



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY RESERVE COMMAND
4710 KNOX STREET
FORT BRAGG, NC 28310-5010

AFRC-CG

SEP 25 2020

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commanding General Policy #20-10: Sexual Harassment/Assault Response and Prevention (SHARP)

1. References:

- a. Army Regulation (AR) 600-20, Army Command Policy, 24 July 2020.
- b. AR 195-2, Criminal Investigation Activities, 21 August 2020.
- c. Army Directive 2018-23, Improving Essential Program: Sexual Harassment/Assault Response and Prevention, Equal Opportunity, Suicide Prevention, Alcohol and Drug Abuse Prevention, and Resilience, 8 November 2018.
- d. DoDI 6495.02, Sexual Assault Prevention and Response (SAPR) Program Procedures, March 28, 2013, Incorporating Change 3, May 24, 2017.

2. I fully support the Army Reserve commitment to eliminate sexual harassment and sexual assault. The Army does not tolerate or condone sexual harassment, sexual assault, or associated retaliatory behaviors. Sexual harassment involves unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments or gestures of a sexual nature. Sexual assault refers to intentional sexual contact characterized by the use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent. Sexual assault is a criminal offense punishable under the Uniform Code of Military Justice (UCMJ) and federal and local civilian laws; sexual harassment, sexual assault, and retaliatory behavior are incompatible with Army Values.

3. We must maintain an environment free from the fear of reprisal. Reprisal refers to 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, Family member, or Department of the Army Civilian (DAC) for making or preparing a formal Military Equal Opportunity, Sexual Harassment, or Sexual Assault complaint; for engaging in activity in opposition to perceived discrimination; or against an alleged subject under investigation. Commanders will establish and implement a reprisal plan to protect complainants, any named witnesses, and subjects from reprisal.

ENCLOSURE 11

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4. When a sexual assault occurs, Commanders will immediately ensure the victim's safety and well-being. As soon as the victim is safe, medical treatment initiated, and the sexual assault response coordinator (SARC) notified, Commanders will immediately contact the Criminal Investigation Division (CID) and report the sexual assault in accordance with (IAW) AR 195-2 and AR 600-20.

5. Process sexual harassment complaints IAW AR 600-20. Soldiers, Cadets, and Family members aged 18 and over may file a sexual harassment complaint consistent with AR 600-20. DACs, former employees, applicants for employment, and some contract employees may file their sexual harassment complaints using the Equal Employment Opportunity (EEO) complaint process.

6. Victims' Rights include but are not limited to: the right to be treated with fairness and respect for dignity and privacy; the right to be reasonably protected from the accused offender; and the right to reasonable, accurate, and timely notice of public preliminary hearing. Refer to AR 600-20 for the full list of Victims' Rights.

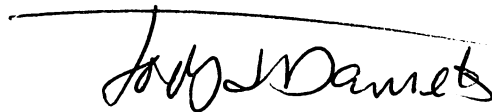
7. We must eliminate sexual harassment and sexual assault from within our organization. Army leaders are the critical factor in creating, maintaining, and enforcing an environment of dignity and respect. Commanders have the responsibility to make this expectation a reality. I expect Commanders to support these efforts by taking the following steps:

- a. Execute Commander responsibilities outlined in AR 600-200, paragraph 7-5.
- b. Create a climate that minimizes sexual harassment and sexual assault. If these should occur, ensure due process according to Army policy for victims and subjects.
- c. Create a climate that encourages victims to report incidents of sexual harassment and sexual assault without fear.
- d. Report all incidents of sexual assault to CID IAW AR 600-20 and any superseding Army guidance.
- e. Ensure sensitive and comprehensive treatment to restore victims' health and well-being.
- f. Ensure leaders understand their roles and responsibilities regarding response to sexual assault victims, thoroughly investigate allegations of sexual assault, and take appropriate administrative and disciplinary action.

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- g. Conduct sexual harassment and sexual assault prevention training and awareness programs to educate Soldiers.
 - h. Conduct monthly Sexual Assault Review Boards.
 - i. Include the SHARP Program as part of the inspection program and conduct periodic evaluations of SHARP Program compliance IAW AR 600-20.
 - j. The first GO/SES in the chain of command should sign SHARP Program Manager, SARCs, and Training Instructor appointment memorandums; Brigade Commanders (O-6) should sign Victim Advocate (VA) or Victim Representative (VR) appointment memorandums. The appointment memorandum acknowledges the SHARP professional has a current D-SAACP certification, cleared background screening, and authorization to provide victim advocacy services.
 - k. Ensure subordinate units publish command policy for SHARP IAW AR 600-20.
 - l. Post SHARP policy memorandums and a list of victim service resources on unit bulletin boards.
8. The point of contact for this action is MAJ Malika Rodriguez, USARC G1 Services and Support Division, at 910-570-9305 or malika.t.rodriguez.mil@mail.mil.



JODY J. DANIELS
Lieutenant General, U.S. Army
Commanding

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