



DEPARTMENT OF THE ARMY  
HEADQUARTERS, 525TH EXPEDITIONARY MILITARY INTELLIGENCE BRIGADE  
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AFZA-MIB-C

18 September 2023

MEMORANDUM FOR Headquarters, Commands Reporting Directly to 525<sup>th</sup>  
Expeditionary Military Intelligence Brigade (E-MIB)

SUBJECT: 525th E-MIB Policy Memo #7, Sexual Harassment and Sexual Assault  
Prevention and Response

1. References:

- a. Army Regulation 600-20 (Army Command Policy), 24 July 2020
- b. Department of Defense Instruction (DoDI) 6495.02, Volume 1 (Sexual Assault Prevention and Response: Program Procedures), Incorporating Change 6, 10 November 2021
- c. DoDI 1350.02 (Military Equal Opportunity Program), 4 September 2020

2. Sexual Harassment, sexual assault and retaliatory behaviors are contrary to the Army Values and the Warrior Ethos, and devastate Total Force Readiness. Sexual misconduct in any form has no place in our formation and will not be tolerated. I am fully committed to supporting the Army's Sexual Harassment/Assault Response and Prevention (SHARP) Program, and I expect every Commander throughout the 525<sup>th</sup> E-MIB to do the same.

3. The Soldier, Civilians, and Family members entrusted to us deserve to feel safe at home and work. Commander will establish and maintain Command climates in which personnel treat one another with dignity and respect. Leaders will use every available resource to prevent investigations of sexual harassment and sexual assault, promote lawful accountability for offenders, and protect victims, witnesses and SHARP Professionals from reprisal and retaliation.

- a. Reprisal is defined as taking or threatening to take an unfavorable personnel action, or withholding or threatening to withhold a favorable personnel action, or any other act of retaliation, against a Soldier or Family member, for making or preparing to make a formal sexual harassment complaint, or making sexual assault report, or against an alleged subject under investigation.
- b. Retaliation is defined as any person subject to the UCMJ who wrongfully takes or threatens to take an adverse personnel action, or wrongfully withholds or threatens to withhold a favorable action with the intent to discourage or retaliate against any person for reporting or planning to report a criminal offense or making or planning to make a protected communication.

4. Sexual assault is defined as intentional sexual contact, characterized by use of force,

threats, intimidation, or abuse of authority or when the victim does not or cannot consent. The term includes a broad range of sexual offenses including the following specific UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), and attempts to commit these acts. Sexual assault devastates victims, families, and unit readiness. Sexual assault is a crime defined as intentional sexual contact, characterized by use of force, physical threat or abuse of authority, or when the victim does not or cannot consent. Compassionate response and support for sexual assault victims is crucial to building victim confidence in the military investigative and legal process. Sexual assault crimes may be punishable under UCMJ, federal, and local laws.

- a. Commanders and SHARP professionals throughout 525th E-MIB should leverage military and civilian

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5. The point of contact for this memorandum is the undersigned at [jared.b.harty.mil@army.mil](mailto:jared.b.harty.mil@army.mil).

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Commanding