



25 May 2021

United States Army Reserve

Army Reserve Soldiers, Civilians, and Families:

Today, the Army released the findings from an investigation into the handling of sexual harassment and assault claims by the 416th Theater Engineer Command (TEC) Headquarters and units.

Based on the investigation's findings, the Army Reserve took adverse action against 12 Soldiers by issuing seven General Officer Memorandums of Reprimand and five adverse counseling statements. Additional actions are pending to address findings involving three Civilian employees.

I was disheartened to learn the investigation revealed numerous shortfalls and found various individuals and units improperly handled reports of sexual harassment and assault. The 416th TEC Headquarters experienced challenges in resourcing and properly complying with SHARP Program regulatory requirements for several years. Staffing shortages and failures in annual training for SHARP Program personnel contributed to an environment incongruent with our Army values. All members and families of the Army Reserve deserve better.

In response to the investigation's recommendations, I directed the Army Reserve's SHARP Program to immediately address critical concerns in staffing shortages, training challenges, and educating commanders to take swift and appropriate actions to address every report of sexual harassment and assault within our ranks.

My focus on a People First culture requires unit cohesion built on a foundation of trust – trust that our leaders will always take care of their Soldiers, Civilians, and Families. Sexual harassment and assault destroys this foundation and undermines our ability to serve the Nation. We must ensure every member of the Army Reserve team is valued and treated with dignity and respect at all times.

I am committed to eradicating these destructive actions from our ranks. I need each and every one of you to support our SHARP Program and your fellow Army Reserve teammates. As we work together and move forward in a unified effort, we will protect this organization's greatest asset – our People.

Ready Now! Shaping Tomorrow...

A handwritten signature in black ink that reads 'Jody J. Daniels'. The signature is written in a cursive, slightly stylized font.

Jody J. Daniels
Lieutenant General, U.S. Army
Chief of Army Reserve/Commanding
General, U.S. Army Reserve Command