



SHARP AND UNIT READINESS

(This card is used to facilitate instruction, questions to ask – answers ETC... If the back is required – that’s OK – but try to limit to one

Response Mode

Soldiers and civilians have a responsibility to protect individuals from sexual harassment. Civilians have a responsibility to inform their supervisor and/or supervisory chain. Soldiers can take action using the following techniques:

- Direct approach
- Indirect approach
- Third party assistance
- Chain of command
- File a complaint:
 - Informal complaint
 - Formal complaint

To defeat sexual harassment and sexual assault it’s up to Soldiers and civilians to take a stand. The Army needs you to:

- Strongly condemn sexual harassment/assault
- Take ownership for eliminating the “enemy within our ranks”
- Intervene to prevent sexual harassment/assault
- Encourage Soldiers and civilians to report incidents
- Make the Army the DoD leader and “blueprint for the nation”

Intervention is the Cornerstone

- It is the Army’s approach for eliminating sexual harassment and sexual assault
- It stops sexual harassment and sexual assault before it happens
- It uses each person’s behavior to influence others
- It changes the rules of acceptable behavior

Army Policy on Sexual Harassment

- Sexual harassment is unacceptable and will not be tolerated
- Sexual harassment destroys teamwork and negatively affects combat readiness
- Army leadership at all levels will be committed to creating an environment conducive to maximum productivity and respect for human dignity
- The success of the mission can be achieved only in an environment free of sexual harassment for all personnel

Legal Ramifications (Military)

Sexual Harassment is punishable under UCMJ:

- Article 15 (Non-judicial Punishment)
- Courts-Martial

Administrative Actions:

- Counseling
- Additional training
- Denial of privileges
- Rehabilitative transfer
- Letter of reprimand
- Bar to reenlistment
- Separation/Discharge

Legal Ramifications (Civilian)

Department of the Army is held vicariously liable when sexual harassment is found. Liability could include:

- Compensatory damages/attorney fees are paid from Unit Operational Funds
- Management may decide to reassign the alleged civilian perpetrator and take disciplinary action against a civilian employee found to have engaged in harassment.