



REPLY TO
ATTENTION OF:

DEPARTMENT OF THE ARMY
HEADQUARTERS, 2d BRIGADE COMBAT TEAM, 1st ARMORED DIVISION
20500 COLD WAR ROAD
FORT BLISS, TX 79918

AFAD-BCT-CDR

21 December 2012

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy #7 — Sexual Harassment/Assault Response and Prevention (SHARP)

1. Sexual harassment and sexual assault are incompatible with Army Values and adversely affect morale, welfare, discipline, and mission readiness. These actions threaten the victims, Families, neighbors, Soldiers' careers, and unit integrity. The rights of victims and offenders will be respected to ensure safety of all parties. Victims of sexual harassment and sexual assault will be treated with compassion, dignity, and respect at all times. We must collectively reduce sexual harassment and assault by creating a climate that respects the dignity of every member of the Army family. Commanders, leaders, and supervisors at all levels are responsible for providing a safe and healthy environment.

3. Sexual Harassment is defined in AR 600-20 as a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors (verbal and non-verbal), or physical conduct of a sexual nature between the same or opposite genders when:

a. Submission to, or rejection of, such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career.

b. Submission to, or rejection of, such conduct by a person is used as a basis for career or employment decision affecting that person.

c. Such conduct has the purpose or effect of unreasonable interference with an individual's work performance or creates an intimidating, hostile, or offensive environment.

4. Sexual harassment will not be tolerated on this installation. Any person in a supervisory or command position who uses or condones any form of sexual behavior to control, influence, or affect the career of an individual is engaging in sexual harassment. Similarly, any individual who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment. It diminishes the high standards of honesty, integrity, and organizational values necessary for carrying out the Army's mission. Sexual harassment is punishable under the Uniform Code of Military Justice and other federal and local civilian laws. Sexual harassment is incompatible with the Army Values.

5. Individuals who feel that they are being or have been sexually harassed should make it clear that the behavior is offensive and are encouraged to report the incident to SHARP personnel, a

supervisor, the chain of command, or the Inspector General's Office. Commanders, managers, and leaders at all levels will ensure that anyone filing a complaint alleging sexual harassment will be protected against acts or threats of reprisal and retaliation.

6. Allegations of sexual harassment will be investigated and resolved promptly at the lowest level possible or by formal disciplinary or administrative action. Commanders, managers, and supervisors will take prompt and decisive action when such sexual harassment is substantiated.

7. Sexual assault is a crime defined in AR 600-20 as intentional sexual contact characterized by the use of force, threat of force, abuse of authority, or when the victim does not or cannot consent. Sexual assault includes rape, nonconsensual sodomy, indecent assault, or attempts to commit these acts. Service members who are victims of sexual assault may report the incident in a Restricted or Unrestricted manner.

a. Restricted reporting allows a victim of a sexual assault to disclose the details of the assault on confidential basis to specifically identified individuals and receive medical treatment and counseling without triggering an official investigation. Soldiers, Family members, or GS Civilians who are sexually assaulted and desire restricted reporting should report the assault to a SHARP Specialist, Chaplain, or healthcare provider on post to maintain confidentiality.

b. Unrestricted reporting allows a victim of a sexual assault to receive medical treatment, counseling, and triggers an official investigation into the sexual assault. Victims may make an unrestricted report to a SHARP Specialist, Chaplain, healthcare provider, law enforcement, or the Chain of Command. With the consent of the victim, a healthcare provider will conduct a forensic examination, which may include the collection of evidence. Details regarding the incident will be limited to only those personnel on a need to know basis.

8. Commanders have a responsibility to create an environment where safety and trust is promoted, and individuals feel free to report incidents of sexual assault. Sexual assault will not be tolerated on this installation.

9. Sexual assault is punishable under the Uniform Code of Military Justice and other federal and local civilian laws. Sexual assault is incompatible with the Army Values.



THOMAS DORAME
COL, AR
Commanding

DISTRIBUTION:
2D BCT, 1AD