



DHRA COMMUNICATOR

2023 DATA PRIVACY WEEK

COMPUTER/ELECTRONIC ACCOMMODATIONS PROGRAM

AUDIT

CIVILIAN PAY BEST PRACTICES

COMMUNICATION

WHAT TYPE WORKS BEST FOR YOUR ORGANIZATION?

ONLINE UNIFORMED SERVICES

ID CARD RENEWAL



Director's Message

DHRA Teammates,

This issue of the Communicator includes several articles that fall into what I have referenced as our three key priorities: our culture of service, our internal business, and our mission execution. There is a snapshot of DHRA's Computer/Electronic Accommodations Program and an article on Communication Styles; both of these articles support DHRA's culture of service, where we strive to maintain a culture that embraces each and every team member as a total person with meaningful contributions to the DHRA mission. The articles on our ongoing Acquisition Reform initiative and Audit Best Practices showcase business improvement efforts, where we are working to implement more straightforward, responsive business functions that are underpinned by a mindset of continuous process improvement. And our steadfast focus on mission execution is exemplified by articles on the Online Uniformed Services ID Card Renewal and the Deployment of the DoD-VA Electronic Health Record, where we are implementing practical and cost-effective solutions that deliver reliable, predictable, and responsive services to our stakeholders and customers. Please take a few minutes to read through this issue's articles and announcements, and see some of the additional efforts and highlights from across our DHRA Centers and Offices.

As I have said before, DHRA has executed essential Department of Defense programs for nearly three decades, and we have made substantial progress on our journey to enhance the enterprise's culture, streamline our organizational structure, and continue to effectively deliver our broad range of services to the Department and many external stakeholders over the last five years. I look forward to seeing what we can accomplish in the next five years as we work together to move the DHRA enterprise forward!



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Computer/Electronic Accommodations Program (CAP)



Mr. Randy Cooper joined DHRA in December 2022 as the new Director of the Computer/Electronic Accommodations Program (CAP) after transitioning from the Office for Diversity, Equity, and Inclusion as the Director for Disability Equal Opportunity Policy and Compliance. He has spoken out for community inclusion and competitive employment opportunities for people with disabilities. Mr. Cooper's background and experience with the use of assistive technology have helped CAP advance the importance of equal access to information technology for assistive technology users.

CAP provides assistive technology as reasonable accommodations to qualified DoD employees, including Service members with disabilities. These accommodations help current employees and job applicants perform essential job functions

and participate in the benefits and privileges of employment. CAP's mission is to ensure DoD employees have equal opportunities and access to information and communication technology in the work environment. Through these efforts, CAP supports compliance with a variety of federal laws, rules, and regulations.

Under Mr. Cooper's leadership, the CAP Team is looking forward to new opportunities to advance its mission. Efforts are underway to increase DoD community outreach by working with Reasonable Accommodation Program Managers, Disability Program Managers, 508 Coordinators, Accessibility Technologists, and providers at all levels of Military Treatment Facilities.



For more information on how CAP may better support DoD employees and offices, visit CAP's website at www.cap.mil.

2023 Data Privacy Week

On January 28, 1981, the first legally binding international treaty addressing privacy and data protection was signed, known as Convention 108. In 2008, the U.S. began celebrating Data Privacy Day and has since expanded it to a week-long campaign that brings awareness to the handling and safeguarding of personal information.

Within DoD, Data Privacy Week (January 22-28, 2023) was celebrated with the 2023 DoD Privacy Summit, hosted by the Office of the Assistant to the Secretary of Defense for Privacy, Civil Liberties, and Transparency.

Summit topics included:

1. Integration of Privacy and the Risk Management Framework (RMF).
2. Use of Commercially Available Information (CAI).
3. Introduction to “GAMECHANGER” – a central, searchable trusted repository of all DoD policy requirements built on Artificial Intelligence-enabled technologies.

At DHRA, one of our greatest responsibilities correlates to the vast amount of data with which we are entrusted. We have an ever-growing responsibility to protect and govern tens of millions of records containing Personally Identifiable Information (PII). The RMF is one of our tools for protecting these records, providing a combined process of system security and risk management activities into the system development life cycle. The DHRA Privacy and Cybersecurity Offices work to ensure privacy is properly integrated into our RMF strategy. Privacy artifacts such as Privacy Impact Assessments and Social Security Justification Memos contribute to a system’s authorization, and additional controls can be identified throughout an organization’s policies, guidance, and operating procedures.

Not all things are as developed as the RMF process. One evolving subject area is CAI,

which does not have a formal definition but is often considered a subset of Publicly Available Information. Often, CAI contains PII. Examples of CAI range from location data and social media content to commercial transactions and financial data. Although there are many benefits to the use of CAI, there are currently limited laws or policies governing the purchase and collection of this category of information. The Department currently leverages existing policies while considering a specific DoD CAI Policy.

A final highlight of the Summit was the introduction of the DoD-wide solution for navigating requirements and decision-making capabilities: GAMECHANGER. GAMECHANGER looks to create an environment capable of navigating the Department’s complex universe of governing requirements and guidance documents with the use of cutting-edge technologies.

