ARMY’s Sexual Harassment/Assault Response and Prevention (SHARP)

Initial Entry Training
I. A.M. Strong Campaign

Army’s Vision: Eliminate sexual harassment and sexual assault by creating a culture where Soldiers believe that failure to prevent sexual violence is incompatible with Army Values, the Warrior Ethos, and the Soldier’s Creed.
SHARP Program:
Leading the Charge Against Sexual Harassment and Sexual Assault

- Sexual
- Harassment
- Assault
- Response &
- Prevention

SHARP Goal: Eradicate sexual harassment and sexual assault in our Army
I. A.M. Strong Campaign

**Intervene**

When I recognize a threat to my fellow Soldiers, I will have the personal courage to **Intervene** and prevent Sexual Assault. I will condemn acts of Sexual Harassment. I will not abide obscene gestures, language or behavior. I am a Warrior and a member of a team. I will **Intervene**.

**Act**

You are my brother, my sister, my fellow Soldier. It is my duty to stand up for you, no matter the time or place. I will take **Action**. I will do what’s right. I will prevent Sexual Harassment and Assault. I will not tolerate sexually offensive behavior. I will **Act**.

**Motivate**

We are American Soldiers, **Motivated** to keep our fellow Soldiers safe. It is our mission to prevent Sexual Harassment and Assault. We will denounce sexual misconduct. As Soldiers, we are all **Motivated** to take action. We are strongest...together.

**SHARP Program:** Leading the Charge Against Sexual Harassment and Sexual Assault
• No such thing as an “innocent bystander”

• Bystanders either
  - Deter or Support
  - Discourage or Encourage
  - Condemn or Enable
  - Speak up or Stay silent
  - Intervene or Ignore

• Soldiers must Intervene, Act, Motivate!
### Terminal Learning Objective

<table>
<thead>
<tr>
<th>Action</th>
<th>Communicate the Army’s Sexual Harassment and Assault Response and Prevention (SHARP) Program</th>
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<tbody>
<tr>
<td>Conditions</td>
<td>In a classroom environment with access to real-life scenarios and student handouts</td>
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<td>Standards</td>
<td>Upon completion of this lesson, Soldiers are able to communicate the Army’s Sexual Harassment/Assault Response and Prevention Program with 100% accuracy:</td>
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<tr>
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<td>A. Recognize behaviors associated with sexual harassment and sexual assault</td>
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<td>B. Define the Army’s policy on preventing sexual harassment</td>
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<td>C. Apply the Intervention Process to stop sexual harassment</td>
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<td>D. Define the Army’s policy on preventing sexual assault</td>
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<td>E. Apply the Army’s SHARP Program as it relates to Army Values, Warrior Ethos and Soldier’s Creed</td>
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Initial Entry Training TSP
Sex Signals

SHARP Program: Leading the Charge Against Sexual Harassment and Sexual Assault
Review of Sex Signals

• What are your thoughts on Sex Signals?

• At what point do you think an intervention could have happened?

• Based off what you saw, what do you think sexual harassment is?
Definition of Sexual Harassment

• A form of gender discrimination that involves unwelcome sexual advances, favors, and other verbal or physical conduct of a sexual nature when:
  – Submission or rejection is made a term or condition of a person’s job, pay, career
  – Submission or rejection is used as a basis for career or employment decisions
  – Conduct interferes with an individual’s work performance
  – Conduct creates an intimidating, hostile, or offensive work environment
“...Sexual harassment is unacceptable conduct and will not be tolerated. Army leadership at all levels will be committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity. Sexual harassment destroys teamwork and negatively affects combat readiness. The Army bases its success on mission accomplishment. Successful mission accomplishment can be achieved only in an environment free of sexual harassment for all personnel.”

AR 600-20, Paragraph 7-3
Types of Sexual Harassment

• Quid pro quo – “this for that” (Latin)
  – Conditions placed on a person’s career in return for sexual favors

• Hostile environment
  – Soldiers or civilians subjected to offensive, unwanted, and unsolicited comments or behaviors of a sexual nature and these behaviors interfere with work performance
Legal Sanctions

- Sexual Harassment is punishable under UCMJ
  - Article 15 (Non-judicial Punishment)
  - Courts-Martial

- Administrative Actions:
  - Counseling
  - Denial of privileges
  - Letter of reprimand
  - Recycle
  - Separation/Discharge
Sexual Harassment Behaviors

- **Verbal**
  - Jokes, sexually explicit profanity, describing physical appearance, terms of endearment

- **Nonverbal**
  - Staring, licking lips suggestively
  - Displaying sexually explicit pictures or screen savers
  - Sexually oriented e-mail, notes, printed material, etc.

