



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT SILL
462 HAMILTON ROAD, SUITE 120
FORT SILL, OKLAHOMA 73503

IMSI-ZA

16 October 2020

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Prevention of Sexual Harassment and Sexual Assault and Treatment of Complainant and Victims, GC Policy Memorandum 20-19

1. References.

a. DOD Instruction 6495.02, Sexual Assault Prevention and Response (SAPR) Program Procedures, 28 March 2013 incorporating change 2, effective 7 July 2015.

b. AR 600-20, Army Command Policy, 24 July 2020.

c. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.

2. Policy. I am committed to the Army's policy of promoting the prevention of sexual harassment, sexual assault, and the appropriate treatment of victims. Sexual harassment and sexual assault are incompatible with the Army Values and will be not tolerated. My intention is to eliminate these acts through a comprehensive program of awareness and prevention, training and education, victim advocacy, accountability and support through the Sexual Harassment Assault Response Prevention (SHARP) Program. I expect full leadership involvement at all levels in implementing this policy.

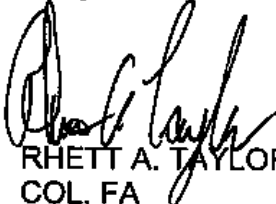
3. Sexual assault is a crime of intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority, or when the victim does not or cannot consent. Sexual harassment is a form of gender discrimination that involves unwelcomed sexual advances, requests for sexual favors and other verbal, non-physical conduct of a sexual nature between the same or opposite genders that interferes with an individual's work performance or creates a hostile or offensive work environment.

4. All personnel have the right to be treated with dignity and respect. Crime victims have the following additional rights: to be reasonably protected from the accused, to be notified of court proceedings, to be present at public court proceedings, to confer with the government attorney on the case, available restitution, and to information about the conviction, sentencing, imprisonment, and release of the offender. This list is not all-inclusive but outlines some of the rights of the victim interferes with an individual's work performance or creates a hostile or offensive work environment.

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5. An individual suspected or accused of a crime must have their rights read to them if being questioned. An individual suspected or accused of a crime has the right to consult with an attorney prior to questioning or to have an attorney present during questioning. This list is not exhaustive but includes some of the rights of an individual suspected or accused of a crime. I will hold offenders accountable as punishable under and determined by military and/or civilian legal systems.
6. Garrison leaders and employees are accountable for the climate they promote. If direct intervention is not a viable option to address unacceptable behavior, I expect an alternative solution such as consulting with SHARP, informing leadership, calling 911, getting assistance from a co-worker or several co-workers, or simply creating a distraction to stop the behavior. Doing nothing is not an acceptable option.
7. All Soldiers, Family Members and DA Civilians can receive assistance from the SHARP Program. Information and assistance provided will be specific to the eligibility of the individual seeking services. All individuals seeking assistance will be able to do so without fear of retaliation. To reach an advocate 24 hours a day, 7 days a week, please call the Fort Sill SHARP Hotline at 580-917-4277 or the DoD Safe Helpline at 1-877-995-5247.
8. For DA Civilians experiencing sexual harassment, specific procedures and courses of action are available through the Equal Employment Opportunity Office, which can be reached at 580-442-4024.
9. All Garrison Soldiers and DA Civilians will attend SHARP training in person by 30 June each fiscal year. New Soldiers and employees hired after 30 June and individuals with extenuating circumstances must complete training by 30 September.
10. The proponent for this policy is the Garrison SHARP office, 580-442-2567.
11. This GC policy memorandum supersedes GC Policy Memorandum 19-01, Subject: Prevention of Sexual Harassment and Sexual Assault and Treatment of Complainant and Victims, GC Policy Memo 19-01, 22 January 2019.


RHETT A. TAYLOR
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Commanding

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