

SARC and SAPR VA Selection Criteria for Commanders

- High probability of attaining and maintaining a favorable Tier 3 adjudication.
- High probability of attaining and maintaining certification through the Defense Sexual Assault Advocate Certification Program and credentialing per Marine Corps policy.

Disqualifying conditions include but are not limited to:

- No conviction for or record(s) of a crime of sexual assault or any other punitive offense listed in Articles 120, 120a, 120b, 120c, and 125 of Chapter 47 of Title 10, United States Code, also referred to as the United States Code of Military Justice (UCMJ), or attempts to commit such acts punishable under Article 80 of the UCMJ or comparable civilian criminal offenses;
 - No conviction or record of domestic violence, child abuse, violent crimes, stalking, or elder abuse, or attempts to commit such acts, in accordance with Article 80 of the UCMJ or comparable civilian criminal offenses;
 - Registered as a sex offender or a requirement to register;
 - No dishonest conduct or violation of the certifying Code of Ethics;
 - No drug related incidents or record of abuse or misuse;
 - No conviction(s) of Driving Under the Influence;
 - No alcohol related incident(s) or offense(s) within the last three years;
 - No record of a substantiated sexual harassment complaint;
 - Any criminal conviction, record, or conduct determined by the commander to be inconsistent with SARC or SAPR VA core duties.
- Recommended Character Qualities:
 - Epitomizes Core Values of honor, courage, and commitment;
 - Ability to work with all ranks;
 - Strong communication skills;
 - Approachable, to include but not limited to, ability to listen to all persons regardless of race, sex, sexual orientation, national origin, religion, gender identity, or rank/position;

- o Ability to gain and maintain rapport, empathetic listener;
 - o Ability to discuss and train SAPR topics;
 - o Ability to be discreet and maintain confidentiality;
 - o Ability to manage high stress situations;
 - o Consistently exercises good judgment;
 - o Ability to work within established policies;
 - o Ability to conduct training for unit personnel.
- Criteria applicable to military personnel:
- o For SARCs: Major or above, or CW03 or above. O-6 level commands and Marine Expeditionary Units (MEU) are authorized a captain or above, or CW03 or above.
 - o For SAPR VAs: Sgt or higher;
 - o Non-eligible collateral-duty SAPR personnel: Personnel whose primary billet would create a conflict of interest, to include but not limited to: XO, SgtMaj, Company Commander, 1stSgt, legal officer/SJA, EOR or EOA, SPPO, non-administrative law enforcement personnel, SACO, Deployment Readiness Coordinator, Recruiting Readiness Coordinator, or Reserve Recruiting Readiness Coordinator, VWAC, chaplain;
 - o At least 12 months left before PCS/EAS;
 - o No adverse Fitness Reports;
 - o No courts-martial;
 - o No NJPs in the last three years;
 - o No record of retaliatory behavior;
 - o No adverse page 11 entries (i.e., Marine Corps Separations Manual para 6105 counseling) in the last three years;
 - o Flexible schedule and ability to be available 24/7, when needed and excluding periods of authorized leave.
- Civilian personnel must be full-time and working under a Standardized Position Description authorized by HQMC SAPR.