



SECRETARY OF THE ARMY
WASHINGTON

08 NOV 2018

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2018-23 (Improving the Effectiveness of Essential and Important Army Programs: Sexual Harassment/Assault Response and Prevention, Equal Opportunity, Suicide Prevention, Alcohol and Drug Abuse Prevention, and Resilience)

1. References. A list of references is at the enclosure.
2. Purpose. This directive provides guidance for a more effective method of training, emphasizing leader involvement, and leveraging the Army's culture to improve the outcomes of these valuable programs to enhance the readiness and welfare of our Soldiers and units.
3. Applicability. This directive applies to the Regular Army, the Army National Guard/Army National Guard of the United States, U.S. Army Reserve, and Department of the Army Civilian employees.
4. Policy. There is nothing more important than the welfare and readiness of our Soldiers and units. This directive reasserts the importance of leaders and the chain of command in providing quality, relevant training and education to improve and sustain positive organizational climates that emphasize Army Values and treat everyone with dignity and respect. This leader-centric approach not only builds combat readiness and lethality at the Soldier and small unit level, but allows commanders to tailor training commensurate with their assessment of unit risk in each area, will drive better results, and will reinforce the importance and seriousness of these issues. The emphasis on leaders delivering quality training to Soldiers on the topics addressed in this directive must be on building readiness, not compliance. Commanders are responsible and accountable for driving a positive climate and building Soldier/unit readiness, morale, good order, and discipline more broadly.
 - a. Sexual Harassment/Assault Response and Prevention (SHARP). Sexual harassment and sexual assault are contrary to Army values and a critical readiness issue. There is no room for sexual assault or sexual harassment in the U.S. Army. Commanders will take every report of sexual assault, sexual harassment, and associated retaliatory behavior seriously by following proper guidelines. Every member of the Army team must be treated with dignity and respect.

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(1) Commanders will incorporate unit-level SHARP annual training into the overall training plan for the unit and document the training on unit training schedules.

(2) Annual SHARP training will be conducted face-to-face using the approved Department of the Army SHARP Annual Refresher Training Support Package available on the Army Training Network. Commanders will determine the duration, location, and means for conducting training. Unit leaders will lead the training with the assistance of credentialed SHARP professionals.

(3) Headquarters, Department of the Army no longer requires the online SHARP training component; it will remain available as a supplemental resource in the Army Learning Management System.

(4) Commanders will retain records of Soldiers' SHARP training.

b. Equal Opportunity (EO). There is no room for discriminatory behaviors and practices in the U.S. Army. Every member of the Army team must be treated with dignity and respect.

(1) Commanders will incorporate unit-level annual military equal opportunity (MEO) training, in combination with training on the prevention of hazing, bullying, retaliation, and reprisal, into the overall training plan for the unit.

(2) Annual MEO training will be conducted face-to-face. Commanders will determine the duration, location, and means for conducting training. Unit leaders will lead the training and may use MEO professionals as available and necessary.

(3) Headquarters, Department of the Army does not require commanders to conduct quarterly MEO training.

(4) Equal opportunity advisors will refer sexual harassment complaints to unit SHARP representatives. The advisors will continue to assist commanders in other activities prescribed by Armywide and command policy that prevent sexual harassment.

c. Suicide Prevention. One of the best ways to reduce suicides in our ranks is for leaders to know their Soldiers and watch out for them both on- and off-duty. This is what I expect from all leaders.

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(1) Commanders will incorporate suicide prevention annual training into the overall training plan for the unit.

(2) Annual suicide prevention training will be conducted face-to-face. Commanders will determine the duration, location, and means for conducting training. Unit leaders will lead the training and may use assets such as chaplains, legal representatives, and Master Resilience Trainers or other subject matter experts.

(3) Commanders will retain records of Soldiers' suicide prevention training.

d. Alcohol and Drug Abuse Prevention. Commanders are responsible for educating and training their personnel about the dangers of drug and alcohol abuse and other risks to their health and military readiness associated with substance abuse.

(1) Commanders will incorporate alcohol and drug abuse prevention annual training into the overall training plan for the unit.

(2) Annual alcohol and drug abuse prevention training will be conducted face-to-face. Commanders will determine the duration, location, and means for conducting training and implement risk reduction measures based on unit assessments.

(3) Unit leaders will lead the training and may use subject matter experts to assist as available and needed.

e. Resilience Training. Resilience is a key component to building and sustaining combat readiness.

(1) Commanders will incorporate resiliency annual training into the unit's overall training plan.

(2) Annual resilience training will be conducted face-to-face using Master Resilience Trainers to assist as available and needed. Commanders will determine the duration, location, and means for conducting the training based on unit and individual assessments.

5. Proponent. The Deputy Chief of Staff (DCS), G-1 is the proponent for this policy. The DCS, G-1 and the DCS, G-3/5/7 will revise the applicable Army regulations to implement these changes as soon as possible.

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6. Rescission. This directive is rescinded upon publication of the revised regulations.



Mark T. Esper

Encl

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Commandant, U.S. Army War College
Director, U.S. Army Civilian Human Resources Agency

CF:
Director, Army National Guard
Director, Business Transformation
Commander, Eighth Army

REFERENCES

- a. Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment, and Rehabilitation Act of 1970, Pub. L. No. 91-616, 84 Stat. 1849 (1970).
- b. Military Selective Service Act of 1967, Pub. L. No. 92-129, section 501, 85 Stat. 361 (1971).
- c. Drug Abuse Office and Treatment Act of 1972, Pub. L. No. 92-255, 86 Stat. 84 (1972).
- d. National Defense Authorization Act of 2012, Pub. L. No. 112-81, section 533, 125 Stat. 1404 (2011) (codified at 10 U.S.C. 1071 note).
- e. National Defense Authorization Act of 2012, Public Law No. 112-81, section 585, 125 Stat. 1434 (2011) (codified at 10 U.S.C. 1561, note).
- f. Presidential Memorandum -- Promoting Diversity and Inclusion in the National Security Workforce, October 05, 2016.
- g. Department of Defense Instruction (DoDI) 1010.04 (Problematic Substance Use by DoD Personnel), February 20, 2014.
- h. DoDI 1010.09 (DoD Civilian Employee Drug-Free Workplace Program), June 22, 2012, Incorporating Change 1, Effective June 28, 2018.
- i. DoDI 1020.03 (Harassment Prevention and Response in the Armed Forces), February 8, 2018.
- j. DoDI 1322.31 (Common Military Training (CMT)), February 26, 2015, Incorporating Change 1, April 11, 2017.
- k. DoDI 6490.16 (Defense Suicide Prevention Program), November 6, 2017.
- l. DoDI 6495.02 (Sexual Assault Prevention and Response (SAPR) Program Procedures), March 28, 2013, Incorporating Change 3, May 24, 2017.
- m. Army Regulation (AR) 350-1 (Army Training and Leader Development), 10 December 2017.
- n. AR 350-53 (Comprehensive Soldier and Family Fitness), 19 June 2014.
- o. AR 600-20 (Army Command Policy), 6 November 2014.

Enclosure

p. AR 600-63 (Army Health Promotion), 14 April 2015.

q. AR 600-85 (The Army Substance Abuse Program), 28 November 2016.