GAMECHANGER is available to anyone with a Common Access Card at <https://gamechanger.advana.data.mil/>.

Although Data Privacy Week occurs only once a year, privacy awareness is a constant in both our personal and professional lives. Stay informed. Stay vigilant. Stay protected. For more information about Privacy, please contact the DHRA Privacy Officer, Mr. Sam Peterson at Samuel.M.Peterson2.civ@mail.mil

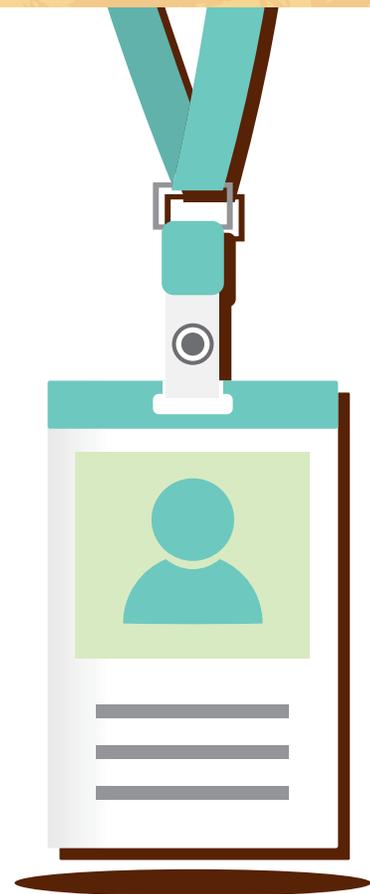


Online Uniformed Services ID Card Renewal

The Defense Manpower Data Center launched an online Uniformed Services Identification (USID) card renewal pilot in February 2023, continuing the transformation of credential management across the Department. This new capability allows sponsors of eligible USID cardholders to request renewals/reissuances online via the ID Card Office Online website, instead of visiting a Real-time Automated Personnel Identification System (RAPIDS) site in person. A sponsor is a person affiliated with the Department who takes responsibility for verifying and authorizing the applicant's need for an ID card.

DoD issues approximately 4.5 million ID cards at RAPIDS sites every year; these cards are used for access to benefits, privileges, and DoD facilities. Approximately 45% of all ID card transactions support USID cards; almost 50% of those transactions are USID renewals or reissuances. Successful implementation of online renewal/reissuance could reduce annual RAPIDS site foot traffic by up to 18%.

Piloting this new capability allows the Department to address a long-standing request from beneficiaries for greater self-service, convenience, and availability. The pilot's initial population has been limited to only those who have a CAC (e.g., active duty uniformed Service members). Future expansions will include individuals with DoD-Self Service Logon credentials (e.g., retired uniformed Service members).



WHAT'S CHANGING

- Sponsors can request card renewals online from anywhere.
- Cards will be mailed to the cardholder via U.S. mail.
- No in-person requirement for most renewals.

REQUIREMENTS

- Sponsors must be a CAC holder and requesting a renewal of an active USID card.
- Sponsor and Cardholder must have email addresses listed in Defense Enrollment Eligibility Reporting System (DEERS) that they have authorized DoD to use for contacting them.
- Sponsor's personnel status must extend at least 30 days in the future from the renewal request date.
- Cardholder has a photo saved in DEERS taken in the last 12 years.
- Cardholder's mailing address is present in DEERS and is in the U.S.
 - USID cards cannot be shipped to P.O. Boxes.

FOR MORE INFORMATION

See ID Card Office Online: <https://idco.dmdc.osd.mil/idco/>



Deployment of DoD-VA Electronic Health Record

The Military Health System Genesis (MHS Genesis) initiative is the Department's new electronic health record (EHR). MHS Genesis integrates inpatient and outpatient solutions to connect medical and dental information across the continuum of care for DoD beneficiaries. When fully deployed, MHS Genesis will provide a single, lifetime health record for Service members, Veterans, and eligible family members.



MHS Genesis began pilot deployment in the Pacific Northwest in late 2017, implementing at four facilities in Washington, including Madigan Army Medical Center at Joint Base Lewis-McChord. Since then, the MHS Genesis program office has pursued an aggressive deployment schedule. By January 2023, with deployment to Fort Drum, NY and the Tidewater Virginia area, more than 75% of the Department's medical facilities had converted to MHS Genesis as their EHR. These facilities provide services for approximately two-thirds of the Department's 9.6 million beneficiaries. To support them, the Defense Manpower Data Center's suite of EHR applications provides more than 70 million identity and eligibility responses each month.

MHS Genesis deployment will remain in rapid deployment throughout 2023, deploying to the Washington, DC area facilities at Walter Reed and Fort Belvoir in March, and to the remaining Continental United States facilities in June 2023. Deployments to overseas facilities are projected to begin in September 2023 at Landstuhl, Germany and will conclude in December 2023 in Okinawa, Japan.

In addition to deployments to the Department's medical facilities, MHS Genesis is receiving wide adoption among the other Uniformed Services. The United States Coast Guard and United States Military Entrance Processing Command facilities have already transitioned their operations to MHS Genesis; the National Oceanic and Atmospheric Administration medical clinics are slated to transition in 2023. In addition, Veterans Affairs (VA) has implemented the shared health record solution at five VA Medical Centers (VAMC) and has plans to implement at six more VAMCs by the end of 2023.

