



DEPARTMENT OF THE ARMY
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AMIM-NTG-ZA

21 July 2025

MEMORANDUM FOR DISTRIBUTION

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

1. REFERENCE:

a. AR 600-52, Sexual Harassment/Assault Response and Prevention Program, 11 February 2025.

b. DoDI 6495.02, Volume 1, Adult Sexual Assault Prevention and Response: Program Procedures, March 28, 2013, incorporating change 8, July 26, 2024.

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 to do as well.

3. As a crime victim, you have the right to: Be treated with fairness/respect for your dignity and privacy. Be reasonably protected from the accused, including protective orders. Reasonable, accurate and timely notice of hearing/confinement events. Be present at public hearings/proceedings unless your testimony would be materially altered by your presence. Be reasonably heard at certain hearing. Confer with the U.S. Government Prosecutor. Legal assistance attorney, if eligible, or from a private attorney at your own expense. Receive restitution as provided by law. Proceedings free from unreasonable delay. Express your views to the commander or convening authority as the case disposition. Receive a medical forensic exam at no cost. Be timely informed of plea, separation-in-lieu-of-trial, or non-prosecution agreements. Interviews requests from the Accused's attorney must be scheduled through your counsel and your counsel can be present during the interview.

4. Sexual Harassment (SH) violates Federal, State, Local Laws, and Individual Rights. It undermines the integrity of the U.S. Army and interferes with mission accomplishment. Sexual Harassment is defined as unwelcomed sexual advances, requests for sexual favors, and other verbal, non-verbal or physical conduct of a sexual nature which is made as a term or condition of a person's employment, us 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. Soldiers are required to follow sexual harassment and SHARP policy 24/7, on and off-post, during duty and non-duty hours. Policies apply to work, living, and recreational environments, including both on and off-post housing.

5. Sexual Assault (SA) is a crime under the Uniform Code of Military Justice, Federal, State, and Local Laws and Regulation. It is incompatible with the Army Values and rips apart the synergy, morale, and trust within an organization. Sexual Assault is defined as: Intentional sexual contact is characterized by the use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent. The term includes a broad category of sexual offenses consisting of the following specific UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex) or attempts to commit these offenses (see DoDD 6495.01). Sexual Assault can occur without regard to sex, spousal relationship, or age of victim.

6. Consent is 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 sub-mission resulting from the use of force, threat of force, or placing another person in fear does not constitute consent. A current or previous date or social or sexual relationship by itself or the manner of dress of the person involved with the accused in the conduct at issue will not constitute consent. A sleeping, unconscious, or incompetent person cannot consent (see DoDD 6495.01).

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

a. Reporting option that allows sexual assault victims to confidentially disclose the assault to specified individuals (that is, SARC, SAPR VA, and healthcare personnel), in accordance with DoDI 6310.09, and receive medical treatment, including emergency care, counseling, and assignment of a SARC and SAPR VA, without triggering an official investigation. The Restricted Reporting option applies to Service members and their military dependents 18 years of age and older. The Chaplain cannot take a restricted report, but speaking to a Chaplain is confidential.

b. Unrestricted Reporting allows a victim of Sexual Assault to receive medical treatment, counseling, and triggers an official investigation into the sexual assault. Victims may make an unrestricted report to a SHARP Professional, Healthcare Provider, Law Enforcement or the Chain of Command. Additionally, with the victims' 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.

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8. 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 allegation to their Chain of Command. The USAG Fort Irwin SHARP Professional point of contact is (760) 380-6882. Every member of the 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.

9. No Army personnel may retaliate against a victim, a reported victim, or another member of the Armed Forces based on that individual's report of sexual assault and sexual harassment made under the purview of the SHARP Program. These provisions are punitive, and violations may be punished under Article 92, UCMJ and applicable DA civilian authorities.

10. 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 or the DoD Safe Helpline 877-995-5247.

11. The proponent of this command policy is the NTC Fort Irwin SHARP Office, BLDG. 287, at (760) 380-6882.



STEVEN L. CHADWICK
COL, AR
Commanding