



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON ANSBACH
UNIT 28614
APO AE 09177

AMIM-ANG-ZA

21 June 2024

MEMORANDUM FOR All Soldiers, Civilian Personnel and Family Members

SUBJECT: United States Army Garrison (USAG) Ansbach Policy Letter #5 - Sexual Harassment/Assault Response and Prevention (SHARP) Program

1. References:

- a. Title 10 of the United States Code (U.S.C.), Section 1561, Amendment Section, 27 December 2021
- b. Manual for Courts-Martial, 2024
- c. Department of Defense (DOD) Instruction 6495.02 (Sexual Assault Prevention and Response (SAPR) Program Procedures), Revised 10 November 2021
- d. AR 600-20 (Army Command Policy), Revised 1 September 2020

2. Sexual harassment, sexual assault, and retaliatory behavior are unacceptable conduct, are incompatible with Army values, and will not be tolerated within the United States Army Garrison (USAG) Ansbach footprint. Successful mission accomplishment can only be achieved in an environment that is free of sexual harassment, sexual assault and retaliatory behavior. Each alleged victim is entitled to privacy, victim rights, and must be treated with sensitivity, compassion, respect and dignity. Subordinate commands will publish a SHARP policy IAW this policy and the above references. However, the prevention of sexual harassment is the responsibility of every Soldier, Civilian and community member within this command, and I expect all members of our community to do their part.

3. Definitions.

a. Sexual Assault is a criminal offense punishable under the Uniform Code of Military Justice (UCMJ) and applicable civilian criminal law. It is defined as intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent. The term includes a broad category of sexual offenses consisting of the following UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, or attempts to commit these acts. Commanders and supervisors will not investigate allegations of sexual assault. Instead, personnel who learn about an alleged sexual assault will immediately contact law enforcement and their servicing legal advisor.

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b. Sexual harassment can occur verbally, non-verbally and through electronic communications. It is defined as:

(1) Conduct that involves unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments or gestures of a sexual nature when-

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

(b) Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or

(c) 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; and

(d) Is so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the environment as hostile or offensive.

(2) Any use or condonation, by any person in a supervisory or command position, of any form of sexual behavior to control, influence, or affect the career, pay, or job of a member of the Armed Forces or a Civilian employee of the DOD.

(3) Any deliberate or repeated unwelcome verbal comment or gesture of a sexual nature by any member of the Armed Forces or Civilian employee of the DOD.

4. Reporting Options. For more information on reporting options, persons may contact the garrison SHARP office.

a. Unrestricted Reporting. A Soldier or DA Civilian who is sexually assaulted and desires medical treatment, counseling, and an official investigation of their sexual assault should use current reporting channels, for example, chain of command, law enforcement or report the incident to the SARC. Healthcare providers will contact the SARC if a patient discloses that they are a victim of sexual assault. Details regarding the sexual assault will be limited to only those personnel who have a legitimate need-to-know; specifically, those involved in the investigation or in ensuring the victim's care.

b. Restricted Reporting. A Soldier or Family member 18 years of age and older who is sexually assaulted and desires medical care, counseling, and victim advocacy without initiating the investigative process should use the restricted reporting option. Restricted reporting allows a sexual assault victim to confidentially disclose the details of their assault to specifically identified individuals and receive medical treatment and

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counseling, without triggering the official investigative process. Restricted reporting is intended to give victims additional time and increased control over the release and management of their personal information, and to empower them to seek relevant information and support to make more informed decisions about participating in the criminal investigation. Soldiers or Family members 18 years of age or older who are sexually assaulted and desire restricted reporting under this policy should report the assault to the Sexual Assault Response Coordinator (SARC), a SHARP Victim Advocate (VA), Victim Representative (VR), or a healthcare provider. Disclosing a sexual assault with a Chaplain, Special Victim Counsel or Legal Assistance Attorney does not constitute a restricted report, but is a privileged conversation which cannot be divulged without the victim's consent, and does not remove the option to file a restricted report. The Chaplain, Special Victim Counsel or Legal Assistance Attorney can assist the individual to make contact with a SHARP professional to make a restricted or unrestricted report if the individual so desires.

5. Each military and civilian supervisor and manager will ensure that instances of sexual harassment are addressed swiftly, fairly and effectively, ensuring that personnel who file sexual harassment complaints are protected from threats or acts of reprisals, coercion, or other adverse consequences resulting from filing such complaints. Swift and fair complaint processing is the key to maintaining a healthy command climate. Soldiers, Civilians and Local Nationals are encouraged to use their chain of command or supervisors to resolve sexual harassment complaints. However, alternative agencies such as SHARP specialists, Inspectors General, Equal Opportunity Advisors, Equal Employment Opportunity Office, Provost Marshals, Chaplains, or Staff Judge Advocates are also available to assist.

6. I am deeply committed to maintaining a safe working and living environment to eliminate all incidents of sexual assault. As such, all Soldiers and Civilians will receive annual training on SHARP utilizing the latest SHARP Academy training support package. Family members are also welcome to participate.

7. Every member of this command who is aware of a sexual assault should immediately (within 24 hours) report incidents. Leaders are responsible for providing a safe and healthy environment, to take action to prevent sexual assault, to protect and support victims, and hold offenders accountable by taking all appropriate administrative and judicial actions.

8. Leaders will ensure victims of sexual assault have access to prompt, professional, and compassionate care. All victims of sexual assault will be treated with dignity, fairness, and respect. Leaders must ensure that victims have access to a SHARP professional, are aware of their rights, options, and the resources available for their support, to include provision of a Special Victims Counsel. The 24-hour SHARP Hotline is DSN: 314-569-4567 or commercial: (+49) 09641-70-569-4567. Additionally, sexual

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assault victims can contact the DoD Safe Helpline by calling 877-995-5247; texting their location or zip code to 55-247 within CONUS or 202-470-5546 OCONUS; or chat online with a counselor at <https://safehelpline.org> 24 hours a day.

9. The proponent for this policy is the USAG Ansbach SHARP Office, DSN: 314-587-2111 or commercial: +49 (0)611-143-587-2111.



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Commanding