



DEPARTMENT OF THE ARMY
U.S. ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, U.S. ARMY GARRISON FORT HUACHUCA
2837 BOYD AVENUE, BUILDING 41402
FORT HUACHUCA, ARIZONA 85613

AMIM-HUG-ZA (690-12b2)

21 July 2025

MEMORANDUM FOR ALL PERSONNEL, U.S. ARMY GARRISON FORT HUACHUCA

SUBJECT: POLICY 25-30, Sexual Harassment/Assault Response and Prevention (SHARP)

1. REFERENCES.

- a. United States Code (U.S.C.) 18 §2241-2244 (Abusive Sexual Contact), §1513 (Retaliation), and 1512 (Tampering with a Witness, Victim, or Informant).
- b. 42 U.S.C. §2000e (Employment Discrimination).
- c. Uniform Code of Military Justice (UCMJ), Articles 120 (10 U.S.C. §920), 132 (10 U.S.C. §932), 134 (10 U.S.C. §934), and 92.
- d. Army Regulation (AR) 600-20 (Army Command Policy), 6 Feb 2025.
- e. AR 600-52 (Sexual Harassment/Assault Response and Prevention), 1 Feb 2025.
- f. AR 690-600 (Equal Employment Opportunity Discrimination Complaints), 1 Aug 2024.

2. APPLICABILITY. This policy applies to all personnel assigned or attached to U.S. Army Garrison Fort Huachuca.

3. PURPOSE. The Army has zero tolerance for sexual harassment, sexual assault, and retaliatory behavior. These behaviors erode trust, destroy teamwork, and undermine mission readiness. They are unlawful, incompatible with Army Values, and violate Army standards of conduct. I will not tolerate sexual harassment, sexual assault, or retaliatory behavior in this Garrison. I expect all personnel to foster a climate of dignity, respect, and accountability.

4. AUTHORITIES.

- a. Sexual harassment is punishable under UCMJ Article 134 and 42 U.S.C. §2000e.
- b. Sexual assault is punishable under UCMJ Article 120 and 18 U.S.C. §2241-2244.

c. Retaliation against individuals for reporting or planning to report sexual offenses is punishable under UCMJ Articles 132, 92, and 134 and 18 U.S.C. §1513.

d. Hindering or attempting to hinder the filing of a report is punishable under UCMJ Article 132, 92, and 134, and 18 U.S.C. §1512-1513.

5. VICTIM RIGHTS. Victims of sexual offenses have the right to safety, support, advocacy, medical care, and access to reporting mechanisms. These rights are outlined in the Victims' Bill of Rights (Enclosure 1).

6. DEFINITIONS.

a. *Sexual Harassment.* Unwanted sexual behavior – words, actions, or messages – that make someone feel uncomfortable or unsafe. It's harassment when it affects someone's job or work environment or when it makes them feel pressured or intimidated.

b. *Sexual Assault.* Any sexual contact without clear, voluntary, and ongoing consent. This includes rape, pressuring someone into sexual acts, and touching private body parts. Consent must be given freely – silence, relationships, and lack of resistance do not mean yes.

c. *Retaliation.* Any act of punishment or threat against someone who reported sexual harassment or assault, or helps someone who did. This includes threats, unfair treatment, bullying, or leaving someone out – whether in person, online, or text.

7. REPORTING.

a. To ensure proper care, support, and advocacy for victims, Fort Huachuca takes a "no wrong door" approach to reporting. All first responders and prevention professionals are trained to connect victims with the appropriate service provider.

b. Reporting options for Soldiers and their adult family members.

(1) *Sexual harassment.* Individuals who experience or observe sexual harassment may file a formal or anonymous complaint. Guidance on both options is available 24/7 through the Fort Huachuca SHARP Office at (520) 538-8649 | (520) 678-7097 | (520) 732-3736.

(2) *Sexual assault.* Individuals who experience or observe sexual assault have the option to make a restricted or unrestricted report. Guidance on both options is available 24/7 through the Fort Huachuca SHARP Office at (520) 538-8649 | (520) 678-7097 | (520) 732-3736, or through the DoD Safe Helpline at (877) 995-5247 | <http://safehelpline.org>.

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(3) *Retaliation.* Individuals who experience or observe retaliation should report the incident to their chain of command, SHARP professional, or Inspector General.

c. Reporting options for DA Civilians. DA Civilians who experience sexual harassment, sexual assault, or retaliation may submit a complaint through the EEO Office at (520) 533-2028. DA Civilians may also call the SHARP Office or the DoD Safe Helpline for confidential support and assistance. Criminal conduct should be reported to law enforcement at (520) 533-3000.

