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US ARMY INSTALLATION MANAGEMENT COMMAND
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AMIM-MEG-ZA (RN600)

JUL 28 2021

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Memorandum #7 - Sexual Harassment/Assault Response and Prevention Program

1. References.

- a. Department of Defense Directive 6495.01, (Sexual Assault Prevention and Response (SAPR) Program)
- b. Department of Defense Instruction 6495.02, Vol. 1 (Sexual Assault Prevention and Response Program Procedures)
- c. Department of Defense Instruction 6495.02, Vol. 2 (Sexual Assault Prevention and Response Education and Training)
- d. Department of Defense Instruction 6495.03, (Defense Sexual Assault Advocate Certification Program (D-SAACP))
- e. AR 600-20, (Army Command Policy 24 July 2020)

2. PURPOSE: To provide direction and intent for Fort George G. Meade (FMMD) SHARP Program.

a. Sexual harassment, sexual assault, and retaliatory behavior are incompatible with Army values, degrade our ability to work as a highly effective team and ultimately jeopardize mission accomplishment. The FMMD is committed to ensuring that there is a culture where sexual harassment, sexual assault, and retaliatory behavior are not practiced, condoned, or tolerated. We are committed to creating and maintaining an environment that promotes productivity, dignity, and respect for others.

3. APPLICABILITY:

a. Department of the Army and Department of Defense service members assigned or attached to FGGM and dependent Family members who are 18 years and older.

b. This policy does not apply to victims of sexual assault perpetrated by a spouse or intimate partner, or to Family members under the age of 18 who are sexually assaulted.

c. The following non-military personnel who are only eligible for limited medical services in the form of emergency care, unless otherwise eligible to receive treatment in a military medical treatment facility. They will also be offered the limited SHARP services of Sexual Assault Response Coordinator (SARC) and a Victim Advocate (VA) or Victim Representative (VR) while undergoing emergency care:

(1) (DoD) Civilian employees and their Family dependents 18 years of age and older when they are stationed or performing duties OCONUS and are eligible for treatment in the military healthcare system at military installations or facilities OCONUS.

(2) U.S. citizen DoD contractor personnel when they are authorized to accompany the Armed Forces in a contingency operation OCONUS and their U.S. citizen employees.

d. Service members who are on active duty but were victims of sexual assault prior to enlistment or commissioning are eligible to receive full services and either reporting options.

4. Definitions.

a. Sexual harassment is conduct that involves unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature when: submission to or rejection of such advances is explicitly or implicitly made a term or condition of a person's job, pay, or career; is used as a basis for career or employment decisions; or has the purpose or effect of unreasonably interfering with an individual's work performance, or creates an intimidating, hostile, or offensive work environment. It is unacceptable and will not be tolerated. Sexual harassment destroys teamwork and negatively affects combat readiness. Army leadership at all levels will be committed to creating an environment conducive to maximum productivity and respect for human dignity. The success of the mission can be achieved only in an environment free of sexual harassment for all personnel.

b. Sexual harassment and retaliatory behavior are incompatible with Army values and may be punishable under the UCMJ.

c. Sexual assault is a crime 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.

d. Soldiers and Civilians who are aware of a sexual assault incident should report it immediately (within 24 hours). Sexual assault is incompatible with Army Values and is punishable under the UCMJ and other federal and local civilian laws. All victims of sexual assault will be treated with dignity, fairness, and respect.

5. Reporting Options.

a. Sexual Harassment. Soldiers and Army Civilians have a responsibility to protect individuals from sexual harassment.

(1) Civilians have a responsibility to inform their supervisor, supervisory chain, and/or contact the FMMD Equal Employment Opportunity (EEO) Office when they feel they are being sexually harassed. Civilians may file complaints of sexual harassment under the EEO complaint process set forth in AR 690-600. If approached, SHARP professionals will assist civilians in finding the appropriate servicing EEO office.

(2) Soldiers have a responsibility to inform the alleged offender that the behavior must stop; either directly, indirectly, or through a third party (based on the severity of the offense, this may not always be plausible). Soldiers also have the option to file either an informal or formal sexual harassment complaint through the SHARP program.

b. Sexual Assault. There are two reporting options available for victims of sexual assault: Restricted and Unrestricted Reporting.

(1) Restricted Reporting. Restricted reporting allows Soldiers and adult Family members who wish to receive medical treatment, advocacy services, counseling, and a sexual assault forensic exam (SAFE) to disclose the details of his/her sexual assault to a healthcare provider, SARC/SHARP, VA/SHARP or VR/SHARP, without initiating an official investigation. Soldiers may also seek counseling from a Chaplain or Special Victims' Counsel in a confidential setting. DA Civilians wishing to file a restricted report should consult with a SARC, SHARP VA, or SHARP VR.

(2) Unrestricted Reporting. Unrestricted reporting allows victims of a sexual assault, who desire medical treatment, advocacy services, counseling, a SAFE exam, and an official investigation of the allegation, to report the assault through the chain of command, law enforcement, a healthcare provider, the SARC/SHARP, or VA/SHARP. Filing an unrestricted report will automatically initiate an official investigation of the allegation. Details of the incident are strictly limited to personnel with a legitimate need to know.

6. Training: SHARP unit training supersedes the Prevention of Sexual Harassment (POSH) and Sexual Assault Prevention and Response (SAPR) programs of instruction. All Soldiers and Army Civilian personnel must complete SHARP unit training annually F2F and online.

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7. Investigation. All investigations of sexual harassment/assault will be conducted thoroughly and professionally.

8. Responsibilities. Fully engage chain of command: Leadership is central to solving the problem of sexual harassment and sexual assault within the ranks and for restoring the trust of our Soldiers, Civilians, and Families. Hold every individual accountable for his/her behavior and actions. Every member of our community must have the personal courage to intervene no matter the time or place and be motivated by the Army values in order to be a constant force in the fight to eradicate sexual harassment and sexual assault.

9. Point of contact for this memorandum is Ms. Samantha B. Herring, FMMD Lead SARC, at 301-677-417 or samantha.b.herring.civ@mail.mil.



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