MHS Genesis DoD Deployment Schedule

IOC/Pilot Sites	2017
Wave Travis	2019
Wave Nellis	2020
Wave Pendleton	2020
Wave San Diego	2021
Wave Carson	2021
Wave BAMC	2022
Wave Lackland	2022
Wave Bragg	2022
Wave Hood	2022
Wave Beaumont	2022
Wave Gordon	2022
Wave Eglin	2022
Wave Jacksonville	2022
Wave Drum	2023
Wave Portsmouth	2023
Wave Walter Reed	2023
Wave Belvoir	2023
Wave Wright-Patterson	2023
Wave Landstuhl	2023
Wave Lakenheath	2023
Wave Guam/South Korea	2023
Wave Okinawa	2023



Audit

Civilian Pay Best Practices

In the world of Audit, there are key areas most susceptible to fraud, which require a more thorough review of the processes and actions of all stakeholders. For DHRA, these fraud-related areas are Travel, Government Credit Cards, Property, and Civilian Pay/Timecards. In January, the DHRA Accounting Team conducted training across the enterprise that identified issues related to early timecard submissions and unapproved absence management (leave) request forms.

The Accounting team would like to remind you of the following:

EARLY TIMECARD SUBMISSION

DHRA policy requires timecard submission no earlier than the Tuesday before the end of the biweekly pay period. During the Financial Improvement and Audit Readiness examination, there were many instances when timecards were submitted/approved far in advance of the pay period ending for convenience and not as the result of a justified exception (e.g., holidays, system upgrades, extended leave).

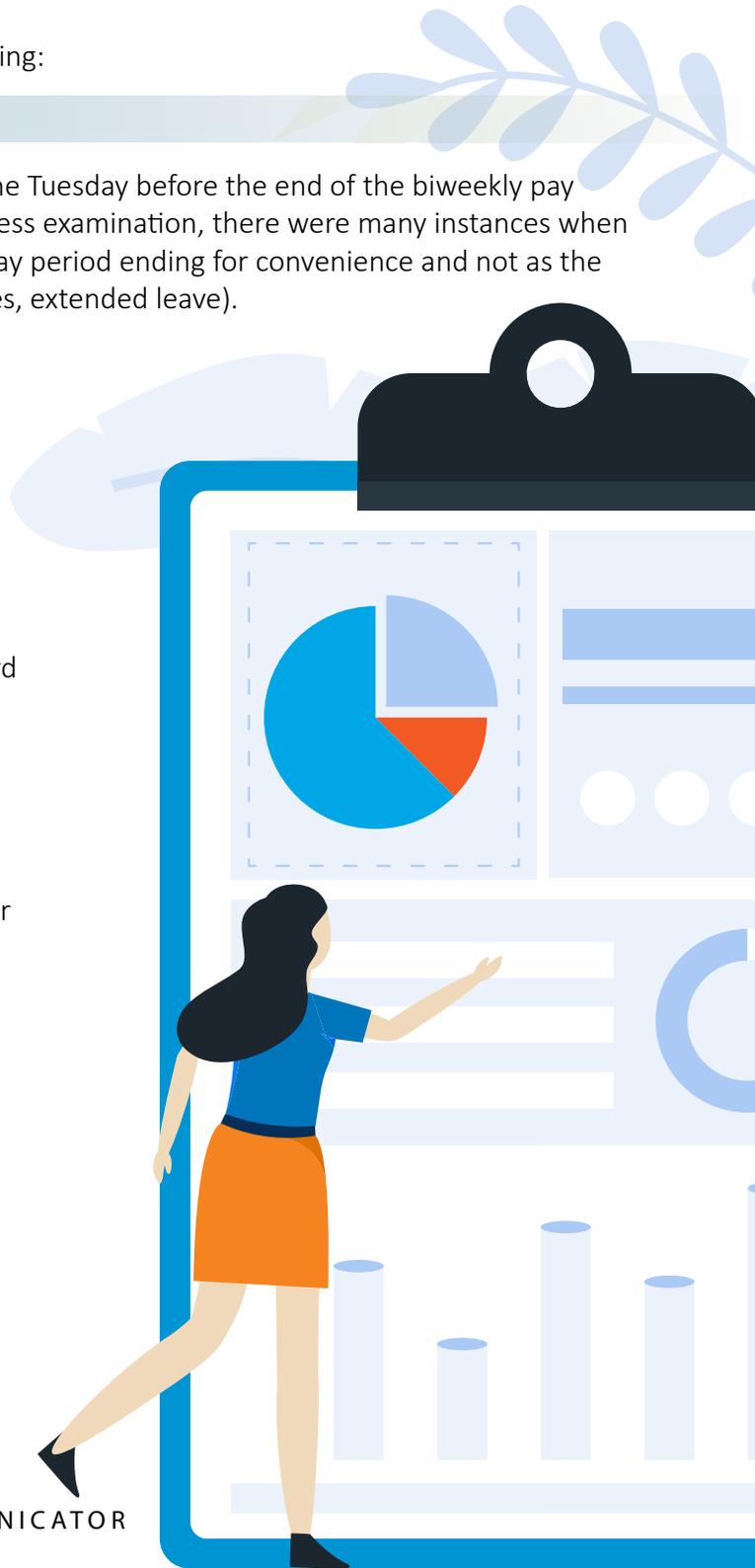
To mitigate risk and remain compliant:

Supervisors:

- Communicate to employees the DHRA time/attendance requirements and the importance of accurate timecard submissions.
- Reject timecards received far in advance of the due date unless there is a valid exception.
- Include a justification in the notes section of the timecard explaining why the timecard was approved in advance; this will help respond to auditors' inquiries.

