



REPLY TO
ATTENTION OF

AFRC-RTC-ND

DEPARTMENT OF THE ARMY
UNITED STATES ARMY NONCOMMISSIONED OFFICER ACADEMY FORT DIX
5518 MEMPHIS AVENUE
JOINT BASE MCGUIRE-DIX-LAKEHURST, NJ 08640-7226

14 May 2015

MEMORANDUM FOR NCO Academy Personnel

SUBJECT: Policy Letter 2 Sexual Harassment/ Assault Response and Prevention (SHARP) Program

1. Reference AR 600-20, Army Command Policy, dtd 6 November 2014.
2. Sexual Assault is incompatible with Army Values and is unacceptable in the Army. It degrades mission readiness by devastating the Army's ability to work effectively as a team. I am fully committed to the Army's sexual Harassment/ Assault Prevention and Response (SHARP) Program. I expect all Soldiers to take personal responsibility in preventing sexual assault.
3. Sexual assault is defined as intentional sexual contact, characterized by the use of force, physical threat or abuse of authority or when the victim does not or cannot consent. Sexual assault includes, rape, nonconsensual sodomy (oral or anal sex), indecent assault (unwanted, inappropriate sexual contact or fondling), or attempts to commit these acts. Sexual assault is punishable under the Uniform Code of Military Justice (UCMJ) and other Federal and local civilian laws.
4. Sexual harassment is defined as a form of sex discrimination that involves unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature:
 - a. When submission is made explicitly or implicitly as a term or condition to a person's job, pay, or career.
 - b. When submission to or rejection of is used as a basis for career or employment decisions.
 - c. When conduct has the purpose or effect of unreasonably interfering with an individual's work performance, creates an intimidating, hostile, or offensive working environment.
4. Sexual harassment and sexual assault undermine unity, threaten mission accomplishment, and will not be tolerated. All leaders will ensure the victim's right to be treated with care, compassion, and courtesy, with respect for their privacy, and will avoid instances of secondary victimization during medical treatment, investigation, and legal adjudication.

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5. Soldiers who are victims of sexual assault have two reporting options from which to choose. These options are unrestricted and restricted reporting.

a. Restricted Reporting allows the victim to receive medical, counseling and advocacy support services without triggering an official investigation or notification to the chain of command. Using this option restricts the report to the Area Sexual Assault Response Coordinator (SARC), health Care provider (HCP), Chaplain, or Unit Victim Advocate (UVA). This reporting option can be moved to unrestricted by the victim.

b. Unrestricted Reporting allows a victim of sexual assault the same services as restricted reporting, but allows for a full investigation. An unrestricted report requires official reporting through law enforcement and chain-of-command channels, which provides the opportunity for criminal prosecution of the offender. Details of the incident will be released only to those personnel who have a legitimate need to know. If this reporting option is used, it cannot be reversed to Restricted Reporting.

6. In addition to creating an environment that encourages reporting, I want to make clear that every Soldier has a duty to intervene in preventing sexual harassment and assault.

7. Point of contact is the NCO Academy SHARP team at 609-694-9621, the SHARP Hotline at 877-995-5249, or the undersigned.

KIMBERLY K. KEMPER
CSM, USA
Commandant