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PREVENTION

A TEAM EFFORT THAT STARTS WITH YOU!

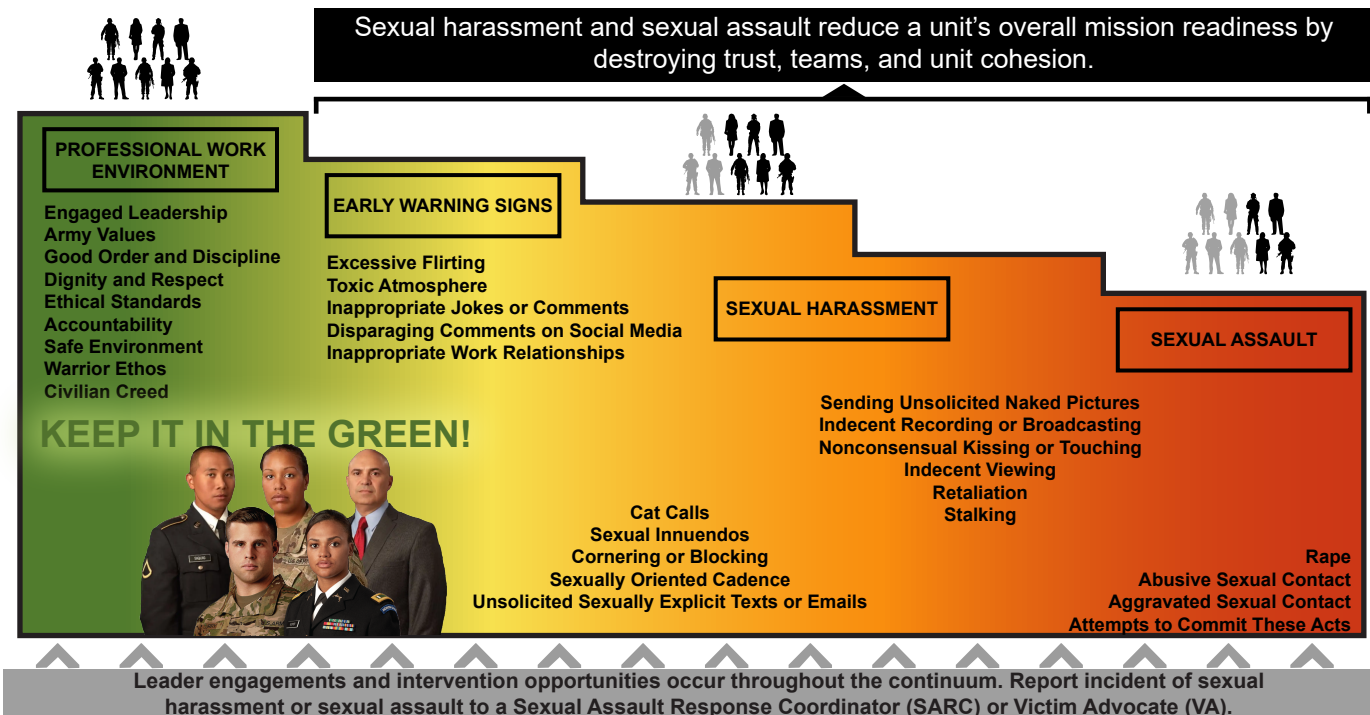
Everyone plays an important role in prevention at every level within our units, organizations, and communities.



Live the Army Values by taking action to prevent sexual harassment and assault, supporting victims, and upholding a standard of excellence where these behaviors are never tolerated.

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SEXUAL HARASSMENT AND ASSAULT CONTINUUM AND IMPACTS ON READINESS



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RISK REDUCTION

- Communicate and respect boundaries.
- Consent is verbal, freely given, and can be revoked.
- Silence is not consent.
- If you see something, step up and intervene.
- Safeguard each other.