Employees:

- Submit timecards on the Tuesday before the end of the pay period and follow up to ensure it is approved by your supervisor or designee by the third day following the submission.
- When necessary, communicate with your supervisor regarding your intent to submit a timecard in advance and provide a valid justification.
- Make corrections to timecards submitted in advance, as applicable.



UNAPPROVED ABSENCE MANAGEMENT (LEAVE) REQUEST FORMS

The Defense Financial Management Regulation and DHRA policy requires:

1. Leave requests be approved by supervisors in advance of using the DAI Employee Absence Request module.
2. Leave requests be reflected on the employee timecard prior to certification.

To mitigate risk and remain compliant:

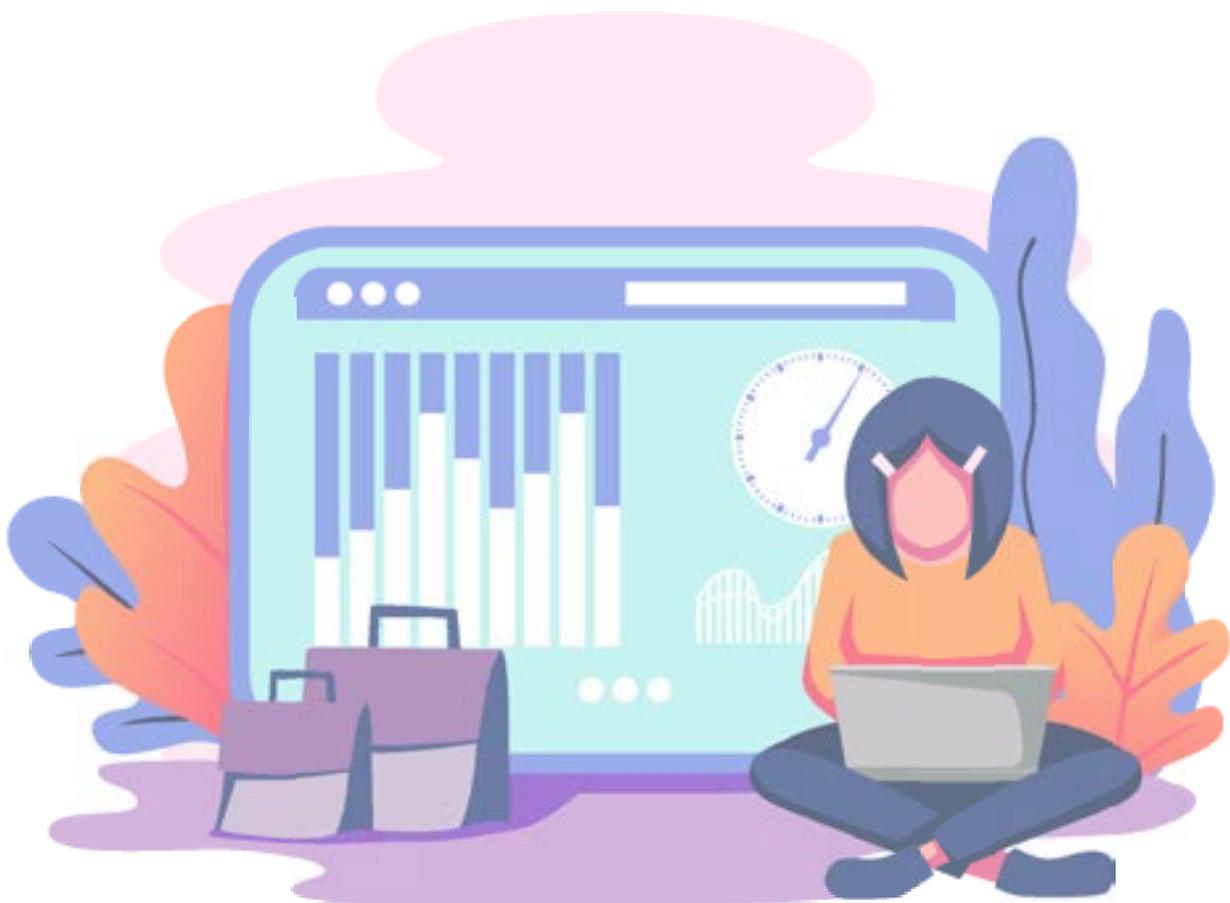
Supervisors:

- Communicate to all employees the DHRA time/attendance requirements and the importance of submitting leave requests prior to timecard submission for the impacted pay period.
- Ensure a corresponding leave request exists in DAI prior to approving a timecard.
- Reject timecards without a corresponding leave request.
- When necessary, ensure employees make necessary adjustments to reflect the same number of hours on both the timecard and the absence request form.

