



**DEPARTMENT OF THE ARMY  
INSTALLATION MANAGEMENT COMMAND  
HEADQUARTERS, U.S. ARMY GARRISON ALASKA  
1046 MARKS ROAD #6000  
FORT WAINWRIGHT, ALASKA 99703-6000**

**AMIM-AKG-ZA**

**MAY 21 2026**

**MEMORANDUM FOR SEE DISTRIBUTION**

**SUBJECT: Sexual Harassment/Assault Response and Prevention (SHARP) (USAG Alaska Policy #2)**

**1. References.**

a. Army Regulation 600-52, Sexual Harassment/Assault Response and Prevention Program, 11 February 2025.

b. Department of Defense Instruction (DoDI) 6495.02, Volume 1, Adult Sexual Assault Prevention and Response: Program Procedures, Incorporating Change 9, 18 March 2025.

c. DoDI 1350.02, Military Equal Opportunity Program, September 4, 2020.

**2. Applicability.** This policy applies to all Soldiers, Civilians, Family members, contractors, and other personnel who work on, reside on or visit any US Army installations, or facilities within the Installation Management Command areas of operation in Alaska.

**3. Team strength is built on a foundation of trust.** Trust is hard to earn, easy to lose, and crucial for effective mission command. Sexual harassment and sexual assault destroy the climate of trust necessary to build and maintain effective units and organizations. They are serious offenses, intentional fratricide, and erode our combat readiness. We must treat sexual harassment and sexual assault like the serious threats they are. 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 SHARP program. A culture of "harmless pranks and sexual innuendo" is unacceptable. There are no bystanders. I expect all members of the Team to take an active role in the prevention of sexual harassment and sexual assault.

**4. The Soldiers, Civilians, and Family members entrusted to us deserve to feel safe at home and at work.** Commanders will establish and maintain command climates in which personnel treat one another with dignity and respect. Leaders will use every available resource to prevent sexual harassment and sexual assault. The chain of command will take all allegations of sexual harassment and sexual assault seriously. Commanders will immediately notify the Sexual Assault Response Coordinator and CID upon receipt of information of a sexual assault from any source, including a third party. Our formation

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must be confident reports will be handled quickly, decisively, and that our system will provide protection throughout the reporting, investigation, and adjudication process, without fear of retaliation.

a. Reprisal is defined as taking or threatening to take or recommend an unfavorable personnel action, or withholding or threatening to withhold, or recommend against, a favorable personnel action, for making, preparing to make, or being perceived as making or preparing to make a protected communication.

b. Retaliation is defined as wrongfully taking or threatening to take or recommend an adverse personnel action against any person; or wrongfully withholding or threatening to withhold, or to recommend against, a favorable personnel against any person for reporting or planning to report a criminal offense, or making or planning to make a protected communication, with the intent to discourage any person from reporting a criminal offense or making or planning to make a protected communication

5. 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 either explicitly or implicitly made a term or condition of a person's job, pay or career; or submission to or rejection of such conduct by a person is used as a basis for career or employment decision affecting that person; or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or create an intimidating, hostile or offensive work environment and is so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the environment as hostile or offensive, any use or condonation by any person in a supervisory or command position, of any form of sexual behavior to control, influence, or affect the career, pay, or job of a member of the armed forces or a DA civilian employee, or any deliberate or repeated unwelcome verbal comment or gesture of a sexual nature related to the work environment by any member of the Armed Forces or DA Civilian employee. And any deliberate or repeated unwelcome verbal comments or gestures of a sexual nature by any member of the armed forces or DA Civilian employee. Sexual harassment can occur through electronic communications including social media, other forms of communication, and in person. Sexual harassment isolates and marginalizes valuable members of the USAG Alaska Team, eroding trust and cohesion and inhibiting unit readiness. Every sexual harassment complaint will be taken seriously, and victims will be provided appropriate care and resources.

a. Commanders must personally establish a command climate free from sexual harassment. Understand that the standard you walk past is the standard you accept. Research has shown an increased risk for sexual violence in environments where sexual harassment and other undisciplined conduct is tolerated or accepted. Actively identify areas

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of concern, seek out the advice of senior leaders and subject-matter experts, coach and mentor subordinate leaders, and take prompt and decisive action to correct problems when necessary.

b. Every Soldier and Civilian within USAG Alaska is empowered to identify and stop sexual harassment. Your personal speech and conduct reflect your professionalism and must be consistent with the Army Values. Leaders at all levels are expected to reflect, support, and maintain the highest standards for dignity, respect, and professionalism within the workplace. Victims of sexual harassment are encouraged to file complaints and will be protected from all forms of reprisal. Commanders will ensure to investigate complaints in accordance with AR 600-52 and will ensure prompt resolution of complaints.

c. If an administrative investigation or inquiry reveals that an act reported as sexual harassment is a sex-related offense punishable under the UCMJ, that Commander must halt the investigation and immediately refer the case to CID. SHARP services, to include protected communications with SHARP professionals, are available to victims.

6. 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 category of sexual offenses consisting of the following specific UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, and attempts to commit these acts. Sexual assault is a criminal offense punishable under the UCMJ, other Federal and local state laws.

7. Commanders and SHARP professionals throughout USAG Alaska should leverage military and civilian resources, share best practices, protect victim's rights, and tailor prevention efforts to their unit and installation needs. Commanders will ensure that local points of contact, victim reporting options (restricted and unrestricted) and available resources are disseminated to all Soldiers, DA Civilians, and Family members throughout their commands. When a report is made, commanders are critical in ensuring victim safety, endorsing victim's rights, and preventing reprisal and retaliation.

