



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY TRAINING CENTER AND FORT JACKSON
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FORT JACKSON SC 29207-5015

ATZJ-SH (600-600A)

04 NOV 2024

MEMORANDUM FOR

Commanders, All Units Reporting Directly to US Army Training Center and Fort Jackson
Commanders, Fort Jackson Partners in Excellence
Directors and Chiefs, Staff Offices US Army Training Center and Fort Jackson

SUBJECT: Fort Jackson Policy Memorandum #2- Command Response to the Sexual Harassment/Assault Response and Prevention (SHARP) Program

1. References:

a. Department of Defense Instruction (DoDI) 6495.02 (Sexual Assault Prevention and Response (SAPR) Program Procedures), March 28, 2013 Incorporating Change 8 dated July 26, 2024

b. Army Regulation (AR) 600-20 (Army Command Policy) Chapter 7

c. Department of Defense Instruction (DoDI) 6400.06 DoD Coordinated Community Response to Domestic Abuse Involving DoD Military and Certain Affiliated Personnel, December 2021, Incorporating Change 3 dated July 11, 2024

d. Department Of Defense Manual (DoDM) 6400.01 Family Advocacy Program Volumes 1-4

e. Army Regulation (AR) 690-600 Equal Employment Opportunity Discrimination (EEO) Complaints

2. Purpose: Provide command guidance on sexual harassment and sexual misconduct to all Soldiers, DA Civilians and Family members within the Army Training Center and Fort Jackson.

3. Army policy: Sexual assault is a criminal offense that is punishable under the Uniform Code of Military Justice (UCMJ) and other federal and local civilian laws. It degrades the fabric of trust in our profession and as such, has no place in our Army and will not be tolerated. It degrades mission readiness, breaks down the ability to work effectively as a team, and represents lack of discipline.

4. Fort Jackson is committed to reducing sexual assault and sexual harassment incidents, providing sensitive care for victims and complainants, and providing accountability for those who commit these offenses. Timely reporting, immediate response, long-term support, and victim advocacy is critical to the success of this program.

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5. Our goal is an organization free of sexual harassment and sexual misconduct and their harmful consequences. Leaders will create and promote a positive command climate where every Soldier and DA Civilian understands that sexual harassment, sexual assault, and retaliatory behaviors are incompatible with Army values.

6. Unfortunately, sexual harassment and sexual assault do occur. The Uniform Code of Military Justice (UCMJ), Article 120, AR 600-20, and FJ Reg 600-3 all provide standards to define and prohibit sexual harassment and sexual assault. Soldiers and DA Civilians must understand these required standards of personal behavior. Commanders must ensure that their unit's SHARP program teaches these standards so that they are fully understood and accepted. Indoctrination of Army values to members of the organization can potentially create a climate founded on respect and trust. An environment that focuses on the prevention of sexual harassment and sexual assault is one in which all Soldiers and DA Civilians know their responsibilities for proper behavior and reporting inappropriate behavior.

7. In accordance with AR 600-20, no Soldier may retaliate against a victim, an alleged victim, or another member of the Armed Forces based on that individual's reporting or planning to report a criminal offense or discourage the individual from reporting a criminal offense.

a. Commanders will establish procedures to protect all first responders, both DA Civilians and Soldiers, as well as witnesses and bystanders who intervened to prevent a sexual assault or act of sexual harassment from retaliation, reprisal, ostracism, or maltreatment related to the execution of their duties and responsibilities.

b. Commanders will establish and enforce procedures to protect witnesses and bystanders who intervene to prevent or report sexual assault or sexual harassment, from retaliation, reprisal, ostracism, intimidation, or maltreatment. Immediately notify United States Army Criminal Investigation Command (USACIDC) whenever the victim of a sexual assault, witnesses, or bystander who intervenes is threatened, assaulted, or suffers property damage

c. A sexual assault response coordinator (SARC) or victim advocate (VA) will inform victims and complainants of the resources available to report instances of retaliation, reprisal, ostracism, maltreatment, sexual harassment, or to request a transfer, or seek a Military Protective Order (MPO).

8. Sexual assault is defined as intentional sexual contact, characterized by the use of force, threat, abuse of authority, or when the victim does not or cannot consent. There are two reporting options for sexual assault: restricted reporting and unrestricted reporting.

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a. Restricted reporting allows a Soldier or Family member of a Soldier (age 18 or older) or DA Civilian who is a sexual assault victim to confidentially disclose the details of the assault to designated personnel and to receive medical treatment, counseling and other afforded/eligible services without triggering the official investigative process. A SARC, VA, chaplain, and healthcare provider are considered designated personnel.

b. Unrestricted reporting allows a Soldier or Family member of a Soldier (age 18 or older) or DA Civilian who is a victim of sexual assault to receive medical treatment, counseling, and other afforded/eligible services and triggers an official investigation into the sexual assault. Victims may make an unrestricted report to a SARC, VA, chaplain, healthcare provider, law enforcement, or the chain of command. Details regarding the incident will be limited to only those personnel who have a legitimate need to know.

