



ARMY RESILIENCE DIRECTORATE



SHARP
SEXUAL HARASSMENT/ASSAULT
RESPONSE AND PREVENTION

FACTSHEET

NEW: SHARP Restructure

RestructureBased on recommendations from the Secretary of Defense Independent Review Commission (IRC) on Sexual Assault in the Military, the Army has been directed to remove Sexual Assault Response Coordinators (SARC) and Victim Advocates (VA) from the unit command reporting structure and realign the SHARP program's reporting structure to the senior commander. This will provide optimal victim assistance and reporting opportunities to Service members, expert support to commanders, and the oversight needed to appropriately execute the SHARP mission.

The future model is an OSD-directed structure and provides for an installation-based response program, as depicted below:

- Program Managers will be authorized at select ACOM, ASCC, DRUs based on organizations that have downtrace installations that deliver services and provide case management for victims. Program Managers provide technical oversight to their subordinate Lead SARCs and they report to their respective CG as special staff.
- SHARP Compliance Specialists and SHARP Program Service Support Specialists will only be authorized at the select ACOM, ASCC, DRU level to provide professional oversight and programmatic support. Installation Lead SARCs will also be supported by a SHARP Program Service Support Specialist to assist with execution of the installation SHARP program.
- Lead SARCs serve at the Senior Command level, but not at all geographic locations. They report directly to the installation's Senior Commander but receive technical guidance from their respective Program Manager.
- Supervisory SARCs, report directly to their respective Lead SARC. These positions are based on the number of SARCs and VAs a Lead SARC is responsible to manage. The primary role of a Supervisory SARC is to maintain proper OPM supervisor ratios and assist the Lead SARC by augmenting the SHARP technical chain for large organizations.
- SARCs and VAs are distributed based on the population size at each installation, whether supporting a specific brigade or providing overarching support. NOTE: In some cases, resources will not be organic to a specific unit, but will be shared across an installation to cover multiple tenant units.
- SHARP Program Prevention Specialists support the Senior Commander and are responsible for the coordination and implementation of comprehensive primary prevention activities that address individual, organizational and community factors that contribute to sexual harassment and sexual assault.

Frequently Asked Questions

- **EXORD 269-22 requires an ETP to fill a vacant position. What is the criteria used to evaluate an ETP request?** When HQDA SHARP receives an exception to policy (ETP), we review it carefully and deliberately using the justification provided by the unit. The SHARP Director must ensure that all requests are supported by the OSD-directed installation-based structure. During FY22, a force modernization manning analysis was conducted to determine installation-based model requirements. Throughout that process, the Army staff used a planning factor of one SARC and one VA per brigade or brigade-equivalent with an authorized strength of 1,000 or more. Smaller units and tenant units below the brigade level are grouped together in order to provide SHARP support. After this planning factor was applied, results were compared to current authorizations on the FY23 TDA to determine if adjustments to TDA positions were required. ETPs are then compared to the recommended TDA for manning analysis to inform hiring decisions. Based on the analysis above, the SHARP Division will approve an ETP to hire SARCs and VAs, as long as the installation itself will not be over strength and the position aligns with the new installation-based model.
- **It is imperative that we get the right people in these vital positions. I command in a remote area and getting good talent is difficult. What can ARD SHARP offer to help with this?** The following HR flexibilities are available to assist commands in recruiting and retaining a highly-qualified civilian workforce. The use of these flexibilities is subject to local funding availability, eligibility requirements, and current delegated approval authorities. Work with your local Civilian Personnel Advisory Center.

Superior Qualifications and Special Needs Pay Setting Authority. This discretionary authority is often referred to as an advanced-in-hire rate. It allows hiring officials to set the rate of basic pay of a newly-appointed employee at a rate above the minimum rate of the appropriate General Schedule (GS) grade because the candidate has superior qualifications, or the agency has a special need for the candidate's services. Hiring officials may use the superior qualifications and special needs pay-setting authority to set the rate of basic pay for an employee upon first appointment as a civilian employee of the Federal Government, or reappointment to a GS position with a 90-day break in service.

Recruitment, Retention, and Relocation Incentives. Commonly referred to as "the 3Rs", these incentives are intended to attract new employees, retain current employees, or relocate current employees with unusually high or unique qualifications for unique or hard-to-fill positions. Total incentive payments may not exceed more than 25% of the employee's annual rate of basic pay in effect at the beginning of the service period multiplied by the years of obligated service. The employee must agree to enter into a service agreement for a specified period of time for all authorized incentives. The agreement must be by the employee and approved by the authorizing official prior to the employee's entrance on duty (for new hires) or the effective date of the incentive (for current employees).

- **Will Soldiers continue to serve in the SHARP program?** Yes. Soldiers serve a vital role in the SHARP Program. Those who have completed the career course and are credentialed will continue to serve in the SHARP Program. Transition to civilian positions will take time, certain locations may have difficulty filling positions, and a decision regarding collateral duty positions will not be made until FY24.

For more detailed information on these and other updates, see <https://www.sapr.mil/latest-policy-updates>.