



DEPARTMENT OF THE ARMY
HEADQUARTERS, 3D INFANTRY DIVISION AND FORT STEWART
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AFZP-CG

25 July 2025

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: CG Policy Letter #2 – Sexual Harassment/Assault Response and Prevention (SHARP) Program

1. Reference. AR 600-52 (Sexual Harassment/Assault Response and Prevention Program).
2. Scope. This policy applies to all Soldiers and DA Civilians supporting the 3d Infantry Division (3ID), Fort Stewart, GA and Hunter Army Airfield, GA.
3. Purpose. This letter affirms my commitment to the SHARP program and is intended to ensure a common understanding of the key expectations, terms, rights, and responsibilities associated with the execution of the SHARP program. Soldiers, military dependents, and DA Civilian employees deserve to live and work in an environment free of sexual harassment, sexual assault, and retaliation. There is zero-tolerance for sexual harassment and sexual assault. Eliminating these behaviors is every leader's responsibility. Commanders, leaders, and supervisors at all levels are responsible for establishing a climate of trust, dignity, and respect. Victims must feel welcome to report misconduct and must receive support from their chain of command. They must never be subjected to retaliation or reprisal.
4. Key Terms
 - a. Sexual assault. Sexual assault is a criminal offense that is punishable under the Uniform Code of Military Justice (UCMJ) and under Federal and State law. Sexual assault is intentional sexual contact characterized by use of force, threats, or intimidation, or abuse of authority or when the victim does not or cannot consent. The term includes a broad category of sexual offenses consisting of the following specific UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, or attempts to commit these offenses.
 - b. Sexual Harassment.
 - (1) Sexual harassment is conduct that involves unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments or gestures of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career;

submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment; or such conduct is so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the environment as hostile or offensive.

(2) Any Soldier or DA civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment. There is no requirement for concrete psychological harm to the victim for behavior to constitute sexual harassment. Sexual harassment can occur through electronic communications including social media, in person, or through other forms of communication. Sexual harassment may be punishable under Article 92, UCMJ or Article 134, UCMJ. It may also be punishable under other Federal or local laws.

c. Reprisal. 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 a formal MEO complaint, a DA Civilian for engaging in activity in opposition to perceived discrimination; or against an alleged subject under investigation.

d. Retaliation. 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 personnel 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. (See Article 132, UCMJ (2019))

5. Investigative Responsibility.

a. Sexual Assault. Commanders and Army leaders must immediately report these offenses to the local Criminal Investigation Division (CID).

b. Sexual Harassment. Commanders must investigate formal complaints of sexual harassment by appointing an independent investigating officer (IO) to conduct the inquiry. The IO must be certified in the Sexual Harassment Investigations Course (SHI-C) and will consult with CID and involve law enforcement as needed.

6. Victim Protections. All victims of sexual harassment or assault will be treated with care, compassion, fairness, and respect for their dignity and privacy. Victims have the right to be reasonably protected from the accused offender, and to be in a safe living and working environment free from retaliation.

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a. All SHARP professionals, commanders, supervisors, and leaders at all levels will be familiar with victims' rights set forth in Article 6b, UCMJ; DoDI 6495.02, Volume 1; DoDI 6400.07; DoDI 1030.02; AR 600-52; AR 195-5; and AR 27-10. These rights must be defended in order to ensure victims are protected.

b. Victims of sexual harassment or assault who believe a leader is aware of misconduct and has failed to take appropriate action may contact me through the 3ID Commanding General's Hotline at usarmy.stewart.3-id.mbx.cg-hotline@army.mil.

7. Sexual harassment and sexual assault may be reported to the SHARP Response line or any leader. Requests for policy guidance for leaders regarding potential incidents and support is also available through the 3ID 24/7 SHARP Response Line at (912) 271-9958 and Brigade SARC offices.

8. This policy is effective until rescinded or superseded, point of contact for this policy is the 3ID SHARP Office at (571) 801-5220.


JOHN W. LUBAS
Brigadier General, USA
Commanding

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All tenant units and organizations on Fort Stewart
All tenant units and organizations on Hunter Army Airfield