



*** NEW PILOT PROGRAM ***

SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION



FUSION DIRECTORATE - FAQ

Q1: Why is the Army Reserve changing their SHARP Program?

A1: Maintaining an environment free of sexual harassment and assault is crucial at every level, and requires the support and participation of each of us – which is why the U.S. Army Reserve continues to take aggressive steps to improve our Sexual Harassment/Assault Response and Prevention (SHARP) Program. Based on the People First Task Force's (PFTF's) analysis, the current program needs major structural changes. The Army Reserve is developing options for redesigning the SHARP Program to both improve survivor support and focus on prevention. The Fusion Directorate pilot program is one part of that effort. The Army Reserve continues to make policy changes to help ensure that Soldiers feel comfortable raising allegations of sexual harassment or sexual assault, that a Soldier's report of sexual assault or sexual harassment is always met with a timely and effective response, that Soldiers quickly receive the care and protection they need, and are treated with dignity and respect throughout the process.

Q2: What is the difference between the FD and the current SHARP Program?

A2: The Fusion Directorate model aims to increase accountability, transparency and efficiency by coordinating victim care providers, law enforcement investigators and criminal prosecutors from a single directorate. By coordinating these services, it will be easier for survivors to navigate what can be a complex process from making a report through case resolution and long-term recovery. The Fusion Directorate and its assigned staff will operate outside of a victim's immediate chain of command, offering an additional mechanism for reporting sexual assault or sexual harassment incidents. **What is NOT changing is that the Army Reserve continues to pride itself in putting people first; people are the Army's greatest strength and most valuable asset.**

Q3: Why and how was the 99th Readiness Division selected to lead the Army Reserve's Fusion Directorate pilot program?

A3: The selection process considered the findings from RAND's analysis of sexual-assault and sexual-harassment risk across all Army components, as well as resources readily available to support a virtual pilot. All Soldiers assigned to units located in the 99th RD's 13-state region will be covered by the FD pilot program, regardless of the Major Subordinate Command (MSC) to which they belong. Of course, they would never turn away a Soldier who needs their services. However, this pilot is primarily for the 99th RD.

Q4: When will the Fusion Directorate begin operations? How long does the pilot program last?

A4: Beginning July 1, 2022, the 99th RD will launch its one-year Fusion Directorate pilot program. Until then, support services to Soldiers and victims will continue under the current SHARP program structure.

Q5: Why should Soldiers choose this program over the current SHARP structure if both are available to them?

A5: The focus of the 99th RD's new Fusion Directorate is to improve upon the current SHARP Program by providing independent reporting through the 99th RD outside the victim's immediate chain-of-command, streamlined navigation through the SHARP process, and coordinated medical, legal, investigative and support services through a single directorate.

Q6: Will military commanders be removed from the process?

A6: The 99th RD commanding general will provide direct oversight of the FD, which will be led by an appointed director. The U.S. Army Reserve will fully implement and support Congressional amendments to the Uniform Code of Military Justice. The Fort Hood Independent Review Committee (FHIRC) previously made a number of recommendations that would impact chain of command and oversight of the SHARP program. The Fusion Directorate concept is designed so that it can be adjusted to comply with any future changes in federal law or Department of Defense policy.

Q7: Is there a physical location for the 99th RD's fusion directorate? If not, how does the Army Reserve plan to overcome the geographical challenges?

A7: This is a virtual pilot program. It does take a concerted effort by leaders and Soldiers to bridge gaps that geographical dispersal creates. However, one thing that we have all learned over the past year is that we can accomplish so much, and in an efficient manner, when we leverage technology. Maximizing technology is key to the success of the 99th RD's virtual Fusion Directorate.

Q8: Following the pilot, when will permanent USAR-wide changes go into effect?

A8: The People First Task Force is working with Army organizations, including the Assistant Secretary of the Army for Manpower and Reserve Affairs, to develop pilot metrics. The 99th RD FD director will use these metrics and procedures to report monthly progress to the PFTF throughout the duration of the pilot. Measurements and assessments will be conducted to determine trends, impacts, lessons learned, and best practices. Senior leaders will use the results of this pilot program in order to make informed decisions on if and how the program should be expanded Army Reserve wide.

Q9: Will there be any new or specialized training requirements for Soldiers and/or Fusion Directorate professionals?

A9: Army Reserve Soldiers will continue to receive the current SHARP training that covers applicable terms, policies and reporting options. The Army SHARP Academy and PFTF are working on conducting modified workshops primarily for FD directors to ensure that there is a universal understanding of their roles and responsibilities

Q10: What is the structure of the Fusion Directorate?

A10: The intent of the FD pilot program is to have, at a minimum, a full-time FD Director, a full-time Deputy Director/lead Sexual Assault Response Coordinator, a full-time Victim Advocate, a Criminal Investigative Division liaison official as-needed, legal professionals (as-needed), a medical liaison official (as-needed), Chaplain (as-needed), psychological health program liaison (as-needed), and Special Victims Council (as-needed).