



DEPARTMENT OF THE ARMY
HEADQUARTERS, 3rd INFANTRY DIVISION AND FORT STEWART
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FORT STEWART, GEORGIA 31314-5048



AFZP-CSG

SEP 20 2011

COMMAND POLICY LETTER NO. 4

Sexual Harassment-Assault Response and Prevention (SHARP) Program

1. REFERENCE: AR 600-20, Army Command Policy, 18 March 2008 (RAR 27 April 2010).
2. APPLICABILITY: This policy applies to all 3rd Infantry Division units and personnel, tenant units, and personnel living and working at Fort Stewart, Hunter Army Airfield and Kelley Hill, Fort Benning. This policy applies both on and off-post, as well as on and off-duty.
3. SEXUAL HARASSMENT PREVENTION POLICY:
 - a. Sexual harassment is a form of gender discrimination that involves unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature between the same or opposite genders. The term unwelcome is determined by the recipient, and not the offender. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a Soldier or civilian employee is engaging in sexual harassment. Everyone is responsible in ensuring such behaviors are corrected and reported to appropriate agencies.
 - b. I am fully committed to ensuring that Soldiers, Family Members and Army Civilians live and work in an environment free of sexual harassment. Commanders and leaders at all levels will be committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity. Sexual harassment is unacceptable and will not be tolerated as it destroys teamwork and negatively affects unit readiness. The prevention of sexual harassment is everyone's responsibility. Every Soldier, Family Member and Army Civilian is responsible for treating one another with dignity and respect.
 - c. Commanders and leaders at every level will set the example and create an environment conducive to good order and discipline. I expect all Commanders to take responsibility for both prevention and appropriate corrective action in eliminating sexual harassment. Commanders must take allegations of sexual harassment seriously and investigate them promptly. Commanders will ensure Prevention of Sexual Harassment (POSH) training is conducted in accordance with Chapter 7, para. 7-8, AR 600-20. Soldiers, Family Members and Army Civilians have the right to make a complaint without fear of intimidation, reprisal, or harassment. Individuals who believe that they have been subjected to sexual harassment should report the matter to their chain of command, EO program manager, EO Advisor, or the IG in accordance with Chapter 7 and Appendix D, AR 600-20, Army Command Policy.

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SUBJECT: Sexual Harassment-Assault Response and Prevention (SHARP) Program

5. SEXUAL ASSAULT PREVENTION POLICY:

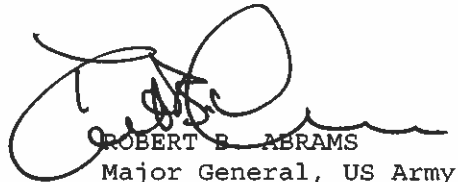
a. Sexual assault is a criminal offense that has no place in the Army. It degrades mission readiness by devastating the Army's ability to work effectively as a team. Every Soldier who is aware of a sexual assault will report the incident within 24 hours. Sexual assault is incompatible with Army values and is punishable under the Uniform Code of Military Justice (UCMJ) and other Federal and local civilian laws.

b. Commanders will use training, education, and awareness to minimize sexual assault. Commanders will also provide confidential avenues for reporting sexual assault, promote the sensitive handling of victims of sexual assault, and offer victim assistance and counseling. Further, Commanders will hold those who commit sexual assault offenses accountable in order to reinforce Army values.

c. Commanders will immediately establish a Sexual Assault Prevention and Response Program and will treat every reported sexual assault incident seriously by following proper guidelines. Commanders at all levels will ensure that all victims of sexual assault are treated with dignity, fairness, and respect.

d. It is the right of the victims of Sexual Assault to choose either the restricted and unrestricted reporting option as outlined in Chapter 8, para. 8-4, AR 600-20, Army Command Policy. Commanders will support the decision of the victim and adhere to the strict confidentiality of restricted reporting.

6. PROPONENT: The proponent for this policy letter is the Division Equal Opportunity Office, 767-7771/9286.


ROBERT B. ABRAMS
Major General, US Army
Commanding

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