



DEPARTMENT OF THE ARMY  
US ARMY INSTALLATION MANAGEMENT COMMAND  
HEADQUARTERS, US ARMY GARRISON COMMAND, FORT KNOX  
111 E CHAFFEE AVENUE  
FORT KNOX, KENTUCKY 40121-5256

IMKN-MWA

3 September 2019

MEMORANDUM FOR

Commanders All Units Reporting Directly to the Headquarters  
Commanders, Fort Knox Partners in Excellence  
Directors and Chiefs, Staff Offices/Departments, This Headquarters

SUBJECT: Garrison Policy Memo No.14 – Sexual Harassment/Assault Response & Prevention (SHARP) Program

1. References.

a. Department of Defense Instruction (DoDI) 6495.02, Sexual Assault Prevention and Response (SAPR) Program Procedures, 24 May 2017.

b. Army Regulation (AR) 600-20, Army Command Policy, 6 November 2014.

2. Purpose. To establish Fort Knox Garrison's Policy on Sexual Assault and Sexual Harassment.

3. Policy. Sexual harassment and sexual assault are prohibited by law. Army Regulations and Fort Knox Policies are contrary and prejudicial to the American principles and ideals in which the Army is rooted. Sexual harassment and sexual assault contradict the Army Values we live, believe in, and uphold. I fully expect all Soldiers and civilians affiliated with Fort Knox Garrison to aggressively commit to eliminating incidents of sexual harassment and sexual assault. Fort Knox SHARP reinforces this commitment through awareness and prevention, training and education, victim advocacy, response, reporting, and accountability.

a. Preventing sexual harassment and sexual assault and ensuring accountability for those who engage in or facilitate such conduct is one of my top priorities. To be clear, not only will I make every effort to prevent sexual harassment and sexual assault, Fort Knox Garrison will support criminal investigation and prosecution of a Soldier, civilian or citizen where appropriate. Obviously, a crime does not have to be committed for the Army to take action, in that Sexual Assault is always a crime punishable under the Uniform Code of Military Justice (UCMJ) as well as other federal and local civilian laws. If the sexual harassment does not rise to the level of a criminal offense, the Army will discipline federal employees and ensure that Army contractors take action to prevent

IMKN-MWA

SUBJECT: Garrison Policy Memo No. 14 – Sexual Harassment/Assault Response and Prevention Program

such harassment. This can also include barring perpetrators from the installation for any such proven conduct.

b. Sexual harassment is a form of gender discrimination involving unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature between the same or opposite genders when:

(1) Submission to, or rejection of, such conduct is either explicitly or implicitly a term or condition of a person's job, pay, or career.

(2) Submission to, or rejection of, such conduct is used as a basis for career or employment decisions.

(3) Such conduct unreasonably interferes with an individual's work performance or creates an intimidating, hostile, or offensive working environment.

c. Sexual harassment will not be tolerated. Individuals experiencing sexual harassment can report to the SHARP Program or Equal Employment Opportunity (EEO) based upon appropriate eligibilities. The respective programs will walk the individual through the reporting processes.

d. Sexual assault is defined as "intentional sexual contact characterized by the use of force, threats, intimidation, abuse of authority, or when the victim does not or cannot consent". Sexual assault 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.

e. Survivors of sexual assault have two reporting options:

(1) Restricted Reporting allows a Soldier or eligible civilian who is a sexual assault victim, on a confidential basis, to disclose the details of their assault to specifically identified individuals and receive medical treatment and counseling, without triggering the official investigative process. Soldiers who are sexually assaulted and desire restricted reporting under this policy should report the assault to the Sexual Assault Response Coordinator (SARC), Victim Advocate, or a healthcare provider.

(2) Unrestricted Reporting allows an eligible person who is sexually assaulted to access medical treatment and counseling and request an official investigation of the allegation using existing reporting channels (e.g., chain of command, law enforcement, healthcare personnel, or SARC). Disclosure to the chain of command, law enforcement

IMKN-MWA

SUBJECT: Garrison Policy Memo No. 14 – Sexual Harassment/Assault Response and Prevention Program

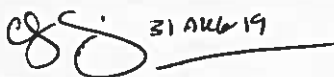
(to include Criminal Investigation Division (CID) and the Provost Marshal's Office (PMO) or the Inspector General (IG), will automatically trigger an Unrestricted Report. When a sexual assault is reported through Unrestricted Reporting, the SARC shall be notified as soon as possible. He or she will respond, assign a Victim Advocate, and review all available resources with the victim to include offering the victim medical care and a Sexual Assault Forensic Exam.

(3) Survivors also have an option of talking to a Chaplain, however, this does not initiate any type of the report as a Chaplain has absolute privilege and is not required to share or report the disclosure.

f. A single incident of sexual harassment and sexual assault has a tremendous effect. Survivors will be treated with the utmost dignity and respect and their privacy will be safeguarded. Only those with a legitimate need to know will be apprised of the report. In instances of Unrestricted Reports, Military Protective Orders will be issued in order to ensure the safety of all parties involved. These orders will remain in effect until adjudication and/or case closure.

g. Retaliation, reprisal, ostracism, or maltreatment against any Survivor, First Responder, Witness, or Bystander will not be tolerated.

h. Whether you are a Soldier, civilian employee, contractor or visitor to Fort Knox, preventing sexual harassment and sexual assault is your responsibility and I am reinforcing that it is my sworn responsibility to prevent and stop it at Fort Knox. Each of us bears responsibility to protect our brothers and sisters on our left and right. We must always be vigilant and know exactly what actions to take when witnessing red flags that could potentially result in sexual harassment or sexual assault. Inaction is absolutely unacceptable.

 31 AUG 19

4. Expiration. This Command Policy Memorandum will remain in effect until superseded or rescinded.

5. The point of contact for this policy is Fort Knox Garrison SARC, (502) 624-3323 or (502) 888-5216.

  
CJ KING  
COL, LG  
Commanding