



AFVL-CG

REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, 32D ARMY AIR AND MISSILE DEFENSE COMMAND
111 PERSHING ROAD
FORT BLISS TEXAS 79916

12 September 2012

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Sexual Harassment/Assault Response and Prevention Policy (Policy Letter 1-3)

1. Reference: Army Regulation 600-20, Army Command Policy, Chapters 7, 8, and Appendix D Rapid Action Revision, dated 04 August 2011; Fort Bliss Command Policy Letter #6, Domestic Violence, Sexual Assault, and Sexual Harassment, 10 January 2012.
2. The 32d AAMDC is committed to creating and maintaining an environment that maximizes productivity and respect for human dignity. Sexual harassment and sexual assault are offenses contrary to the Army Values and the Warrior Ethos. They destroy teamwork and negatively affect combat readiness. Sexual harassment and sexual assault are punishable under the Uniform Code of Military Justice and other federal and local laws and will not be tolerated within this Command.
3. Sexual harassment is a form of gender discrimination that involves unwanted sexual advances, requests for sexual favors, and other verbal/non-verbal or physical conduct of a sexual nature. The chain of command at all levels will take appropriate action immediately upon becoming aware of allegations of sexual harassment. Leaders who become aware of incidents involving sexual harassment are obligated to report the incident to their commanders immediately. If a Soldier, Family member or civilian believes that he or she is a victim of sexual harassment he/she can present their complaint to the chain of command or the unit Equal Opportunity Leader for informal resolution. He or she may also file a formal complaint with the unit SHARP Specialist, the Installation SHARP Office, or unit Equal Opportunity Advisor.
4. Sexual assault is defined as intentional sexual contact, characterized by use of force, physical threat, or abuse of authority or when the victim does not or cannot consent. It includes rape, nonconsensual sodomy, indecent assault, or attempts to commit these acts. Consent should not be deemed or construed to mean the failure by the victim to offer physical resistance. Additionally, consent is not given when a person uses force, threat of force, coercion, or when the victim is asleep, incapacitated, or unconscious. Any Soldier who is aware that a sexual assault has occurred should immediately report the incident to the chain of command. If a Soldier, family member or civilian believes that he or she has been sexually assaulted there are two reporting options.
 - a. Restricted Reporting allows the victim confidentiality to disclose sexual assault details when reported to the unit SHARP Leader, Victim Advocate, Chaplain or military hospital medical personnel without chain of command or law enforcement involvement. The victim receives medical treatment, advocacy services, and support without initiation of an investigation. Without an investigation, the perpetrator cannot be prosecuted.
 - b. Unrestricted Reporting can be submitted through the chain of command, supervisory personnel, military police, CID, unit SHARP Leader, Victim Advocate, Chaplain or military hospital medical personnel. The victim receives medical treatment, advocacy services, and support. An investigation is initiated and the perpetrator can be prosecuted.

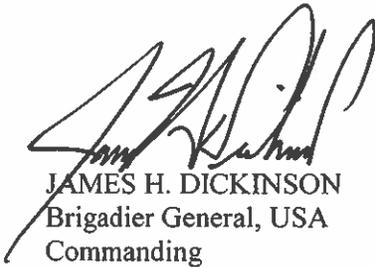
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5. Sexual harassment and sexual assault undermine the unit's ability to work effectively as a team. Leaders at every echelon are responsible for exercising active and positive leadership in the prevention of sexual harassment and sexual assault. This includes at a minimum 3.5 hours of annual SHARP training to educate the force, while enforcing accountability for those who commit these violations. All leaders create conditions for awareness, prevention, training, victim advocacy, response, reporting, and accountability. **Reprisal against individuals exercising their right to report sexual harassment or sexual assault will not be tolerated by this command.**

6. A copy of this memorandum will be posted on each bulletin board down to battalion level.

"Swift and Sure!"



JAMES H. DICKINSON
Brigadier General, USA
Commanding

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