



DEPARTMENT OF THE ARMY
HEADQUARTERS, 1st ARMORED DIVISION AND FORT BLISS
11685 SERGEANT MAJOR BOULEVARD
FORT BLISS, TEXAS 79918-6818

AFBL-CG

31 October 2014

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Letter #5, Sexual Harassment/Assault Response and Prevention Program

1. References.

a. Army Regulation 600-20, Rapid Action Revision (RAR) 22 October 2014, subject: Army Command Policy.

2. Everyone has a right to work and live in an environment free from sexual harassment and sexual assault. Sexual Harassment and Assault undermines mission performance and creates an environment that impairs morale and interferes in the work productivity of its victims and their co-workers. Anyone who is subject to acts of sexual harassment by supervisors or co-workers should make it clear that such behavior is offensive and unwelcome and should immediately report the incident to the chain of command or through the appropriate complaint process. There is zero tolerance of sexual harassment and sexual assault in this command. Victims of sexual assault should feel empowered to report these incidents and must receive support from their chain of command.

3. We must urgently address allegations of sexual harassment and investigate promptly. Victims of sexual harassment are encouraged to seek assistance immediately from their chain of command, Sexual Assault Response Coordinator, Inspector General, Staff Judge Advocate, Provost marshal, Medical Agency Personnel, Chaplain or Housing Referral office. Victims may choose to file an informal or formal complaint. An informal complaint is not filed in writing, may be resolved directly by the individual and is not subject to timelines. A formal complaint is filed in writing and initiates an investigation that must be completed within two weeks of the receipt of the complaint by the Brigade commander.

4. Anyone in a supervisory or command position who witnesses or are made aware of an incident of sexual harassment must immediately take appropriate action to correct the harassing behavior. Furthermore, commanders and supervisors who deliberately or negligently fail to correct such misconduct commit sexual harassment themselves by effectively condoning discriminatory behavior and will be dealt with accordingly.

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SUBJECT: Command Policy Letter #5, Prevention of Sexual Harassment

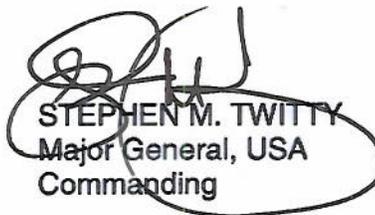
5. Allegations of sexual assault must be taken seriously and investigated promptly by the correct investigative agency. Victims of sexual assault should feel comfortable and know how to report incidents of sexual assault. Victims have the option of a restricted or unrestricted report. A restricted report provides confidentiality and does not trigger an official investigation. Restricted reports may be made through appointed Sexual Assault Response Coordinators (SARC) or Victim Advocates (VA). Victims may also contact a healthcare provider for restricted reports. Discussing a sexual assault with a chaplain is not the same as filing a restricted report but communications with a chaplain remain privileged. An unrestricted report will initiate an official investigation of the crime. A victim may contact a SARC/VA, Chain of Command, healthcare provider or law enforcement to make an unrestricted report.

6. Anyone in a supervisory or command position who receives a report of sexual assault must take immediate action and report the assault to law enforcement. Furthermore, commanders and supervisors who deliberately or negligently fail to report the alleged assault will be dealt with accordingly.

7. Military personnel, family members, and DA civilians have the right to present their complaints or report a sexual assault to the command without fear of intimidation, reprisal, or harassment. Every member of the chain of command will ensure that all complaints and victims are protected from reprisal or retaliations. Commanders will take immediate action to conduct a thorough and fair investigation and to deal with the incident appropriately.

8. Commanders, agencies, and complaints will follow the procedures outlined in AR 600-20, Chapter 7 and Appendix D, G, H, and J, when filing sexual harassment or sexual assault complaints/reports against an alleged offender. Anyone needing assistance in filing a complaint may contact the brigade, installation or unit SHARP representative, or the 1 AD and Fort Bliss SHARP office at (915) 744-4843

9. POC for this policy letter is the SHARP Program Manager at (915) 744-4843


STEPHEN M. TWITTY
Major General, USA
Commanding