



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON
4551 LLEWELLYN AVENUE, SUITE 5000
FORT GEORGE G. MEADE, MARYLAND 20755-5000

IMME-ZA

OCT 11 2018

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Fort George G. Meade (FGGM) Policy Memorandum #10, Sexual Harassment/Assault Response Program (SHARP)

1. References.

- a. Department of Defense Directive (DoDD) 6495.01, Sexual Assault Prevention and Response (SAPR) Program, dated 11 April 2017
- b. AR 600-20, Army Command Policy, dated 6 November 2014
- c. ALARACT 007/2012, Sexual Harassment/Assault Response and Prevention (SHARP) Implementation Guidance, dated 12 January 2012
- d. HQDA EXORD 221-12 2012 Sexual Harassment/Assault Response and Prevention (SHARP) Program Synchronization Order, dated 23 June 2012
- e. Department Of the Army Directive 2011-19 Expedited Transfer or Reassignment Procedures for victims of Sexual Assault
- f. DTM 14-17, SUBJECT: Sexual Assault Incident Report Oversight (SAIRO) Report

2. PURPOSE: To provide direction, and intent for Fort George G. Meade Sexual Harassment/Assault Response (SHARP) Program.

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

b. The Army's SHARP policies apply without regard to a person's rank, age gender, and are sexual orientation neutral. A person's sexual orientation is a personal and private matter.

IMME-ZA

SUBJECT: Fort George G. Meade (FGGM) Policy Memorandum #10, Sexual Harassment/Assault Response Prevention (SHARP)

3. APPLICABILITY:

a. Department of the Army and Department of Defense service members assigned or attached to FGGM.

b. Military Dependents 18 years of age and older who are eligible for treatment in the military healthcare system, and who were victims of sexual assault perpetrated by someone other than a spouse or intimate partner.

OCONUS: These limited medical services and Sexual Assault prevention and Response (SAPR) services shall be provided to:

(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.

(3) 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. Sexual harassment is a form of gender discrimination which includes unwelcome sexual advances, request for sexual favors, and other verbal, nonverbal, or physical conduct of sexual nature between the same or opposite genders 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 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 Assault. Sexual assault is a crime, which is defined as intentional sexual contact characterized by use of force, threats, intimidation, and abuse of authority, or when the victim does not or cannot consent. Sexual assault offenses

IMME-ZA

SUBJECT: Fort George G. Meade (FGGM) Policy Memorandum #10, Sexual Harassment/Assault Response Prevention (SHARP)

c. Include rape, nonconsensual sodomy (oral or anal sex), indecent assault (unwanted and inappropriate sexual contact, such as groping or fondling), or

d. Attempts to commit these acts. 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. Civilians have a responsibility to inform their supervisor, supervisory chain, and/or contact the FGGM Equal Employment Opportunity (EEO) Office when they feel they are being sexually harassed. 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). Both Soldiers and Army Civilians also have the option to file either an informal or formal sexual harassment complaint.

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, sexual assault response coordinator (SARC/SHARP) or victim advocate (VA/SHARP), without initiating an official investigation. Soldiers may also seek counseling from a Chaplain in a confidential setting.

(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.

5. 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, IAW ALARACT 007/2012.

IMME-ZA

SUBJECT: Fort George G. Meade (FGGM) Policy Memorandum #10, Sexual Harassment/Assault Response Prevention (SHARP)

6. Investigation. All allegations of sexual harassment/ assault will be investigated thoroughly and professionally.

7. 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 their 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.

8. The proponent for this memorandum is FGGM Garrison SHARP Office at (443) 845-0876.



ERICH C. SPRAGG
COL, MI
Commanding

DISTRIBUTION:

A
B