- **Physical**
  - Cornering or blocking an individual
  - Forcing an individual to make physical contact with you
Sexual Harassment Indicators

1. Is the behavior sexual in nature?
2. Is the behavior unwelcome?
3. Have sexual favors been demanded, requested, or suggested?
4. Does the behavior create a hostile or offensive environment?
5. Would a reasonable person react the same way as you to this incident or behavior?
Process Toward Intervention

Notice the event
Interpret it as a problem
Feel responsible for solving it
Choose how to intervene
Build a culture to eliminate it
Intervention Techniques

- Direct Approach
- Indirect Approach
- Third Party Assistance
- Chain of Command
- File a Formal Complaint
Learning Check

- I AM Strong Vision?
- What is Sexual Harassment?
- What is the Army's Policy on Sexual Harassment?
Definition of Sexual Assault

- **Sexual assault** - intentional sexual contact, characterized by use of force, physical threat or abuse of authority or when the victim does not or cannot **consent**; sexual assault can occur without regard to gender, spousal relationship, or age.

- **Consent** - shall not be deemed or construed to mean the failure by the victim to offer physical resistance. Consent is not given when a offender uses force, threat of force, coercion, or when the victim is asleep, incapacitated, or unconscious.

AR 600-20, Paragraph 8-4
Sexual assault is a criminal offense that has no place in the Army. It degrades mission readiness by devastating the Army’s ability to work effectively as a team.....It is incompatible with the Army Values and is punishable under the Uniform Code of Military Justice (UCMJ) and other federal and local civilian laws... The Army will treat all victims of sexual assault with dignity, fairness, and respect.

AR 600-20, Paragraph 8-2

Applies 24/7 On and Off-Post
Sexual Assault Offenses

- UCMJ Article 120 sexual assault chargeable offenses include these separate charges:
  - Rape
  - Forcible Sodomy
  - Indecent Act
  - Aggravated sexual assault
  - Aggravated sexual contact
  - Abusive sexual contact
  - Wrongful sexual contact
- Article 80 covers "Attempts" to conduct these acts
Legal Sanctions

- Sexual Assault is punishable under UCMJ
- Depending upon the offense and the circumstances of the offense, maximum punishments include:
  - Total loss of all pay and allowances, reduction to E-1, and dishonorable discharge
  - Bad conduct discharge
  - Confinement for a period of years (for example 5 years)
  - Confinement for life with eligibility for parole
  - Confinement for life without eligibility for parole
  - Death
Reasons to Report Sexual Assault

- **Sexual Assault**
  - Is a crime that cannot and will not be tolerated
  - Is devastating and has a lasting impact on the victim
  - Degrades readiness
  - Affects the Army’s ability to work as a team
  - Has **NO** place in our Army or our Nation

- **The Army**
  - Is a values based organization
  - Takes care of Soldiers and their families
  - Treats all Soldiers with dignity and respect

- **Reporting is the RIGHT thing to do!**
Possible Effects of Not Reporting

- The offender may assault others
- Inability of authorities to conduct an investigation
- Inability of Army to provide medical care and counseling
- Improper care provided to the victim
- Inability to discipline offenders
- Degradation of unit morale and readiness
Report Sexual Assault Immediately

- **Witnesses**
  - Report to the chain of command or law enforcement agency

- **Victims**
  - Seek immediate assistance
  - Report the offense (two options)
Restricted Reporting

- Allows victim to disclose the details of the assault to specifically identified individuals and receive medical treatment and counseling, without initiating an official investigation.

