



# SHARP

SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION

# ARMY SHARP FOCUS



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## SHARP ACADEMY DIRECTOR'S HUDDLE



Col. Geoffrey Catlett, Director, SHARP Academy  
Photo Credit: Cherisse Wells

Greetings from the U.S. Army Sexual Harassment/Assault Response and Prevention (SHARP) Academy at Fort Leavenworth, Kansas. This is the first iteration of what will become our monthly effort to keep the field informed as to what we are doing at the SHARP Academy. After this Special Edition, we will continue to contribute Academy news to future issues of the SHARP Focus Newsletter.

Founded on Oct. 1, 2014, the SHARP Academy is an exciting and innovative institution dedicated to supporting the SHARP Program mission of reducing, with an aim toward eliminating, sexual offenses in the Army.

The SHARP Academy supports this mission by educating Sexual Assault Response Coordinators (SARCs), Victim Advocates (VAs),

SHARP Trainers and Program Managers (PMs) through a series of challenging resident courses. However, as you will see on these pages, our mission set is far more extensive. The SHARP Academy functions as a leader in the Army's efforts to build a culture of dignity and respect based on our Army Values.

At the SHARP Academy, we believe a lasting solution to sexual violence in the Army must be based on building trust between an institution and its members, and fostering a change in culture that is grounded in mutual respect. Open and honest dialog is essential to achieving this goal. We encourage each and every one of you to reach out to us with ideas, suggestions, and best practices for our SHARP Program.

Because this is our introductory effort, I have asked the team to provide some real detail as to what our various missions are at the SHARP Academy. In the future, we will focus on our efforts to foster innovation and culture change. Together, we can create an Army in which every one, whether Soldier, Civilian, or Family Member, can live and serve in safety and honor.

"You can have everything in life you want, if you will just help enough other people get what they want."

— Zig Ziglar

# ACADEMIC OPERATIONS HUDDLE



Photo Credit: U.S. Army SHARP Academy Photo

The Academic Operations section focuses on modeling and educating those Soldiers and Civilians who will be responsible for victims of sexual violence. This is accomplished in several different ways.

Currently, the SHARP Academy offers a resident SARC/VA Career Course and a resident Trainer Course.

The SHARP SARC/VA Career Course is a seven-week comprehensive study of the following: history of victims' rights advocacy and assistance, civilian and military law, Army strategy, foundation for a culture of prevention, effective communications, sexual harassment intervention techniques, complainants, sexual harassment complaint processing, dynamics of victimology, investigative and legal processes of sexual assault, healthcare management, sexual assault victim processing, resiliency, response to victims of sexual assault, sexual assault reporting, managing sexual assault cases, facilitating a Sexual Assault Review Board, performing outreach functions, developing prevention action plans, and processing sexual harassment complaints and sexual assault reports.

The five-week Trainer Course requires completion of the seven-week SARC/VA Career Course before attending. This train-the-trainer course includes: a two-week Foundation Instructor Facilitator Course

(FIFC) and three weeks involving a thorough study of SHARP course material for future training to include mastery and proficiency of all SHARP-related material, course management, knowledge of training requirements, management of Army Training Requirements and Resources System (ATRRS), and evaluations/assessments. Upon completion, students expertly demonstrate knowledge and proficiency in facilitating SHARP material. Additionally, they facilitate learning activities, administer tests, evaluate capstone exercises, maintain training facilities, manage students, establish remedial training procedures, maintain student records, evaluate course material, and coordinate with Commands to schedule classes.

A SHARP PM Course is currently under development and a pilot course is expected to be held in 3rd Qtr FY 17.

In addition to facilitated discussions, guest speakers are brought in to discuss a variety of topics with Academy students. The guest speakers are subject matter experts in topics such as retaliation, male-on-male assault, Army and SHARP ethics, legal processes, law enforcement and investigative processes, and the history of culture in the Army. Guest speakers include Major General (Ret.) Robert Shadley and representatives from the Army SHARP Program Office, Office of Congressional Legislative Liaison, Inspector General, Equal Opportunity, Chaplain Services, Army Substance Abuse Program, Public Affairs Office, Ethics, Office of the Judge Advocate General, Shawnee Mission Medical Center, Medical Command, National Guard Bureau, Criminal Investigative Division, and Master Resiliency Training.

If you have any recommendations for enhancing SHARP Academic Operations, please contact Mr. Gregg Buehler, Chief of Academic Operations at 913-684-7845 or email [gregg.e.buehler.civ@mail.mil](mailto:gregg.e.buehler.civ@mail.mil).

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# OPERATIONS HUDDLE



Photo Credit: U.S. Army SHARP Academy Photo

As with any organization, the Operations section wears many hats. One of those very important hats is that of outreach for the Academy.

The SHARP Academy conducts quarterly professional forums with military, civilian, and academic subject matter experts. Presenters have included Dr. Wendy Patrick, San Diego County Deputy District Attorney, and Major General (Ret.) Robert Shadley, former Aberdeen Proving Ground commanding general, and author of "The GAME: Unraveling a Military Sex Scandal." The SHARP Academy recently partnered with the Cadet Command and local universities to host a forum that was focused on "Achieving Cultural Change." Future forums will center on "The Survivor" and "Victims in the Civilian Criminal Justice System."

