DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON
14000 MSCOE LOOP, SUITE 120
FORT LEONARD WOOD, MISSOURI 65473-8300

AMIM-LDG-ZA (600g2) JUL 08 2026

MEMORANDUM FOR All U.S. Army Garrison, Fort Leonard Wood Personnel

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

1. References. See enclosure 1.

2. Applicability:

a. This policy applies to all U.S. Army Garrison - Fort Leonard Wood Soldiers, Department of the Army (DA) Civilian employees, and Family members. This policy applies both on and off-post, during duty and non-duty hours.

b. Service members from other branches may contact the Sexual Harassment/Assault Response and Prevention Program (SHARP) office for referral to the appropriate resources.

3. Background. Acts of sexual harassment and sexual assault are unlawful and unacceptable. Sexual harassment, sexual assault, and retaliatory behaviors are incompatible with the Army Values, degrade mission readiness, and have no place in Fort Leonard Wood or the Army and will not be tolerated. Sexual assault is a criminal offense that is punishable under the Uniform Code of Military Justice (UCMJ) and other Federal and local civilian laws. Sexual harassment and retaliatory behaviors may be punishable under the UCMJ and may result in adverse administrative or disciplinary action.

4. Command guidance. I am committed to, and fully support, the SHARP program. I expect leaders at all levels to be committed to the elimination of incidents of sexual harassment, sexual assault, and retaliatory behaviors through a comprehensive program centering on awareness, prevention, training, victim advocacy, response, reporting, and maintaining a positive environment promoting dignity and respect for all.

5. Sexual assault. Sexual assault is 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 to include the following UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, or attempts to commit these acts.

6. How to report a sexual assault. Report a restricted or unrestricted sexual assault incident to the DoW SAFE Helpline at 877-995-5247, www.safehelpline.org, the

brigade, garrison SARC 573-855-2905, or the Fort Leonard Wood SHARP Hotline at 573-855-1327. See enclosure 2 for additional reporting options and services.

a. Unrestricted reporting. A victim can make an unrestricted report to disclose they are the victim of a sexual assault to a Sexual Assault Response Coordinator (SARC), SHARP Victim Advocate (VA), health care provider, Family Advocacy Program (FAP), chain of command, or law enforcement. If the victim chooses to file an unrestricted report, the SARC or FAP, chain of command, and law enforcement will be notified that the crime was reported. An official law enforcement investigation will be triggered, and the subject may be prosecuted. An eligible victim will have access to medical treatment and counseling and may request an expedited transfer and a military protective order.

b. Restricted report. Eligible victims of sexual assault can confidentially disclose and report a sexual assault to a SARC, SHARP VA, or health care provider. The victim will have access to medical treatment, including emergency care, counseling, and the assignment of a SARC and SHARP VA, without triggering an official investigation or prosecution of the subject.

7. Sexual harassment refers to:

a. Conduct that involves unwelcome sexual advances, requests for sexual favors, and deliberate or offensive comments or gestures of a sexual nature when –

(1) Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career; or

(2) Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or

(3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment; and

(4) Is so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the environment as hostile or offensive.

b. 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 Civilian employee of the DoW.

c. Any deliberate or repeated unwelcome verbal comment or gesture of a sexual nature by any member of the Armed Forces or Civilian employee of the DoW.

8. Soldiers or their Family members may file a sexual harassment complaint through the brigade SARC or may report allegations of sexual harassment directly to the chain of command. DA Civilians may report sexual harassment or other offenses through the chain of command or the Equal Employment Opportunity Office; see resources in enclosure 2. Leaders at all levels will take allegations of sexual harassment seriously and investigate them promptly.

9. Reprisal or retaliation. All personnel may report sexual harassment or sexual assault without fear of reprisal or retaliation.

a. Reprisal is defined as taking or threatening to take an unfavorable personnel action, or withholding or threatening to withhold a favorable personnel action, for making, preparing to make, or being perceived as making a protected communication in accordance with Department of Defense Directive (DoDD) 7050.06 (Military Whistleblower Protection).

b. Retaliation encompasses illegal, impermissible, or hostile actions, to include acts of cruelty, oppression, ostracism, or maltreatment, and taking or threatening to take an adverse personnel action, or wrongfully withholding or threatening to withhold a favorable personnel action, by the chain of command, peers, or co-workers 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.

c. Anyone who has experienced any type of retaliation or reprisal as a result of a sexual assault report or a sexual harassment complaint may report it to the Inspector General (IG) 573-596-0487, brigade SARC 573-855-2905, or chain of command.