Employees:

- Coordinate with your supervisor and submit leave requests in advance of the pay period in which leave will be taken.
- Amend a leave request to reflect the same number of hours entered on the timesheet.
- Make corrections to leave requests/timecards upon your return to duty to ensure accuracy, if necessary.

Adherence to timekeeping and absence management policies, procedures, and guidance by all employees will reduce the risk of non-compliance on future DHRA audit activities.



COMMUNICATION: What Type Works Best For Your Organization?

Communication comes in many forms; we recognize that one single type of communication does not work for all people in all environments. The Defense Activity for Non-Traditional Education Support (DANTES) is continually looking to improve the quality of communication used to reach our diverse audiences, which include all Service members, their families, and the Services' Voluntary Education (VoEd) communities – specifically, Service education counselors and career advisors.

DANTES uses both internal and external communication methods to reach our audiences. In addition to our website, social media platforms, mobile app, monthly digital newsletter, and multimedia products, we use Zoom for Government and Microsoft Teams for training webinars and Military One Source for audio productions. All have proven to be beneficial tools for our VoEd professionals and Service members because they allow us to reach a world-wide workforce with the latest program information.

INTERNAL COMMUNICATION

In FY22, our team provided 29 DANTES-hosted and Service-sponsored webinars using Zoom, with a total of 2000+ attendees. Zoom.gov provides a comprehensive capability to include customizable registration forms, live polling, reminder emails, and a survey module with analytics. This type of virtual engagement provided real-time training and allowed personnel who could not attend to watch the training sessions at their own convenience on the DANTES YouTube channel.

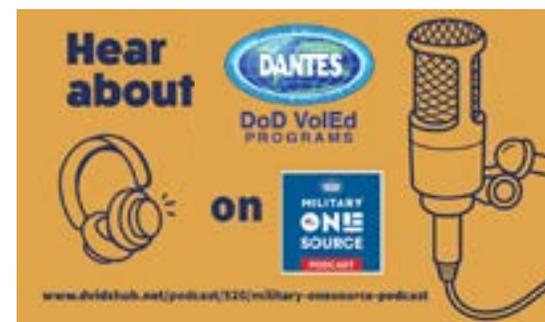
DANTES' Outreach Coordinator, Emily Bachman, said, "Through the DANTES Counselor Support Network (DCSN), VoEd counselors had an additional opportunity to connect between the Services to receive updates, share best practices, and engage in peer-to-peer discussions using these platforms each quarter."



In FY23, MOS changed their format and moved to audio productions; DANTES has produced three podcasts to date:

1. DANTES Education Programs Overview
2. Troops to Teachers Program
3. Credit-by-Exam Remote Testing for Service Members and Eligible Military Spouses

The podcasts are conversational and help DoD listeners navigate military life topics, including deployment, relocation, education, travel, and more. Each podcast is available for download on the Defense Visual Information Distribution Service (DVIDS)



website, Amazon Music, Apple Podcasts, Google Podcasts, Spotify, and Stitcher platforms at no cost to the listener.

As you think about the answer to our opening question, consider Zoom for Government, Microsoft Teams, and Military One Source. Each has helped DANTES communicate a wealth of information to our DoD audiences. Change is inevitable. We must seek opportunities to communicate in new ways and remain relevant to our customers and stakeholders in the complex environment we live in today.

EXTERNAL COMMUNICATION

Due to COVID-19, DANTES has also been collaborating externally with the DoD's Military One Source (MOS) team. In FY22, several video productions were produced and posted to the DANTES and MOS social media platforms.