The SHARP Academy is working to build and foster strong partnerships with sister services (Coast Guard, Navy, Air Force), universities, local advocacy groups, law enforcement, medical professionals, and fellow SHARP Professionals. The SHARP Academy has reached out to 38 local universities and has hosted representatives in an effort to

foster the sharing of information and best practices. The SHARP Academy Director addressed the Kansas Board of Regents, consisting of presidents from more than 40 universities and community colleges in an effort to collaborate and continue the dialogue on the topic of sexual violence.

The SHARP Academy actively seeks out opportunities to attend and present at local and national conferences, both military and civilian. The SHARP Academy partnered with the Army Research Lab and University of Southern California to present at the National Organization for Victim Assistance (NOVA) Conference, introducing the emerging technology of the Emergent Leader Immersive Training Environment (ELITE) Command Team Trainer. The SHARP Academy continues to support this initiative to ensure command teams have the requisite knowledge, skills, confidence, and abilities to successfully execute the Army SHARP Program within Army organizations.

Students participate in several outreach opportunities while attending the SHARP Academy. Past classes have set up information booths in the local community to promote sexual assault awareness, volunteered at the local Mission, run donation drives for the Alliance against Family Violence, and Volunteered at the Kansas City Ronald McDonald House.

If you have any recommendations for improving and enhancing SHARP Academy outreach, please contact Mrs. Therese Carmack, Chief of Operations at 913-684-8137 or email [therese.a.carmack.civ@mail.mil](mailto:therese.a.carmack.civ@mail.mil).

## ACADEMY CALENDAR

### FY16 COURSE SCHEDULE

**APRIL 4 - MAY 20**  
CL07 Career Course

**APRIL 11 - MAY 27**  
CL08 Career Course

**MAY 9 - JUNE 24**  
CL09 Career Course

**JULY 11 - AUG 26**  
CL10 Career Course

**JULY 18 - SEPT 2**  
CL11 Career Course

**AUG 29 - SEPT 30**  
CL01 Trainer Course



# LEADER DEVELOPMENT HUDDLE

On Oct. 1, 2015, the SHARP Academy assumed responsibility for creating, revising, and validating all SHARP training products across the entire Army. With this increased responsibility, the SHARP Academy conducted a detailed analysis on the complexities of this mission and developed a plan to reconfigure its limited personnel. After multiple organizational diagrams and personnel moves, the Leader Development, Education and Training (LDE&T) Branch was created.

The role of the LDE&T Branch is to develop, validate, and integrate SHARP education and training strategies and resources across the Army. The purpose is to enhance Soldier, leader, and DA Civilian character development that promotes a culture of dignity and respect in the Army.

The first task given to the LDE&T Branch was to determine what SHARP training was occurring across the Army Enterprise. After collecting and organizing this data, it was evident that SHARP training could be categorized into three domains: Institutional,



Photo Credit: U.S. Army SHARP Academy Photo

Operational, and Self-Development. The Institutional portfolio consists of 21 different SHARP lesson plans across every cohort and level of professional military education (PME) and functional courses. In addition to all levels of noncommissioned officer, warrant officer, officer, and civilian PME, this includes Reserve Officer Training Corps programs, Officer Candidate School, the United States Military Academy, Recruiting and Retention Course, Drill Sergeant Course, and Enlisted Initial Military Training.

The Operational portfolio contains the Army's annual SHARP training for all Soldiers and DA Civilians, pre- and post-deployment training, the Company Commander/First Sergeant Course, and the newly developed Command Team Trainer (virtual trainer).

The Self-Development portfolio consists of the SARC/VA Recertification Course, General Officer Orientation, and multiple distributed learning products.

In addition to overseeing SHARP training development, the LDE&T Branch is also responsible for submitting and updating all Training Requirements Analysis System (TRAS) documents and maintaining SHARP training products in the Army's automated Training Development Capability (TDC) system and the Central Army Registry.

Future initiatives include developing the SHARP Academy's Leader Development Educational and Training Strategy, conducting a Critical Task Site Selection Board (CTSSB) for our resident courses, and development of the SHARP Program Managers Course.

If you have any recommendations for improving and enhancing SHARP education or training, please contact LTC Jeffrey Bevington, Chief of LDE&T, at 913-684-5661 or email [jeffrey.p.bevington.mil@mail.mil](mailto:jeffrey.p.bevington.mil@mail.mil).

## ACADEMY HIGHLIGHTS

- The SHARP Academy is continuing to work with the Combined Arms Center Knowledge Management Team to refine the SHARP Academy milSuite Website. The refinements to the milSuite site will provide reach back for former students and all SHARP Professionals in the field. The SHARP Academy milSuite site will provide a repository of best practices in training, Sexual Assault Awareness and Prevention Month events, and outreach ideas. We will also post updates on policy and regulations, lifelong learning/professional development recommendations, and appropriate media clips. Visit our milSuite site at <https://www.milsuite.mil/book/groups/united-states-army-sharp-academy>.
- On Mar. 24, the Acting Secretary of the Army, Honorable Patrick Murphy, conducted a visit to the SHARP Academy. During the visit, he made a public service announcement (PSA) to kick off Sexual Assault Awareness and Prevention Month (SAAPM), which was observed during April. View the PSA at <https://www.youtube.com/watch?v=a8Y2EFgd7zU>.