



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON BAVARIA
UNIT 28130
APO AE 09114-8130

AMIM-BAW-A (100)

MEMORANDUM FOR All Soldiers, Civilian Personnel and Family Members

SUBJECT: USAG Bavaria Policy Memorandum #24, Sexual Harassment/Assault Response and Prevention (SHARP) Program

1. References:

- a. AR 600-20, Army Command Policy.
- b. DoD Instruction 6495.02, Sexual Assault Prevention and Response (SAPR) Program Procedures.
- c. USC Title 10, Section 1561.

2. Sexual harassment and sexual assault are unacceptable conduct and will not be tolerated within the USAG Bavaria footprint. Such conduct is incompatible with the Army values, Soldier's creed, and Warrior ethos and will not be tolerated in our Army. Sexual harassment and sexual assault destroys cohesion and is detrimental to our mission. Successful mission accomplishment can only be achieved in an environment that is free of sexual harassment and sexual assault. Each alleged victim is entitled to privacy and must be treated with sensitivity and compassion as well as the utmost respect and dignity.

3. The prevention of sexual harassment is the responsibility of every Soldier, Civilian and Local National within this command. I will not tolerate unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature detrimental to good order and discipline.

4. All USAG Bavaria personnel who believe they have been subjected to, or a witness of, workplace or discriminatory harassment have a duty to report the misconduct to an appropriate management official. Leaders and management officials will join me in ensuring that employees who report harassment are not subjected to reprisal.

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.

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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. Sexual assault is a criminal offense punishable under the Uniform Code of Military Justice and other federal and local laws. Intervention is the cornerstone to preventing sexual assaults. All Soldiers and Department of the Army Civilians will receive annual training on SHARP utilizing the latest SHARP Academy training support package.

7. Every Soldier, Civilian and Local National within 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 are aware of their rights, options, and the resources available for their support. The Bavaria 24n SHARP Hotline is DSN: 314-569-4567 or commercial: (+49) 09641-70-569-4567.

9. Prevention of sexual harassment/assault is a responsibility shared by everyone. We must all be engaged and lead from the front. We will not stand for behaviors and acts that are damaging to the professional values, mission readiness, and a culture of trust. I am relying on your support and cooperation to ensure everyone adheres to this policy.

10. The proponent for this policy is the USAG Bavaria SHARP Office (ACS), DSN: 314- 569-0157.



KEVIN A. POOLE
COL, AG
Commanding