10. Victim rights. Crime victims have the following rights:

a. The right to be treated with fairness and respect for your dignity and privacy.

b. The right to be reasonably protected from the accused offender.

c. The right to reasonable, accurate, and timely notice of preliminary hearings, pre-trial confinement hearings, court proceedings, and clemency and parole hearings related to the offense.

d. The right to be present at all public proceedings related to the offense unless the hearing officer or military judge determines that your testimony would be materially altered if you as the victim heard other testimony.

e. The right to reasonably confer with the prosecutor/trial counsel in the case.

f. The right to receive available restitution.

g. The right to be reasonably heard at:

(1) A public hearing concerning the continuation of any pre-trial confinement of the accused.

(2) A sentencing hearing related to the offense.

(3) A public Military Department Clemency and Parole Board hearing related to the offense.

h. The right to submit a written statement for the consideration of the convening authority prior to taking action on findings and sentence.

i. The right to proceedings free from unreasonable delay.

j. The right to be provided information, if applicable, about the conviction, sentencing, imprisonment, convening authority's action, appellate review, and release of the offender.

11. Annual training. Directors and leaders will ensure that all assigned Soldiers and DA Civilians are trained annually in IAW AR 600-52 and AR 350-1.

12. Point of contact for this memo is the Garrison SARC Office at 573-596-5710.

2 Encls
1. References
2. Resources for the FLW Community

ERIC S. MCCALL
COL, LG
Commanding

Enclosure 1: References

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

b. Department of Defense Directive (DoDD) 6495.01, Sexual Assault Prevention and Response (SAPR) Program, incorporating change 6, 26 March 2025.

c. DoDD 7050.06 (Military Whistleblower Protection), 17 April 2015, incorporating change 1, 12 October 2021.

d. Department of Defense Instruction (DoDI) 1020.03 (Harassment Prevention and Response in the Armed Forces), incorporating change 3, 17 January 2025.

e. DoDI 6495.02, vol. 1 (Sexual Assault Prevention and Response (SAPR) Program Procedures), incorporating change 9, 18 March 2025.

f. DoDI 6495.02, vol. 2 (Sexual Assault Prevention and Response: Education and Training), incorporating change 1, 18 March 2025.

g. DoDI 5505.18 (Investigation of Adult Sexual Assault in the Department of Defense), incorporating change 5, 26 July 2024.

h. Army Regulation (AR) 350-1 (Army Training and Leader Development), 27 June 2025.

i. AR 690-600 (Equal Employment Opportunity Discrimination Complaints), 6 February 2025.

j. AD 2022-10 (Safe-to-Report for Victims of Sexual Assault), 6 July 2022.

k. AD 2022-13 (Reforms to Counter Sexual Harassment/Sexual Assault in the Army), 20 September 2022.

Enclosure 2: Resources for the Fort Leonard Wood Community

Military Police: 911 (emergency); 573-596-6141 (non-emergency)

On-Call Chaplain: 573-563-6126

Fort Leonard Wood SHARP Hotline: 573-855-1327

Fort Leonard Wood Legal Assistance/ Special Victims' Counsel: 573-596-0629

Behavioral Health Clinics: 573-596-0522 (main clinic)/ 573-596-0447 (inpatient)

Family Advocacy Program: 253-389-8469

Army Substance Abuse Program: 573-596-0522

Suicide Prevention: 800-273-8255, then press 1

National Suicide Prevention Hotline: 1-800-273-8255

Military Equal Opportunity: 573-596-2610/ 573-596-0601

Equal Employment Opportunity: 573-596-0602

Religious Support Office: 573-596-2127

Fort Leonard Wood Inspector General: 573-596-0487

DoD OIG: 800-424-9098 (toll-free), or file a complaint online at dodig.mil

Military OneSource: 1-800-342-9647

Rape, Abuse, & Incest National Network (RAINN): 1-800-656-HOPE (4673)

Red Cross After Hours: 1-877-272-7337