- Report confidentially to:
  - SARC/SHARP Specialist (Brigade and higher)
  - UVA/SHARP Specialist (Battalion and below)
  - Healthcare Provider
  - Chaplain*  

Communication with Chaplains is confidential, but it does not constitute a restricted report.
Unrestricted Reporting

- Allows victim who desires medical treatment, counseling, and an official investigation of the allegation to use current reporting channels (for example, the chain of command or law enforcement) or to report the incident to the SARC/SHARP or UVA/SHARP Specialist
  - Filing an unrestricted report will initiate an official investigation
  - Details of the incident are limited to personnel with a legitimate need to know
Restricted vs. Unrestricted Reporting

**Restricted Reporting**
- Victim receives medical treatment and counseling
- No investigation conducted
- Does not hold offenders accountable
- Must report to SHARP personnel, Healthcare Provider or Chaplain*

**Unrestricted Reporting**
- Victim receives medical treatment and counseling
- Official investigation conducted
- Holds offenders accountable
- Victims can report to variety of resources; chain of command, law enforcement, SHARP personnel, etc.

Communication with Chaplains is confidential, but it does not constitute a restricted report.
Available Resources - Unrestricted Reporting

- Restricted reporting resources (SHARP personnel, Healthcare Providers, Chaplains)
- Chain of Command
- Military Police
- Army Community Services (ACS)
- Criminal Investigation Command (CID)
- Local and State Police
- Staff Judge Advocate (SJA)
- 911
- Army One Source (AOS)
Victims have the right to:

- Be treated with fairness and respect
- Be protected
- Be notified of court proceedings
- Be present at all court proceedings
- Confer with the attorney representing the government
- Seek/obtain information about the status of the case
- Opt for restricted or unrestricted reporting (Soldiers only)
Learning Check

• What is Sexual Assault?
• What is the Army's Policy on Sexual Assault?
• How can we help eliminate Sexual Assault?
Soldiers:
- Use the buddy system – look out for each other
- Utilize the Intervention Process to prevent sexual harassment/assault
- Report inappropriate behavior immediately
- Practice the Army Values
- Never leave a fallen comrade
Values vs. Sexual Harassment/Assault

Army Values
- Loyalty
- Duty
- Respect
- Selfless Service
- Honor
- Integrity
- Personal Courage

Sexual Harassment/Assault
- Is a selfish act
- Breaks down the ability to work effectively as a team
- Shows a lack of respect for others
- Is offensive
- Violates Army Values
Warrior Ethos

• I will always place the mission first
• I will never accept defeat
• I will never quit
• I will never leave a fallen comrade

Sexual Harassment/Assault

• Degrades mission readiness by impacting unit cohesion
• Is an act carried out by individuals without a moral compass
• Erodes the bond that makes Soldiers willing to die for one another
• Is a cowardly act perpetrated by those who have given up on the Army Values
Soldier’s Creed
• I am an American Soldier. I am a Warrior and a member of a team. I serve the people of the United States and live the Army Values.
• I will always place the mission first. I will never accept defeat. I will never quit. I will never leave a fallen comrade.
• I am disciplined, physically and mentally tough, trained and proficient in my warrior tasks and drills. I always maintain my arms, my equipment and myself.
• I am an expert and I am a professional.
• I stand ready to deploy, engage, and destroy the enemies of the United States of America in close combat.
• I am a guardian of freedom and the American way of life.
• I am an American Soldier.

Sexual Harassment/Assault
• Breaks down the ability to work effectively as a team
• Represents a lack of discipline
• Is not a professional behavior
• Degrades readiness
• Contradicts Army values
Sex Rules

1. Sexual Assault is a Crime
2. No Always Means No
3. Without Consent, it’s sexual assault
4. Unwanted physical contact is wrong
5. Sexually offensive remarks are sexual harassment

Army Values

- Integrity
- Loyalty
- Honor
- Respect
- Duty
Sex Rules
6. Silence doesn't mean consent
7. Assess and mitigate risk
8. Set the Standard of Conduct
9. Stop sexual hazing, bullying and assault
10. Be a leader; not a passive bystander

Army Values
• Respect
• Selfless Service
• Duty
• Integrity
• Personal Courage

SHARP Program: Leading the Charge Against Sexual Harassment and Sexual Assault
In this lesson you learned:

- the definitions of sexual harassment and assault
- the reasons to report sexual assault and options for reporting
- resources available to victims (Student Handout)
- how to intervene and eliminate sexual harassment and assault
- the Army's Sexual Harassment and Assault Policies as they relate to Army Values, Warrior's Ethos, and Soldier's Creed