RISK & PROTECTIVE FACTORS

Protective

- Positive Command Climate
- Positive Leadership Behaviors
- Trust in Leadership/Military System
- Leader and Peer Efforts to Prevent Sexual Harassment and Assault

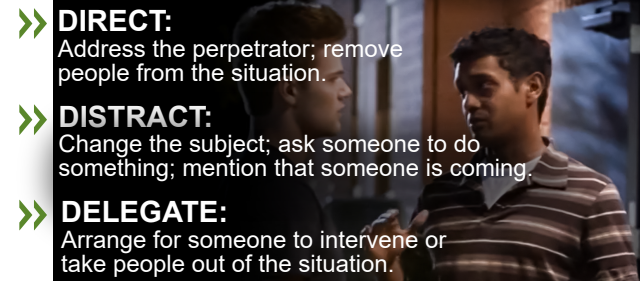
Risk

- Counterproductive /Permissive Leadership
- Lack of Trust in the Military System
- Prevalence of Sex Discrimination
- Tolerance of Sexual Harassment
- Workplace Hostility

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BYSTANDER INTERVENTION

1. NOTICE THE EVENT.
2. INTERPRET THE EVENT AS A PROBLEM.
3. ACCEPT PERSONAL RESPONSIBILITY TO DO SOMETHING.
4. DECIDE HOW TO INTERVENE USING THE 3Ds:



5. TAKE ACTION!

Approved for public release; distribution is unlimited.

MARCH 2025

REFERENCE CARD



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SEXUAL HARASSMENT

DEFINITION

Unwelcomed sexual advances, requests for sexual favors, verbal comments, and physical conduct of a sexual nature where submission to or rejection of them can impact or interfere with someone's job, pay, or career. Guidelines apply 24/7, on and off-installation.

TWO TYPES

QUID PRO QUO: Conditions placed on a person's career or terms of employment in return for sexual favors.

HOSTILE ENVIRONMENT: When personnel are subjected to offensive, unwanted, and unsolicited comments or behaviors of a sexual nature.

THREE CATEGORIES

VERBAL: Jokes, comments, whistling, or pet names.

NONVERBAL: Staring, displays, messaging, or music.

PHYSICAL CONTACT: Touching, cornering, or kissing.

CONFIDENTIAL REPORTING

Allows victim to receive victim's services and assistance from the SARC and VA. Subject will not be held accountable.

COMPLAINT OPTIONS

ANONYMOUS: Report from unknown or unidentified source.

FORMAL: File complaints with commanders/SARCs (Soldiers) or Equal Employment Opportunity.

SEXUAL HARASSMENT is punishable with the full range of administrative, non-judicial, and UCMJ actions.

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SEXUAL ASSAULT

DEFINITION

Intentional sexual contact characterized by the use of force, threats, intimidation, abuse of authority, or when the victim does not or cannot consent. Guidelines apply 24/7, on and off-installation.

CONSENT: A freely given agreement to the conduct at issue by a competent person.

- An expression of lack of consent through words or conduct means there is no consent.
- Lack of verbal or physical resistance or submission resulting from the use of force, threat of force, or placing another person in fear does not constitute consent.
- Current or previous dating, social or sexual relationships, or the manner of the person's dress does not constitute consent.
- A sleeping, unconscious, or incompetent person cannot consent.
- Every Soldier who is aware of a sexual assault should immediately report incidents.

SEXUAL ASSAULT is a crime that is punishable by both the Uniform Code of Military Justice (UCMJ) and/ or civilian law.

