PREVENTION

A TEAM EFFORT THAT STARTS WITH YOU!
Everyone plays an important role in prevention at every level within our units, organizations, and communities.

POST/COMMUNITY

ORGANIZATIONAL PARTNERSHIPS

SAFETY AND SECURITY

SUPPORT AND SERVICES

UNIT/ORGANIZATION

POSITIVE COMMAND CLIMATE

COHESIVE TEAMS

STRONG COMMAND SPONSORSHIP

PEERS, FAMILY, AND FRIENDS

BATTLE BUDDY

ENFORCE ARMY VALUES

MUTUAL SUPPORT

TREAT ALL WITH DIGNITY AND RESPECT

INDIVIDUAL

LIVE ARMY VALUES

INTERVENE

CIVILIAN CREED

Be a change agent by living the Army Values, intervening early and often, and embodying the military and Civilian Creeds.

SEXUAL HARASSMENT AND SEXUAL ASSAULT CONTINUUM AND IMPACTS ON READINESS

Sexual harassment and sexual assault reduces a unit’s overall mission readiness by destroying trust, teams, and unit cohesion.

PROFESSIONAL WORK ENVIRONMENT

Engaged Leadership
Army Values
Good Order and Discipline
Dignity and Respect
Ethical Standards
Accountability
Safe Environment
Warrior Ethos
Civilian Creed

EARLY WARNING SIGNS

Excessive Flirting
Toxic Atmosphere
Inappropriate Jokes or Comments
Disparaging Comments on Social Media
Inappropriate Work Relationships

SEXUAL HARASSMENT

Sending Unsolicited Naked Pictures
Indecent Recording or Broadcasting
Nonconsensual Kissing or Touching
Indecent Exposure
Indecent Viewing
Bullying or Haz ing
Retaliation
Stalking

SEXUAL ASSAULT

Cat Calls
Sexual Innuendos
Cornering or Blocking
Sexually Oriented Cadence
Unsolicited Sexually Explicit Texts or Emails

Leader engagements and intervention opportunities occur throughout the continuum. Report incidents of sexual harassment or sexual assault to a Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA).

REFERENCE CARD

Approved for Public Release
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US Army

Sexual Harassment/Assault Response & Prevention

SHARP

RELATIONSHIPS

HEALTHY INDICATORS

Comfortable pace
Trust
Honesty
Independence
Respect
Equality
Kindness
Taking responsibility
Healthy conflict
Fun

UNHEALTHY INDICATORS

Intensity
Possessiveness
Manipulation
Isolation
Sabotage
Belittling
Guilt ing
Volatility
Deflecting responsibility
Betrayal

Bystander Intervention Process

WHAT IF IT WAS YOUR FAMILY MEMBER OR FRIEND?

1. NOTICE THE EVENT.

2. INTERPRET THE EVENT AS A PROBLEM.

3. ACCEPT PERSONAL RESPONSIBILITY TO DO SOMETHING.

4. DECIDE HOW TO INTERVENE USING THE 3DS:

   DIRECT:
   Address the perpetrator; remove people from the situation.

   DISTRACT:
   Change the subject; ask someone to do something; mention that someone is coming.

   DELEGATE:
   Arrange for someone to intervene or take people out of the situation.

5. TAKE ACTION!
**SEXUAL HARASSMENT**
Unwelcomed sexual advances, requests for sexual favors, verbal comments, and physical conduct of a sexual nature where submission or rejection of them can impact or interfere with someone’s job, pay, or career. Guidelines apply 24/7, on or off-installation.

**TWO TYPES**
- **QUIP PRO QUO**: Conditions placed on a person’s career or terms of employment in return for sexual favors.
- **HOSTILE ENVIRONMENT**: When personnel are subjected to offensive, unwanted, and unsolicited comments or behaviors of a sexual nature.

**THREE CATEGORIES**
- **VERBAL**: Jokes, comments, whistling, or pet names.
- **NONVERBAL**: Staring, displays, messaging, or music.
- **PHYSICAL CONTACT**: Touching, cornering, or kissing.

**REPORTING OPTIONS**
- **ANONYMOUS**: Encourages reporting and keeps anonymity.
- **INFORMAL**: Direct approach, third-party, or chain of command.
- **FORMAL**: Equal opportunity (EO) compliant form filed within 60 days; commanders are notified.

**SEXUAL HARASSMENT** is punishable with the full range of administrative, non-judicial, and judicial actions.

**SEXUAL ASSAULT**
Intentional sexual contact characterized by the use of force, threats, intimidation, abuse of authority, or when the victim does not or cannot consent. Guidelines apply 24/7, on or off-installation.

**CONSENT**: A freely given agreement to the conduct at issue by a competent person.
- An expression or lack of consent through words or conduct means there is no consent.
- Lack of verbal or physical resistance or submission resulting from the use of force, threat of force, or placing another person in fear does not constitute consent.
- Current or previous dating, social or sexual relationships, or the manner of the person’s dress does not constitute consent.
- A sleeping, unconscious, or incompetent person cannot consent.
- All the surrounding circumstances should be considered in determining whether or not a person gave consent.

**SEXUAL ASSAULT** is a crime and punishable by both the Uniform Code of Military Justice (UCMJ) and civilian law.

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**ALCOHOL AND CONSENT FOR SEX**
- Sexual acts or contact with a person when you know, or reasonably should have known, that the person is incapable of consenting due to drug or intoxicant impairment is a crime.
- The UCMJ states that a person is incapable of consenting to sex when they cannot describe the nature of the conduct, are physically incapable of declining participation, or cannot communicate unwillingness to engage in the sexual conduct.
- There is no specified amount of alcohol that causes a person to be incapable of consenting under the law.
- It is incorrect to say that a person with a certain blood alcohol content level is incapable of consenting.
- It is incorrect to say that a person who has consumed any alcohol is incapable of consenting.
- Sexual assault reports that involve alcohol and the ability to consent will depend on the unique facts and circumstances of each case. There is no standard-defining rule.

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**RETAILATION**
Wrongfully taking or threatening to take adverse personnel action, or withholding or threatening to withhold favorable personnel action against a person who reports or plans to report an offense. Retaliation also includes the following:
- Acts of cruelty, oppression, or maltreatment.
- Excluding a person from social acceptance, privilege, or friendship (known as ostracism).

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**EXPEDITED TRANSFERS**
Sexual assault victims who file an unrestricted report can request expedited transfer or reassignment using Department of the Army (DA) Form 4187, Personnel Action, from their current unit to:
- Another unit on a different installation.
- Another unit on the same installation.
- Another company within the same battalion.
- Another battalion within the same brigade.
- Another brigade within the same division.

Commanders (battalion or above) have 72 hours to recommend approval or disapproval of the request.