



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY TRAINING CENTER AND FORT JACKSON
2400 JACKSON BOULEVARD
FORT JACKSON, SC 29207-5015

REPLY TO
ATTENTION OF

ATZJ-CG

25 JUL 2018

MEMORANDUM FOR

Commanders, All Units Reporting Directly to This Headquarters
Commanders, Fort Jackson Partners in Excellence
Directors and Chiefs, Staff Offices/Department, This Headquarters

SUBJECT: Fort Jackson Policy Memorandum #2- Command Response to the Sexual Harassment/Assault Response and Prevention (SHARP)

1. References:

- a. AR 600-20 (Army Command Policy), 6 November 2014, chapters 7 & 8.
- b. ALARACT 007/2012 SHARP Program Implementation Guidance, 12 January 2012.
- c. HQDA EXORD 221-12 SHARP Program Synchronization Order, 23 June 2012.
- d. ALARACT 123-2011, Mandatory Unit SHARP Training, 04 April 2011.
- e. Army Directive 2014-20 (Prohibition of Retaliation Against Soldiers for Reporting a Criminal Offense), 19 June 2014.

2. Purpose: Provide command guidance on sexual harassment and sexual misconduct.

3. Policy: Sexual assault is a criminal offense that is punishable under the Uniform Code of Military Justice (UCMJ) and other federal and local civilian laws. It degrades the fabric of trust in our profession and as such, has no place in our Army. It degrades mission readiness, breaks down the ability to work effectively as a team, and represents lack of discipline. Fort Jackson is committed to reducing sexual assault incidents, providing sensitive care for victims, and providing accountability for those who commit these offenses. Timely reporting, immediate response, long-term support, and victim advocacy is critical to the success of this program. Our goal is an organization free of sexual harassment and sexual misconduct and their harmful consequences. Leaders will create and promote a positive command climate where every Soldier understands that sexual harassment and sexual misconduct are forms of behavior that are incompatible with military service.

4. Unfortunately, sexual harassment and sexual assault do occur. The UCMJ, Article 120; Army Regulation 600-20, Army Command Policy; and Fort Jackson Regulation 600-3, Prohibited Practices, all provide standards to define and prohibit sexual harassment and sexual assault.

ATZJ-CG

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Soldiers must understand these required standards of personal behavior. Commanders must ensure that their unit's SHARP program teaches these standards so that they are fully understood and accepted. One goal is to indoctrinate Soldiers with Army values. We must create an environment founded on respect and trust. An environment that focuses on the prevention of sexual harassment and sexual assault and one in which all Soldiers know their responsibilities for proper behavior and reporting improper behavior. Sexual assault is defined as intentional sexual contact, characterized by the use of force, threat, abuse of authority, or when the victim does not or cannot consent.

a. Restricted reporting allows a Soldier or Family member of a Soldier (age 18 or older) who is a sexual assault victim to confidentially disclose the details of the assault to designated personnel and to receive medical treatment and counseling, without triggering the official investigative process. Sexual Assault Response Coordinators (SARC), victim advocates (VA), chaplains, and healthcare providers are considered designated personnel.

b. Unrestricted reporting allows a Soldier or Family member of a Soldier (age 18 or older) who is a victim of sexual assault to receive medical treatment, counseling, and triggers an official investigation into the sexual assault. Victims may make an unrestricted report to a SARC, VA, chaplain, healthcare provider, law enforcement, or the chain of command. Details regarding the incident will be limited to only those personnel who have a legitimate need to know.

5. When commanders are informed by victims of a sexual assault or when they receive information from a source not covered under restricted reporting, they will immediately contact the Criminal Investigation Division to initiate an investigation. Commanders will also notify the installation SARC and the servicing Staff Judge Advocate to ensure the widest range of protection for victims, to include protection of their rights. All brigades and brigade element SARCs (to include Navy/Air Force Chaplain School and Camp McCrady) will notify Fort Jackson's Installation SHARP office (803-587-4725/803-413-4932) of all sexual assault reports within two hours of taking the report. Fort Jackson has a highly responsive victim advocacy program that is available 24/7 at 803-543-3085 and 877-995-5247.

6. All federal crime victims have the following rights: the right to be treated with fairness and respect for their dignity and privacy; the right to be reasonably protected from the accused offender; the right to be notified of court proceedings; the right to be present at all public court proceedings related to the offense (unless the court determines that their testimony would be materially affected if the victim heard other testimony at trial); the right to confer with the attorney for the government in the case; the right to available restitution; and the right to information about the conviction, sentencing, imprisonment, and release of the offender. Reference 1e prohibits any Soldier from retaliating against a victim, an alleged victim, or another member of the Armed Forces based on that individual's report of a criminal offense.

ATZJ-CG

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7. Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Soldiers and Civilian employees who believe that they are being sexually harassed are encouraged to:

- a. Identify the offensive behavior to the harasser and request that it stop.
- b. Discuss the situation with the chain of command, a supervisor, or the SARC/VA.

8. All formal complaints of sexual harassment reported by a Soldier or Family member of a Soldier will be taken by the SARC. All formal complaints of sexual harassment reported by a Civilian employee will be taken by the Equal Employment Opportunity office at 751-5443 or alternate sexual harassment reporting agencies. The chain of command will deal promptly with sexual harassment complaints. Unit commanders will investigate all cases, ensuring the complainant(s) are protected from any acts of threats or reprisal.

9. Leaders have a responsibility to ensure our Soldiers and Civilians do not become either victims or perpetrators of sexual harassment/assault. Commanders will:

- a. Ensure Soldiers and Civilians for whom they are responsible meet the SHARP training requirement.

- b. Ensure that SHARP training is fully integrated into newcomer's briefs, training courses, and holiday and weekend safety briefings.

- c. Monitor and assess the execution of the SHARP program and policies at all levels and coordinate with the SARC to ensure unit programs are in compliance with Army policy.

- d. Ensure prompt and appropriate action is taken to resolve allegations of sexual harassment by Soldiers, their Family members, and Civilian employees.



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Commanding