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RESTRICTED REPORTING

UNRESTRICTED REPORTING



SERVICES

- | | |
|--|---|
| <ul style="list-style-type: none"> ■ Access to medical, advocacy, legal, and counseling services ■ Receive the Sexual Assault Forensic Examination (SAFE) ■ Control the release of personal information ■ Can change to an unrestricted report at any time ■ Special Victims' Counsel ■ CATCH Program ■ No Wrong Door | <ul style="list-style-type: none"> ■ Access to medical, advocacy, legal, and counseling services ■ Can receive the SAFE ■ Subject may be held accountable ■ Command support ■ Can receive protective order (Military Protective Order [MPO] or Civilian Protective Order [CPO]) ■ Special Victims' Counsel ■ No Wrong Door |
|--|---|

LIMITATIONS

- | | |
|--|---|
| <ul style="list-style-type: none"> ■ The subject will not be held accountable ■ Ineligible for expedited transfer or reassignment ■ No command support ■ Cannot receive a protective order ■ Chaplains and Special Victims' Counsel cannot file a report, but information shared remains confidential | <ul style="list-style-type: none"> ■ More people will know about the sexual assault ■ The investigation may require discussion of personal matters ■ <u>Cannot change to a restricted report</u> |
|--|---|

EXPANDED RESTRICTED REPORTING OPTION

The restricted reporting option is always available, unless the victim has directly disclosed the assault to law enforcement or if they had already filed an unrestricted report for the same incident. Soldiers may elect the restricted reporting option even if they have disclosed to their chain of command.

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ALCOHOL AND SEX

- It is a crime to engage in sexual acts or sexual contact with a person who you know—or reasonably should have known—is incapable of consenting due to drug or intoxicant impairment.
- There is no specific blood alcohol content (BAC) level or amount of alcohol consumption that automatically renders a person incapable of consenting to sexual activity under the law.
- Incapacity to consent is determined on a case-by-case basis, considering the individual's ability to make informed decisions and their level of impairment.

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EXPEDITED TRANSFER

Sexual assault victims who file an unrestricted report can request expedited transfer or reassignment using Department of the Army (DA) Form 4187, Personnel Action, from their current unit to:

- Another unit on a different installation.
- Another unit on the same installation.
- Another company within the same battalion.
- Another battalion within the same brigade.
- Another brigade within the same division.

Commanders (battalion or above) have 72 hours to recommend approval or disapproval.

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RETALIATION

Retaliation includes the following actions against the victim, SHARP Professional, and/or witness(es). Categories are:

- Reprisal - Wrongfully taking or threatening to take adverse personnel action, or withholding or threatening to withhold favorable personnel action against a person who reports or plans to report an offense.
- Ostracism - Excluding a person from social acceptance, privilege, or friendship with intent to discourage reporting or due administration of justice, or inflict emotional distress.
- Acts of cruelty, oppression, or maltreatment.

SHARP LINKS

SHARP LEARNING PORTAL
www.sharplearningportal.army.mil

ARMY SEXUAL HARASSMENT/ASSAULT
 RESPONSE & PREVENTION (SHARP)
www.armyresilience.army.mil/sharp

DEPARTMENT OF DEFENSE (DOD) SAFE HELPLINE
www.safehelpline.org

DOD SEXUAL ASSAULT PREVENTION AND RESPONSE
www.sapr.mil

ARMY CRIMINAL INVESTIGATION COMMAND
www.cid.army.mil

NATIONAL GUARD BUREAU
www.nationalguard.mil/Leadership/Joint-Staff/J-1/SAPR

HELPING AN EMPLOYEE RECOVER FROM AN ASSAULT
www.opm.gov/policy-data-oversight/worklife/reference-materials/traumaticevents.pdf

DEPARTMENT OF VETERANS AFFAIRS
www.va.gov/health-care/health-needs-conditions/military-sexual-trauma

REFERENCE

AR 600-52, Sexual Harassment/Assault Response and Prevention Program

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WARRIOR ETHOS / ARMY VALUES

WARRIOR ETHOS

- I will always place the mission first.
- I will never accept defeat.
- I will never quit.
- I will never leave a fallen comrade.

ARMY VALUES

- Loyalty
- Duty
- Respect
- Selfless Service
- Honor
- Integrity
- Personal Courage