



# SHARP AND UNIT READINESS

TASK: Define and discuss Sexual Harassment and Sexual Assault.

CONDITIONS: Discussion based training.

STANDARDS: Understand how Sexual Harassment and Sexual Assault affects unit readiness.

REFERENCE(S): AR 600-20, Chapter 7 & 8

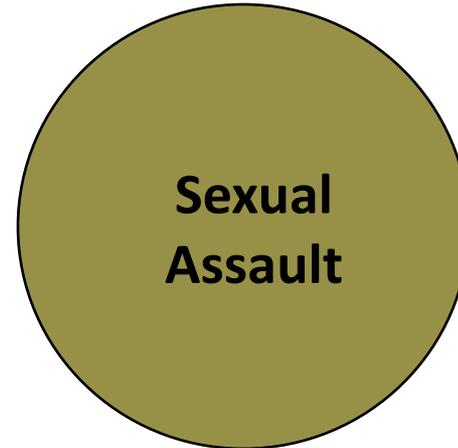


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What is the difference between sexual harassment and sexual assault?



**Sexual Harassment involves verbal, non-verbal and physical behaviors**



**Sexual Assault involves sexual contact characterized by use of force**



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## Sexual Harassment Definition:

- a. Sexual harassment is a form of gender discrimination that involves unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature between the same or opposite genders when—
- (1) Submission to, or rejection of, such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, career.
  - (2) Submission to, or rejection of, such conduct by a person is used as a basis for career or employment decisions affecting that person.
  - (3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.
- b. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a Soldier or civilian employee is engaging in sexual harassment. Similarly, any Soldier or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.



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## Sexual Assault Definition:

Sexual assault is a crime 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. Sexual assault includes rape, nonconsensual sodomy (oral or anal sex), indecent assault (unwanted, inappropriate sexual contact or fondling), or attempts to commit these acts. Sexual assault can occur without regard to gender or spousal relationship or age of victim. “Consent” will not be deemed or construed to mean the failure by the victim to offer physical resistance. Consent is not given when a person uses force, threat of force, or coercion or when the victim is asleep, incapacitated, or unconscious.



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## Why this is important?

How does sexual harassment and sexual assault affect Soldiers and units readiness?

It undermines the strength of our Army and fundamentally goes against the Warrior Ethos, NCO Creed, Army Civilian Corps Creed, and the Army Values.

If we know that sexual harassment and sexual assault are wrong, why do these behaviors continue?

Because we as a society allow it to happen.

As Soldiers, why is it important for us to stop sexual harassment and sexual assault?

We all have a responsibility to take action to change our culture to eliminate an “enemy that lies within our ranks.”

**Bottom-line: Sexual harassment and sexual assault endanger the lives of individuals and threaten the Army’s mission.**