DHRA Acquisition Process

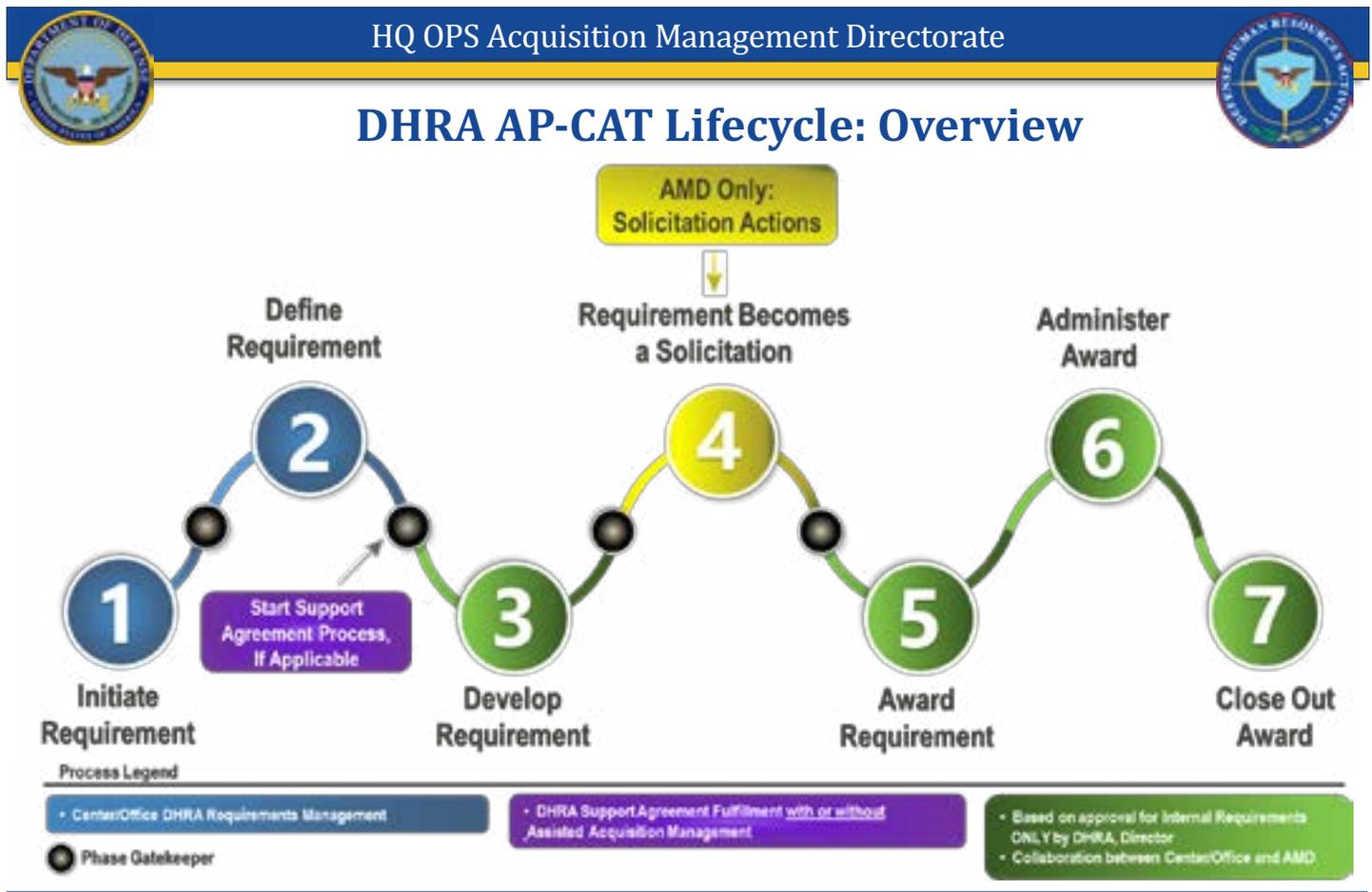
Collaboration, Accountability, and Transparency (AP-CAT)

The Acquisition Reform (AR) initiative was launched to enhance accountability, collaboration, and transparency in procuring goods and services across DHRA. An improved acquisition lifecycle fulfills the DHRA strategic plan to “Execute and enhance delivery of shared operational services to the DHRA Enterprise” by leveraging acquisition capabilities throughout the enterprise.

As depicted below, the reformed acquisition management process reduces inconsistencies, eliminates unnecessary rework, and empowers equity stakeholders to engage transparently in a timely manner.

In August 2022, DCPAS, DPAC, and D-OPS received Phases 1-4 training of the seven-phased process and implemented initial operational capability (IOC) in October. The remaining Centers/Offices (HQ-DHRA, DSSC, DMOC, DSPO, SAPRO, and DMDC) completed training in February and are currently preparing for IOC. Final training (Phases 5-7 and Support Agreements) will begin in May for Acquisition Management Facilitators, who will deliver the coursework to acquisition communities across DHRA.

The sponsorship of the DHRA Director, Mr. Register, and his decision to designate official Change Leaders within every acquisition Center/Office, has been instrumental in the successful execution of the integrated acquisition strategy across the enterprise. In addition, the Acquisition Management Director, Ms. Sheila Smith, and the efforts of her team to seamlessly partner with the Acquisition Reform Team to ensure a unified transition of this acquisition process will meet the target date (October 1, 2023) for full operational capability approaches.



DID YOU KNOW?

Happy Retirement to Mr. Mansell!

After more than 16 years of distinguished civilian service, Mr. William R. Mansell Jr. retired at a ceremony held in his honor on April 26th at the Mark Center. Mr. Mansell, a member of the Senior Executive Service, served as the Director of the Defense Support Services Center (DSSC), ensuring critical support services were provided to the Department's military and civilian personnel that enhanced national security, mission readiness, resiliency, and reintegration.

Mr. Mansell oversaw nine functional mission areas/offices: Advanced Distributed Learning, Combating Trafficking in Persons, the Computer/Electronic Accommodations Program, the Defense Activity for Non-Traditional Education Support, the Defense Language and National Security Education Office, the Defense Travel Management Office, Employer Support of the Guard and Reserve, the Federal Voting Assistance Program, and the Military-Civilian Transition Office.

During his civilian career, Mr. Mansell served as Assistant Director, Military Personnel Policy and Congressional Issues with the Deputy Assistant Secretary of Defense for Military Personnel Policy; Chief, Civilian Information Systems Division with the Army G1; Director, Enterprise Human Resource Information Systems, Defense Civilian Personnel Advisory Services, and Defense Manpower Data Center; and Director, Defense Travel Management Office.

