



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT EISENHOWER
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JAN 14 2025

MEMORANDUM FOR All Garrison Military and Civilian Personnel

SUBJECT: Garrison Commander's Policy Memorandum No. 07 - Sexual Harassment/Assault Response & Prevention (SHARP) Program

1. References:

- a. Department of Defense Directive (DoDD) 6495.01, Sexual Assault Prevention and Response (SAPR) Program, Change 5, 5 Nov 2021.
- b. Department of Defense Instruction 6495.02, Sexual Assault Prevention and Response (SAPR) Program Procedures, (Incorporating Change 9, 26 July 2024).
- c. DoDI 1020.03 (Harassment Prevention and Response in the Armed Forces) 20 December 2023.
- d. AR 600-20 (Army Command Policy, Chapter 7) 24 July 2020.
- e. Army Directive 2018-23 (Improving Essentials Programs) 8 November 2018.
- f. AR 350-1, Army Training and Leader Development, 10 Dec 17.

2. Sexual harassment and sexual assault are incompatible with military and civilian values and will not be tolerated on Fort Eisenhower. Sexual harassment and sexual assault destroy teamwork and negatively affect combat readiness and are punishable under UCMJ and federal and civilian laws. This command is committed to the Sexual Harassment/Assault Prevention & Response Program (SHARP) as a means to ensure that each individual in the Fort Eisenhower community is afforded an environment of trust where sexual harassment and sexual assault cannot exist. This Command does not tolerate or condone sexual harassment, sexual assault, or associated retaliatory behaviors. Commanders are responsible for creating climates that encourage individuals to intervene to correct misconduct and behavior that could lead to sexual harassment and sexual assault at the earliest opportunity and to trust their chain of command to take appropriate action when reports of sexual harassment and sexual assault are made.

3. Leaders will hold personnel who commit these acts appropriately accountable. Sexual assault is a crime defined as intentional sexual contact, characterized by use of force, physical threat, abuse of authority, or when the victim does not, or cannot

consent. Sexual assault can occur without regard to gender or spousal relationship or age of victim. Consent is not given when a person uses force, threat of force, or coercion or when the victim is asleep, incapacitated, or unconscious. Sexual assault is punishable under the Uniformed Code of Military Justice (UCMJ), Federal laws, and State laws.

4. Prevention of sexual harassment or assault may be achieved through immediate intervention of any unprofessional act that is perceived to be sexual in nature. Bystanders should speak up and stop sexual harassment at an early stage before potential sexual assault activities develop. All allegations of sexual harassment must be taken seriously and investigated promptly. Sexual harassment will not be tolerated. It is a violation of the Army's high standards of respect, integrity, and honor. Sexual harassment is harmful to its victims, to organizational cohesion, and to mission accomplishment. There is no place for it in this organization.

5. Sexual harassment is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal, non-verbal, or physical conduct of a sexual nature under any of the following circumstances:

a. When submission to or rejection of such conduct is explicitly or implicitly made a term or condition of a person's position, pay or career; or

b. When submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting the person; or

c. When such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.

6. Any supervisor who uses implicit or explicit sexual behavior to control, influence, or affect the career, pay, or environment of an employee is engaging in sexual harassment. Similarly, any Service Member or employee who makes deliberate or repeated unsolicited verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment. Supervisors and managers have a responsibility to be aware of the environment within their organizations, to clearly convey this policy to their personnel, and to hold personnel accountable for any instances of sexual harassment.

7. A civilian employee should report any instance of sexual harassment to the Equal Employment Opportunity (EEO) Office, IAW AR 690-600. They can be contacted at (706) 791-4551. Soldiers and their adult dependents (age 18 or older) should report any instance of sexual harassment to SHARP personnel by calling (706) 791-6297.

8. Fort Eisenhower has victim advocates standing by 24 hours a day to help and assist at (706) 791-6297. Those not ready to talk to someone face to face are still encouraged to seek answers and help using the DOD Safe Helpline at (877) 995-5247 or Military One Source at (800) 342-9647. Victims of sexual assault may make either a restricted or unrestricted report.

a. A restricted report allows a Soldier or Family member of a Soldier (age 18 or older) who is a sexual assault victim, on a confidential basis, to disclose the details of an assault to a specifically identified individuals and receive medical treatment and counseling without triggering the official investigative process. Soldiers who are sexually assaulted and desire restricted reporting should report the assault to the Sexual Assault Response Coordinator (SARC), Victim Advocate (VA), Fort Eisenhower SHARP 24-hour Hotline, or Health Care Provider.

b. An unrestricted report allows a Soldier or Family member of a Soldier (age 18 or older) who is sexually assaulted to access medical treatment and counseling and request an official investigation of the allegation, using current reporting channels (i.e., chain of command, law enforcement, healthcare personnel, SARC, Fort Eisenhower SHARP Hotline).

9. Victim's Rights. A victim has the right to be treated with fairness and respect with regard to a victim's dignity and privacy. Be protected from the accused offender. Be notified of court proceedings, be present at all public court proceedings related to the offense, unless the court determines that the victim's testimony would be materially affected if the victim heard other testimony at trial. Be heard and have an attorney speak on the victim's behalf during certain hearings. Meet with the prosecuting attorney. Information about the conviction, sentencing, imprisonment, and release of the offender.

10. We must work together to prevent sexual assault. Passionate, challenging, and dynamically presented education coupled with leadership example and engagement is essential to ensure bystander intervention. Facilitators who lead face to face SHARP training for units and organizations must be approved and vetted by their leaders. Leaders and managers at all levels will ensure Service Members and Civilians for whom they are responsible are trained on the SHARP training support package annually. The chain of command and other leaders (commander, CSM, SGM, 1SG, civilian supervisors, and others) must either lead or be present and participate in unit SHARP training sessions. Commanders will also ensure that SHARP training is fully integrated into newcomer's briefs, training courses, holiday/weekend safety briefings, and before, during, and after deployment operations. Commanders, Command Sergeants Major, and First Sergeants will coordinate with their unit SARC to receive a sexual assault briefing within 30 days of taking their position. Commanders will ensure that rated Soldiers are assessed on fostering climates of dignity and respect, and adhering to the

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SHARP Program, as a part of each Officer/Noncommissioned Officer Evaluation Report (OER/NCOER).

11. Command teams will protect individuals who file complaints from actual or perceived intimidation, harassment, retaliation, or reprisal. The definition of retaliation is as follows: When any person subject to the UCMJ or Federal law wrongfully takes or threatens to take an adverse personnel action; or wrongfully withholds or threatens to withhold a favorable personnel 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. Fort Eisenhower remains dedicated to strengthening its culture and reinforcing positive command climates where the behaviors and attitudes that lead to sexual offenses are rare and victims feel free to report without fear of retaliation. This current insider threat requires alertness and active support from each person in the Fort Eisenhower community. Every team member must have the courage to intervene no matter the time or place.

12. Point of contact for this policy letter is the Fort Eisenhower Garrison SHARP office at (706) 791-0020.

A handwritten signature in black ink, appearing to read 'Anthony J. Kazor', with a long horizontal flourish extending to the right.

ANTHONY J. KAZOR
COL, CM
Commanding