8. This policy supersedes Policy 24-30 (SHARP), dated 21 June 2024, and remains in effect until rescinded or superseded.

9. Point of contact for this policy is the Fort Huachuca SHARP Office at (520) 538-8649.

2 ENCLS

1. Victims' Bill of Rights
2. SHARP Community Resources



MICHAEL J. CHILDS
COL, MI
Commanding

ENCLOSURE 1

Victims' Bill of Rights

1. References:

- a. 18 USC 3771 Crime Victims' Rights
- b. DD Form 2701 Initial Information for Victims and Witnesses of Crime

2. As a crime victim, you have the following rights:

- a. The right to be treated with fairness and respect for your dignity and privacy.
- b. The right to be reasonably protected from the accused offender.
- c. The right to reasonable, accurate, and timely notice of public preliminary hearings, pretrial confinement hearings, court proceedings, and clemency and parole hearings related to the offense.
- d. The right to be present at all public proceedings related to the offense unless the hearing officer or military judge determines that your testimony would be materially altered if you as the victim heard other testimony.
- e. The right to reasonably confer with the prosecutor/Trial Counsel in the case.
- f. The right to receive available restitution.
- g. The right to be reasonably heard at:
 - (1) A public hearing concerning the continuation of any pretrial confinement of the accused.
 - (2) A sentencing hearing related to the offense.
 - (3) A public Military Department Clemency and Parole Board hearing related to the offense.
- h. The right to submit a written statement for the consideration of the Convening Authority prior to taking action on findings and sentence.
- i. The right to proceedings free from unreasonable delay.
- j. The right to be provided information, if applicable, about the conviction, sentencing, imprisonment, Convening Authority's action, appellate review, and release of the offender.

3. For further information on crime issues, see the DoD Victim and Witness Assistance Council web page at: <http://vwac.defense.gov/>.

ENCLOSURE 2

SHARP Resources for the Fort Huachuca Community

- **Military Police (MPs):** 520-533-3000.
- **On-Call Chaplain:** 520-508-8042.
- **Fort Huachuca Domestic Violence 24 Hour Hotline:** 520-508-2772.
- **Cochise Family Advocacy Center (Lori's Place):** 520-515-4444.
- **USAG Fort Huachuca SHARP:** 520-538-8649 (office), 520-678-7097 (cell), or visit the SFRC, Bldg. 50010 during duty hours.
- **United States Army Intelligence Center of Excellence (USAICoE) SHARP Office:** 520-533-7795 or at Bldg. 22414.
- **Fort Huachuca Special Victims' Counsel:** 520-533-3197 (office) or 571-214-7876 (cell) or visit the Fort Huachuca Legal Assistance Center at 2387 Hatfield Street.
- **Raymond W. Bliss Army Health Center Behavioral Health:** 520-533-5161.
- **Tucson Veterans Affairs Medical Center Military Sexual Trauma Coordinator:** 520- 792-1450 x15334.
- **Family Advocacy Program:** 520-533-2437 or visit the SFRC, Bldg. 50010.
- **Military & Family Life Counselor (MFLAC):** 520-255-5072.
- **Fort Huachuca Legal Assistance:** 520-533-2009 or 520-335-7930 or visit the Legal Assistance Center.
- **Military Equal Opportunity:** 520-533-3696, 520-538-0533 or at Bldg. 22414.
- **Equal Employment Opportunity (EEO):** 520-533-2028 or at Bldg. 22414.
- **Employee Assistance Program (EAP):** 520-538-1284 or visit the SFRC, Bldg. 50010 during duty hours.
- **Religious Support Office (RSO):** 520-533-4748 or Bldg. 52060, 2383 Smith Avenue.
- **Army Substance Abuse (ASAP):** 520-538-1284 or visit the SFRC, Bldg. 50010 during duty hours.
- **Soldier & Family Readiness Center (SFRC):** 520-533-2330 or Bldg. 50010 during duty hours.
- **USAICoE and Fort Huachuca Inspector General:** 520-533-1144 or at Bldg. 41415, 166 Rhea Avenue.
- **DoD OIG:** 800-424-9098 (Toll-Free), 703-604-8799 (comm), 664-8799 (DSN) or file a complaint online at dodig.mil.
- **Military One Source:** 1-800-342-9647 (Stateside) *800-342-9647 (Overseas)
*Dialing instructions online.
- **Rape, Abuse, & Incest National Network (RAINN):** 1-800-656-HOPE (4673).
- **Red Cross After Hours:** 1-877-272-7337.