Mr. Mansell earned a Bachelor of Science degree in Political Science from Norfolk State University, a Master of Arts degree in Executive Development, Ball State University, and a Master of Business Administration in Management Information Systems, Old Dominion University. Mr. Mansell's career also includes over 27 years of United States Army Active-Duty service; he is also an Army War College graduate.



DID YOU KNOW?



Courtesy of Maryland General Assembly

- **Dr. Elizabeth (Liz) Clark honored for her outstanding contributions to prevent suicide within the military community.**

In March, Dr. Elizabeth (Liz) Clark, Director, Defense Suicide Prevention Office (DSPO), was honored by both the Maryland State Senate and House of Delegates for her outstanding contributions to prevent suicide within the military community. The resolutions were introduced by Maryland House Delegate Edith Patterson, who represents Charles County, MD and is the Chair of the Southern Maryland Delegation. Many Service Members and Veterans call Charles County home because both Naval Air Station Patuxent River and Naval Support Facility Indian Head are located there. As a result, Delegate Patterson is a strong advocate for the Military and Veteran community. In addition to passing legislation in support of the military community, Delegate Patterson conducted her 7th Annual Women's Legislative Caucus Veterans Day Program, which highlights women veterans' issues. This year's program brought together women veterans and legislators to call attention to mental health issues, including suicide prevention. During the event, Delegate Patterson introduced a House Resolution honoring Dr. Clark for her leadership within the Department to advance suicide prevention. The Resolution, also adopted by the Maryland Senate, read: "In recognition for your leadership to advance mental health issues and prevention of suicide among Service members and their families."

DID YOU KNOW?

- **DSPO has created a “Friends of DSPO” Team to support the Out of Darkness Overnight Walk**

DSPO has created a “Friends of DSPO” Team to support the June 3 **Out of Darkness Overnight Walk** (<https://www.theovernight.org>), hosted by The American Foundation for Suicide Prevention (AFSP) in Washington DC. AFSP created the annual Out of Darkness Overnight Walk for advocates to come together in support of those affected by suicide. Walking throughout the night creates a sense of community where support is experienced through a range of emotions to heal and honor the past while moving towards a more positive future. The event also allows for storytelling by the participants, an important aspect of the grieving process, and connects individuals and organizations in support of suicide prevention. The “Friends of DSPO” Team will support the event at a Rest Stop, a quick stop along the route, to support walkers by providing snacks, water, and encouragement; DSPO staff will also participate in the walk to support those impacted by suicide. For more information about DSPO’s involvement in this event, please contact Mr. George Parisi at george.b.parisi.civ@mail.mil.

- **On February 24, the Suicide Prevention and Response Independent Review Committee (SPRIRC) released their findings and recommendations.**

The SPRIRC report focuses on four main areas:

- Restructuring suicide prevention training
- Providing additional resources to help Service members access existing support services
- Promoting lethal means safety
- Emphasizing leader stewardship in addressing Service member needs

The report includes many recommendations designed to improve the living conditions and well-being of the military community, in line

with recent initiatives such as Secretary Austin’s multi-pronged Taking Care of People campaign. Prevention activities often are cross-cutting and can provide a range of benefits across a range of problematic areas (e.g., both suicide and sexual assault). The SPRIRC recommendations are in-line with many of the findings from other DoD reports, as well as the Department’s integrated primary prevention efforts. DSPO will be supporting implementation and oversight of many of the Committee’s recommendations. Read the full report [here](#).

- **Microsoft Office 365 (O365) for SIPRNet e-mail is coming soon.**

DMDC recently began working with the Defense Information Systems Agency (DISA) to obtain licensing and begin preparatory work for migration efforts to be completed by the end of FY23. This effort pushes us another step closer to achieving the DISA-hosted single service provider support concept and DoD network’s commodity service 4th Estate Network Optimization initiative for Defense Agencies and Field Activities.

- **President Biden signed Public Law 117-209 in October 2022, increasing the maximum coverage under DoD’s Service members Group Life Insurance Program (SGLI) from \$400,000 to \$500,000.**

Effective March 1, 2023, the legislation required changes within Defense Manpower Data Center’s SGLI Online Enrollment System (SOES) application, as well as e-mail notifications of the changes to all Service members eligible for SGLI coverage. Despite administrative and contractual challenges, SOES was successfully modified to reflect the increased coverage automatically for all Service members eligible for SGLI coverage, including those who previously declined SGLI coverage, by the implementation date set in the legislation. As of March 3, more than

DID YOU KNOW?

111,000 Service members had verified their new coverage choices, with approximately 12,500 additional Service members electing their own choices daily.

- **Over the past year, DMDC and DFAS improved the reporting of Affordable Care Act (ACA) coverage for DoD personnel.**

The ACA requires any changes affecting a member's "minimum essential coverage" be reported each January for all preceding years. This requirement had grown to the point that in tax year 2021, 336 files were required before minimum essential coverage changes for prior years could be reported to the Internal Revenue Service. The improvements developed by DMDC and DFAS reduced the total files required for tax year 2022 to only 17, which will also be applied to subsequent years.

