



DEPARTMENT OF THE ARMY  
525TH EXPEDITIONARY MILITARY INTELLIGENCE BRIGADE  
4406 ROCK MERRITT AVENUE  
FORT BRAGG, NORTH CAROLINA 28310-5000

AFZA-MIB-C

8 May 2025

MEMORANDUM FOR RECORD

SUBJECT: Policy Memorandum #3 – Sexual Harassment and Sexual Assault Prevention and Response

1. References:

- a. AR 600-20, Army Command Policy, dated 6 February 2025
- b. Department of Defense Instruction (DoDI) 6495.02, Volume 1 (Sexual Assault Prevention and Response: Program Procedures), Incorporating Change 9, 18 March 2025
- c. DoDI 1350.02 (Military Equal Opportunity Program), Incorporating Change 1, 20 December 2022

2. Sexual harassment, sexual assault, and retaliatory behaviors are contrary to the Army Values and the Warrior Ethos, and devastate Total Force Readiness. Sexual misconduct in any form has no place in our formation and will not be tolerated. I am fully committed to supporting the Army's Sexual Harassment/Assault Response and Prevention (SHARP) Program, and I expect every Commander throughout the 525th E-MIB to act in accordance.

3. The Soldier, Civilians, and Family members entrusted to us deserve to feel safe at home and work. Commanders will establish and maintain Command climates in which personnel treat one another with dignity and respect. Leaders will use every available resource to prevent investigations of sexual harassment and sexual assault, promote lawful accountability for offenders, and protect victims, witnesses and SHARP professionals from reprisal and retaliation

a. Reprisal is defined as taking or threatening to take unfavorable personnel actions, or withholding or threatening to withhold a favorable personnel action, or any other act of retaliation, against a Soldier or Family member, for making or preparing to make a formal sexual harassment complaint, or making sexual assault report, or against an alleged subject under investigation.

b. Retaliation is defined as any person subject to the UCMJ who wrongfully takes or threatens to take an adverse personnel action, or wrongfully withholds or

threatened to withhold a favorable action with the intent to discourage or retaliate against any person for reporting or planning to report a criminal offense or making or planning to make a protected communication.

4. Sexual assault 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 range of sexual offenses including the following specific UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), and attempts to commit these acts. Sexual assault devastates victims, families, and unit readiness. 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. Compassionate response and support for sexual assault victims is crucial to building victim confidence in the military investigative and legal process. Sexual assault crimes may be punishable under UCMJ, federal, and local laws.

5. Members of the Army will not:

- a. Retaliate against a member who files a discrimination or harassment complaint.
- b. Knowingly make a false accusation of discrimination.
- c. While in a supervisory or command position, condone or ignore discrimination, harassment, disparaging terms, or hostile work environment.

6. 525th E-MIB Soldiers must report any SHARP-related incidents to their commander/supervisor, SARC, or law enforcement.

7. This memorandum will be posted on unit bulletin boards to allow for maximum viewing by our Soldiers. Commanders will ensure that their personnel are made aware of all policies regarding SHARP.

8. The point of contact for this memorandum is the Brigade S1 Office at [usarmy.liberty.525-e-mib.list.525th-e-mib-s1-mailbox@army.mil](mailto:usarmy.liberty.525-e-mib.list.525th-e-mib-s1-mailbox@army.mil).

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Commanding