9. This policy does not apply to victims of sexual assault perpetrated by a spouse or intimate partner as defined in DoDI 6400.06 or Family members under the age of 18 who are sexually assaulted. The Family Advocacy Program (FAP), as described in DoDM 6400.01 Volumes 1–4 and AR 608–18, provides the full range of services to those individuals. When sexual assault or sexual harassment occurs as a result of domestic abuse or involves child abuse, SHARP professionals will refer the victim to FAP.

10. When commanders are informed by victims of a sexual assault or when they receive information from a source not covered under restricted reporting, they will immediately contact the Criminal Investigation Division (CID) to initiate an investigation. Commanders will also notify their respective brigade/brigade equivalent SARC, and their servicing staff judge advocate to ensure the widest range of protection for victims, to include protection of their rights.

11. In order to maintain a well-coordinated and highly responsive SHARP program, an on-call SHARP professional is available after duty hours, weekends, and holidays and can be reached at (803) 543-5085. Confidential inquiries can be made through a full-time SHARP professional or by utilizing the DoD Safe Helpline at 877-995-5247 which is a DoD resource to provide crisis intervention, facilitate victim reporting through connection to the nearest SARC, and other resources as warranted.

12. All federal crime victims have the following rights:

- a. The right to be treated with fairness and respect for their dignity and privacy.
- b. The right to be reasonably protected from the accused offender.
- c. The right to be notified of court proceedings.

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d. The right to be present at all public court proceedings related to the offense (unless the court determines that your testimony would be materially affected if you as the victim heard other testimony at trial).

e. The right to confer with the attorney for the government in the case.

f. The right to available restitution.

g. The right to information about the conviction, sentencing, imprisonment, and release of the offender.

13. Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Sexual harassment and retaliatory behavior may be punishable under UCMJ. Soldiers who believe that they are being sexually harassed are encouraged to:

a. Identify the offensive behavior to the harasser and request that it stop.

b. Discuss the situation with the chain of command or the SARC or VA.

14. Soldiers, including delayed entry program (DEP), cadets, and Family members aged 18 and over may file a sexual harassment complaint with the brigade SARC. Commanders who receive or become aware of a formal or informal complaint of sexual harassment will initiate a commander's inquiry or AR 15-6 investigation.

15. DA Civilians, former employees, applicants for employment, and some contract employees may file their complaints of sexual harassment under the EEO complaint process. The DA Civilian EEO complaint process is contained in AR 690-600. SHARP professionals approached by DA Civilians concerning a sexual harassment complaint should assist them in finding the appropriate servicing EEO office. No person will be subject to reprisal or retaliation for opposing any practice, or for participating in any stage of administrative or judicial proceedings under those statutes made unlawful by Title VII of the Civil Rights, Age Discrimination in Employment Act (ADEA), Equal Pay Act (EPA), or the Rehabilitation Act.

16. Complainants and victims will be provided adequate protection and care and informed about available support resources, including:

a. Military and civilian emergency medical and support services.

b. Public and private programs that are available to provide counseling, treatment, and other support.

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c. Organizations and entities on- and off-base that provide victim and witness services and support.

d. Commanders will ensure that SHARP policy memorandums and a list of victim services are posted on unit bulletin boards and in high-traffic locations, including dining facilities.

17. Leaders have a responsibility to ensure our Soldiers and DA Civilians do not become either victims or perpetrators of sexual harassment/assault. Commanders will:

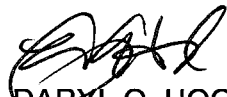
a. Ensure Soldiers and DA Civilians for whom they are responsible meet the annual SHARP training requirement. Commanders/directors are required to provide annual SHARP training to their unit personnel/civilian employees with the assistance of the fulltime SHARP professionals.

b. Ensure that SHARP training is fully integrated into newcomer's briefings, training courses, and holiday and weekend safety briefings.

c. Monitor and assess the execution of the SHARP program and policies at all levels and coordinate with their respective fulltime SARC to ensure unit programs are in compliance with Army policy.

d. Ensure prompt and appropriate action is taken to resolve allegations of sexual harassment by Soldiers, their Family members, and Army Civilians.

18. Point of contact for this policy is the Installation SHARP Office at (803) 751-0727.



DARYL O. HOOD
Major General, U.S. Army
Commanding