- **The DHRA Communication Working Group will be having more frequent "Book Club" events to provide opportunities to interact and discuss lessons learned from DHRA's Professional Development Reading and Watch List.**

We are also looking for book, article, or video (e.g., TED Talks) suggestions, as well as volunteers to facilitate future events. Please contact Ms. Tori Rodrigues at victoria.w.rodrigues.civ@mail.mil if you are interested.

- **April was Sexual Assault Awareness and Prevention Month.**

Launched in 2022, the Department's theme "STEP FORWARD. Prevent. Report. Advocate." will continue in 2023 and beyond. The "STEP FORWARD" theme is a call to action for individuals at all levels of the Department to use their personal strength to help prevent sexual violence, highlighting the power of acts that can bolster prevention, increase reporting, and

promote advocacy for a safer DoD Community. [Visit Sexual Assault Awareness and Prevention Month \(SAAPM\) | SAPR](#) for more information.

- **As directed by the FY20 NDAA, the Department established the Defense Advisory Committee for the Prevention of Sexual Misconduct (DAC-PSM) in November 2020.**

The DAC-PSM is chartered to provide DoD and Congress with independent advice and recommendations on the prevention of sexual assault and harassment involving Service members and the policies, programs, and practices of each Military Department, Armed Force, Military Service Academy, and Coast Guard Academy, as well as all DoD educational institutions and training facilities. The Committee's 13 members, appointed by Secretary Austin in February 2022, offer a range of expertise to include the prevention of sexual violence, other adverse behaviors (e.g., suicide and substance abuse), organizational change, and implementation science. The Committee is currently conducting a study on training provided to junior Service members, which will be followed by a study on professional military education.

- **The Department released its 15th Annual Report on Sexual Harassment and Violence at the Military Service Academies (MSA) for Academic Program Year (APY) 2021-2022 on March 10.**

The report on the three DoD MSAs provides data on sexual harassment and sexual assault involving cadets and/or midshipmen (prevalence and reporting rates), as well as updates to policies, procedures, and processes implemented in response to sexual harassment and violence during the APY. This year's report also includes guidance from Secretary Austin via a memorandum, "Actions to address and Prevent Sexual Assault at the Military Service

DID YOU KNOW?

Academies”. For additional information, please visit <https://sapr.mil/reports>.

- **SAPRO delivered the Department’s FY22 Annual Report on Sexual Assault in the Military to Congress in April.**

The data provided in the report will serve as the foundation and catalyst for future sexual assault prevention, training, victim care, and accountability goals. Visit <https://sapr.mil/reports> for more information.

- **SAPRO’s Prevention Team and Sexual Assault Prevention and Response Training and Education Center of Excellence have worked hard this year to connect with the Services to provide enhanced support for the Integrated Primary Prevention Workforce (IPPW).**

As the Services continue to establish and grow their IPPW, teams across SAPRO have seen the importance of engaging Service members and civilian employees to establish a shared vision, understanding, and approach to the prevention of harmful behaviors. To support the continued development of the IPPW, these teams presented at the Air Force and National Guard Prevention IPPW Summits earlier this year. In

partnership with collaborators at the CDC and NORC at the University of Chicago, they shared valuable information concerning policies and requirements, as well as technical assistance, prevention resources, and trainings available to the workforce. These engagements support the swift and standardized implementation of Department policy and Independent Review Commission recommendations.

- **DHRA Comptroller Audit Angle: Travel.**

Travel is a large DoD expense and an area that receives a great amount of attention during audits as it is more prone to fraud and improper payments. Individuals serving as travel Authorizing Officials/Certifying Officials (AOs/COs) must complete annual refresher training, which is located here: <https://www.defensetravel.dod.mil/neoaccess/login.php>. Search for the title “AO/RO- Training for Accountable Officials and Certifying Officers (Annual COL Refresher). This course will be added to the Learning Management System in the future for those individuals required to take this training.

DID YOU KNOW?

Observances

National Military Appreciation Month

National Military Appreciation Month falls in May each year and is meant to raise awareness and encourage celebration and appreciation of those who serve – or have served – in the U.S. Armed Forces. Introduced in 1999 by Senator John McCain and celebrated every May, Military Appreciation Month encourages Americans to reflect on the sacrifices made by all current and former members of the United States Armed Forces. May is an appropriate month for a military remembrance, since the month also includes VE Day, which commemorates the end of World War II in Europe, and culminates in Memorial Day, observed on the last Monday of May to honor veterans who died in service.

Military Spouse Appreciation Month

May's Military Spouse Appreciation Month honors the approximately one million military spouses for their support of the military's mission by supporting their service members. Military Spouse Appreciation Day, observed the Friday before Mother's Day each May, is a day set aside to pause and recognize the military spouses who have the greatest impact on our lives and our military communities.

Mental Health Awareness Month

Mental Health Awareness Month has been observed in May in the United States since 1949 and raises awareness of trauma and the impact it can have on the physical, emotional, and mental well-being of children, families, and communities. It also commemorates recovery and progress, which is essential for an overall productive and happy life.