



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
2405 GUN SHED ROAD
FORT SAM HOUSTON, TEXAS 78234-1223

IMCG

DEC 10 2018

MEMORANDUM FOR ALL US ARMY IMCOM PERSONNEL

SUBJECT: Command Policy #23 — Sexual Harassment/Assault Response and Prevention (SHARP)

1. References:

a. DoDI 6495.02, Sexual Assault Prevention and Response (SAPR) Program Procedures, March 28, 2013, Encl 5 [Incorporating Change 3, May 24 2017].

b. AR 600-20, Army Command Policy, Chapter 8, 6 November 2014.

c. Sections, 581-58, National Defense Authorization Act for Fiscal Year 2012.

2. Sexual harassment and sexual assault are unacceptable and contradict the values of the Army and our organization. I am fully committed to the IMCOM SHARP Program, and ensuring a safe living and working environment for our entire IMCOM team (Soldiers, Civilian employees, and Family members). Ultimately, we must ensure our IMCOM team understands we will not tolerate, condone, or ignore incidents of sexual harassment or sexual assault or associated retaliatory behaviors. Sexual harassment and sexual assault destroy teamwork and negatively affect combat readiness and are punishable under UCMJ and federal and civilian laws. We must treat everyone with dignity and respect; consider all allegations of inappropriate behavior with the utmost seriousness, protect the privacy of victims, motivate bystanders to intervene, and hold offenders accountable. Sexual assault, sexual harassment, and retaliation for reporting such incidents is unacceptable and will not be allowed.

3. Preventing sexual harassment and sexual assault is everyone's responsibility. An employee who believes he or she has been subjected to sexual harassment or sexual assault should report incidents to the appropriate management official and Sexual Harassment/Assault Response and Prevention (SHARP) office. We expect leaders to swiftly address allegations of sexual harassment, sexual assault and retaliation.

4. A civilian employee who has been sexually assaulted should report the abuser to law enforcement, the Equal Employment Opportunity office if there is a connection to the workplace, or ask the SHARP office for a referral to civilian resource. Children under the age of 18 should report to the Family Advocacy Program and they do not have restricted reporting options. A Soldier and active duty eligible Family Members over the age of 18 who have been sexually assaulted have two distinct reporting options:

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a. Restricted reporting. Restricted reporting allows a Soldier and active duty eligible Family Members who are sexual assault victims, on a confidential basis, to disclose the details of their assault to specifically identified individuals and receive medical treatment and counseling, without triggering the official investigative process. Soldiers and active duty eligible Family Members who are sexually assaulted and desire restricted reporting should report the assault to their Sexual Assault Response Coordinator (SARC), Victim Advocate (VA) or a healthcare provider.

b. Unrestricted reporting. Unrestricted reporting allows a Soldier and active duty eligible Family Members who are sexually assaulted and desire medical treatment, counseling, and an official investigation of his/her allegation to use current reporting channels (the chain of command or law enforcement), or he/she may report the incident to the SARC or the on-call VA.

5. This command will treat all victims of sexual assault and sexual harassment with dignity, fairness, and respect. We will treat every reported sexual assault, sexual harassment, and retaliation incident seriously and follow the guidelines listed below:

a. Hold offenders accountable, provide compassionate care for victims and protect the rights and privacy of survivors. Thoroughly and professionally investigate allegations of sexual assault, sexual harassment, and retaliation.

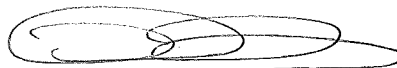
b. Create a culture of trust in which everyone can thrive and achieve their full potential.

c. Hold everyone accountable for their behavior, actions and inaction. I strongly encourage bystander intervention to support our culture of trust.

6. The command will not tolerate retaliation against an individual who reports a protected SHARP-related communication. If you see something, say something.

7. IMCOM Leaders are responsible and accountable for stopping sexual assault and sexual harassment in our ranks and for maintaining the trust of our Soldiers, Civilians and Families. Every IMCOM employee must have the personal courage to intervene, act decisively to protect their coworkers and be a force in the fight to eradicate sexual assault and sexual harassment. If you need immediate assistance, call the Department of Defense Safe Helpline at 877-995-5247.

8. This policy is effective until superseded or rescinded.



BRADLEY A. BECKER
Lieutenant General, USA
Commanding