexual Assault Prevention and Response Training MOA, dated 27 Mar 2015
- C. AFI 90-6001, Sexual Assault Prevention and Response (SAPR) Program, dated 21 May 2015, MOA dated 6 April 2016

(Supersedes the MOA dated 27 March 2015 on *Sexual Assault Prevention and Response Training*)

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 subject training initiative as it applies to bargaining unit employees covered by the Master Labor Agreement (MLA) between the Parties.
2. Air Force Instruction (AFI) 90-6001, *Sexual Assault Prevention and Response Program (SAPR)*, dated 21 May 2015 replaced AFI 36-6001, dated 29 September 2008, as implemented in our 6 April 2016 MOA (Reference C). AFI 90-6001 provides a multifaceted program for addressing the problem of sexual assaults in the Air Force. The problem has received growing attention culminating in 2012 NDAA legislation that mandates annual SAPR training for all military and civilian DoD employees (Reference A). In 2014, Air Force provided new training materials and a revised roll-out plan that was implemented by MOA (Reference B). AFI 90-6001 provides detailed guidance for the administration of the SAPR program, to include training (Reference C). Under AFI 90-6001, training will consist of a 50 minute face-to-face session, preferably consisting of smaller groups of 25 but no larger than 50 employees. However, larger face-to-face sessions can be held if needed. The SAPR training program is mandatory and must be completed by 31 December. This MOA implements the annual SAPR training program, subject to provisions outlined below.
3. Employees who, for reasons of personal history, do not feel comfortable participating in Annual SAPR Training will be granted a waiver, upon request, to the installation Sexual Assault Response Coordinator (SARC). Information about the waiver option will be distributed via email to all employees before the first scheduled training date and briefed.

commencing the introduction of the training.

4. Employees who are not available (due to TDY, leave, or other reasons) to attend the training should contact the installation SAPR Office to receive guidance on make-up/wavier procedures.
5. SAPR training will be documented for all employees who accomplish the training or obtain a waiver from the training.
6. The volunteer facilitators will follow a standard written curriculum to conduct discussions. A copy of this curriculum will be provided to AFGE C-214 each year for review.
7. Facilitators are required to report problems with particular individuals or discussion groups to the installation SARC. Named employees will be made aware of any such report and will be provided a copy of any such report upon request.
8. If changes are made to the annual curriculum or schedule, the Union will be given the updated training material for review before training is scheduled. Upon review of the training materials, the Union retains the right to open up bargaining on bargainable changes.
9. All remedies available under the MLA or 5 U.S.C. 71 will remain available to the parties if concerns cannot be cooperatively resolved.

FOR MANAGEMENT

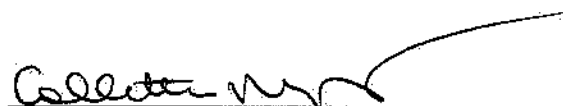
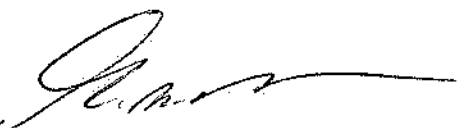


SCOTT C. CRUM
SAPR Program Manager
HQ AFMC/CVS

FOR THE UNION



TOM ROBINSON
Executive Assistant
AFGE Council 214


COLLETTE MYERS
Labor Relations Specialist
HQ AFMC/A1KL
ANDREW POWELL
Executive Assistant
AFGE Council 214