



DEPARTMENT OF THE ARMY
UNITED STATES ARMY STUDENT DETACHMENT
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FORT JACKSON, SOUTH CAROLINA 29207

ATMT-LTB-SD

10 February 2023

MEMORANDUM FOR All personnel permanently assigned and/or attached to the United States Army Student Detachment (USASD)

SUBJECT: Policy Memorandum #6 – Sexual Harassment / Assault Response and Prevention (SHARP) Program.

1. References:

- a. AR 600-20, Army Command Policy
- b. AR 690-12, Equal Employment Opportunity and Affirmative Action
- c. AR 690-600 Equal Employment Opportunity Discrimination Complaints
- d. ALARACT 123/2011, Mandatory Unit Sexual Harassment / Assault Response and Prevention (SHARP) Program
- e. The Army Sexual harassment/Assault & Prevention website: [ARD: SHARP \(army.mil\)](http://ard.sharp.army.mil)

2. This policy applies to all military and civilian personnel assigned to the USASD.

3. The Army's Sexual Harassment / Assault Response and Prevention (SHARP) program exists so that the Army can prevent incidents of sexual harassment and sexual assault before they occur. The SHARP program's mission is to promote an Army culture and command climate that ensures adherence to the Army Values and ensures that every Army team member is treated with dignity and respect in all circumstances. Every Soldier, DA Civilian, and Family member serves and supports the Army and the Nation; they deserve no less.

4. The policy of the Army is that acts of sexual harassment are unacceptable and not tolerated. 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. Army leadership at all levels is committed to creating and sustaining an environment conducive to maximum accomplishment. Mission accomplishment is achieved only in an environment free of sexual harassment for all personnel.

5. By law, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal and physical conduct of a sexual nature that is used as a basis for career or employment decisions or when it results in a working environment that is hostile, offensive, or intimidating, or so negative that it affects

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the Soldier or employee's ability to do their job. Sexual assault is intentional sexual contact characterized by the use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent. Individuals engaging in or conducting sexual harassment/assault will be disciplined under the Uniform Code of Military Justice (UCMJ).

6. Any person in a supervisory or command position who condones any form of sexual behavior to control, influence, or affect the career, pay, or job of a Soldier or Department of the Army (DA) Civilian is engaging in sexual harassment. Similarly, any Soldier or DA Civilian who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature in the workplace is also engaging in sexual harassment.

7. Soldiers and DA Civilians who have been sexually harassed must make it clear that such behavior is unwelcome and offensive. This command expects the commitment of each individual to establish and maintain a work environment free of sexual harassment for all personnel, whether civilian or military. Everyone must do what is right legally and morally - every day.

8. Proactive efforts are needed to prevent sexual harassment. IAW Army regulations and policy, all Soldiers will attend and complete required training in SHARP. All leaders, Soldiers, and DA Civilians have the responsibility to examine allegations of sexual harassment and take necessary action to ensure that these matters are addressed swiftly, fairly, and effectively.

9. The commitment of all USASD Soldiers and DA Civilians to prevent sexual harassment and all forms of sexual discrimination will ensure that this command maintains the highest level of professional behavior and courtesy that marks USASD's commitment to excellence.

10. The point of contact for this memorandum is the undersigned at alfredo.carino-rivera.mil@army.mil or (803) 751-5305 and (803) 348-6146.

ALFREDO CARINO-RIVERA
MAJ, AG
Commanding