8. Sexual harassment, sexual assault, wrongful broadcast or distribution of intimate visual images, and retaliatory behavior are unacceptable, may be punishable under the 4UCMJ, and are incompatible with the Army Values. These behaviors will not be tolerated in the Army or within USAG Alaska.

9. Victims and Complainants:

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a. Personnel have the right to present their complaints to the command without fear or intimidation, reprisal or harassment. Every member of the chain of command will ensure Complainants are protected from reprisal and retaliation. Victim's Rights are detailed in the enclosure.

b. Victims are encouraged to report sexual assault crimes so they may access the care and resources available to them. Whether seeking help for recent or past events, victims of sexual assault and sexual harassment will have access to confidential reporting and sensitive care.

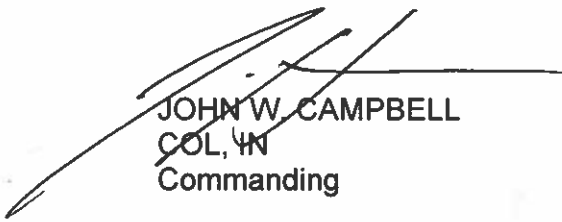
c. Resources available to victims of sexual harassment and/or sexual assault include: SHARP personnel (Sexual Assault Response Coordinator or Victim Advocate), chaplain services, health care, counseling, military and civilian protective orders, legal assistance, Installation 24-Hour SHARP Hotline (907)-353-7272, and DoD Safe Helpline (877) 995-5247.

d. The chain of command is always available. Everyone shares the responsibility in the prevention and reporting of sexual harassment and assault and must remain committed to the Army Values and strive each day to reinforce your foundations of trust. My challenge to you in seeking to combat sexual harassment and assault is to have a culture where these kinds of behaviors are not able to occur. Start with yourself and then mentor and develop all in your formation to create a culture where no one tolerates this corrosive behavior. Leaders should use all the tools available to them to address this problem. Conduct battlefield circulation, command climate surveys, sensing sessions, and workplace inspections. My standard in this area is 100% reporting, it is about building and maintaining Team strength. Everyone plays a part.

10. This policy supersedes USAG Policy #2, subject: Prevention of Sexual Harassment, dated 18 July 2025 and USAG Policy #6, subject: Sexual Assault Reporting and Prevention, dated 14 December 2023.

11. Point of contact for this memorandum is the 11th ABN DIV SHARP Program SARC at 907-854-1463.

Encl  
Victim's Rights July 2023



JOHN W. CAMPBELL  
COL, IN  
Commanding

DISTRIBUTION:  
All USAG Alaska Personnel

## VICTIM'S RIGHTS

1. Reference DoDI 1030.02, Victim and Witness Assistance, 27 July 2023.

2. Personnel directly engaged in the prevention, detection, investigation, and disposition of offenses, including law enforcement, legal personnel, commanders, trial counsel, and staff judge advocates, will ensure victims are accorded their enumerated rights as set forth in Article 6b of the UCMJ and related policies. A victim has the right to:

a. Be reasonably protected from the accused.

b. Be provided with reasonable, accurate, and timely notice of:

(1) A public hearing concerning the continuation of confinement before the trial of the accused.

(2) A preliminary hearing pursuant to Article 32 of the UCMJ relating to the offense.

(3) A court-martial relating to the offense.

(4) A post-trial motion, filing, or hearing that may address the finding or sentence of a court-martial with respect to the accused, may unseal privileged or private information of the victim, or may result in the accused's release.

(5) A public proceeding of the Military Department Clemency and Parole Board relating to the offense.

(6) The release or escape of the accused, unless such notice may endanger any person's safety.

c. Be present at, and not be excluded from, any public hearing or proceeding described in Paragraph 3.2.a.(2) of reference, unless the military judge or preliminary hearing officer determines, after receiving clear and convincing evidence, that testimony by the victim would be materially altered if the victim observed that hearing or proceeding.

d. Be reasonably heard, personally or through counsel, at:

(1) A public hearing concerning the continuation of confinement before the court-martial of the accused.

### VICTIM'S RIGHTS Continued

(2) Preliminary hearings conducted pursuant to Article 32 of the UCMJ and court martial proceedings relating to Rules 412, 513, and 514 of the Military Rules of evidence or regarding other rights provided by statute, regulation, or case law.

(3) A sentencing hearing relating to the offense.

(4) A public Military Department Clemency and Parole Board hearing relating to the offense. A victim may make a personal appearance before the Military Department Clemency and Parole Board or submit an audio, video, or written statement.

e. Confer with the attorney for the U.S. Government in the case. This will include the reasonable right to confer with the attorney for the U.S. Government at any proceeding described in Paragraph 3.2.a.(2) of reference

(1) Victims who are eligible for legal assistance may consult with a Military legal assistance attorney in accordance with Paragraph 3.4 of reference.

(2) Victims of an alleged sex-related offense, who are eligible for legal assistance pursuant to Military Department or National Guard Bureau policies or Sections 1044 or 1044e of Title 10, U.S.C., may consult with an SVCNLCNC in accordance with Paragraph 3.5 of reference.

(3) All victims may seek the advice of a private attorney at their own expense.

f. Receive restitution as provided in accordance with State and Federal law.

g. Proceedings free from unreasonable delay.

h. Be informed in a timely manner of any plea agreement, separation-in-lieu-of-trial agreement, or non-prosecution agreement relating to the offense, unless providing such information would jeopardize a law enforcement proceeding or violate the privacy concerns of an individual other than the accused.

i. Be treated with fairness and respect for their dignity and privacy.

j. Express their views about disposition of the case to the commander or convening authority.

k. Decline to testify at a preliminary hearing conducted pursuant to Article 32 of the UCMJ.