



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY GARRISON
BLDG. 237, B AVE, P.O. Box 105021
FORT IRWIN, CA 92310-5000

AMIM-NTG-ZA

22 June 2023

MEMORANDUM FOR DISTRIBUTION

SUBJECT: Command Policy #23, Policy on Sexual Harassment/Assault Response & Prevention (SHARP) for Military and Civilian Personnel

1. REFERENCE:

a. AR 600-20, Army Command Policy, Chapters 7, 24 July 2020.

b. DoDI 6495.02, Sexual Assault Prevention and Response (SAPR) Program Procedures; 28 March 2013; incorporating change 6, 10 November 2021.

2. I am personally committed to promoting a professional environment in which all personnel are free from sexual harassment and assault. I expect your personal support and responsibility for appropriate behavior. I expect leaders to set and display high standards of exemplary professionalism and ensure personnel under their charge do to as well.

3. Sexual Harassment (SH) violates Federal, State, local laws, and individual rights. It undermines the integrity of the US Army, and interferes with mission accomplishment. Sexual Harassment is defined as unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature which is made as a term or condition of a person's employment, is used as a basis for career employment decisions affecting a person, interferes with the performance of an employee, or creates an intimidating, hostile, or offensive working environment.

4. Sexual Assault (SA) is a crime under the Uniform Code of Military Justice, Federal, State, and local laws and regulations. It is incompatible with Army values and rips apart the synergy, morale, and trust within an organization. Sexual assault is defined as intentional sexual contact, characterized by the use of force, physical threat, abuse of authority or when the victim does not or cannot consent. Sexual assault includes rape, nonconsensual sodomy (oral or anal sex), indecent assault (unwanted, inappropriate sexual contact or fondling), or attempts to commit these acts. Sexual assault can occur without regard to gender, spousal relationship, or age of victim. Consent will not be deemed or construed to mean the failure by the victim to offer physical resistance. Consent is unable to be given when a person uses force, threat of force, or coercion or when the victim is asleep, incapacitated, or unconscious. Sexual assault differs from sexual harassment in that it involves physical contact of a sexual nature.

AMIM-NTG-ZA

SUBJECT: Command Policy #23, Policy on Sexual Harassment/Assault Response & Prevention (SHARP) for Military and Civilian Personnel

5. Service Members, family members (over the age of 18), and civilians who feel they are a victim of or witnesses acts of sexual harassment or sexual assault have two options when reporting.

a. Restricted reporting allows a Soldier or Family member over the age of 18 who is a SA victim, on a confidential basis, to disclose the details of his/her assault to specifically identified individuals and receive medical treatment and counseling without triggering an official investigation. Soldiers who are sexually assaulted and desire restricted reporting under this policy should report the assault to a SHARP Specialist, or a healthcare provider on post to maintain confidentiality. The Chaplain cannot take a restricted report, but speaking to a Chaplain is confidential

b. Unrestricted reporting allows a victim of a SA to receive medical treatment, counseling, and triggers an official investigation into the SA. Victims may make an unrestricted report to a SHARP Specialist, healthcare provider, law enforcement or the chain of command. Additionally, with the victim's consent, the healthcare provider may conduct a forensic examination, which may include the collection of evidence. Details regarding the incident will be limited to only those personnel who have a legitimate need to know.

6. Preventing sexual harassment and sexual assault is everyone's responsibility. An employee who believes he or she has been subjected to sexual harassment or employees who witness inappropriate behavior in the workplace should report the allegations to their chain of command. The USAG Fort Irwin SHARP point of contact is at (760) 267-6754, (760) 380-6882. Each and every member of Fort Irwin Family must feel comfortable to raise issues of sexual harassment or sexual assault to the chain of command without fear of reprisal or intimidation. I expect all directors, supervisors, and managers to address allegations of sexual harassment/assault swiftly.

7. Fort Irwin maintains a 24/7 Sexual Assault Hotline. This hotline is available to all NTC Fort Irwin military and civilian personnel, as well as family members. The Fort Irwin Sexual Assault Hotline can be accessed by calling (760) 401-3074.

8. The proponent for this command policy is the Army Community Service Director, at (760) 380-5111.


LANE A. BOMAR
COL, AR
Commanding