



DEPARTMENT OF THE ARMY
10TH ARMY AIR AND MISSILE DEFENSE COMMAND
UNIT 25357
APO AE 09067

AECG-AMD

8 November 2019

MEMORANDUM FOR All Personnel Assigned, Attached, or OPCON to 10th Army Air and Missile Defense Command (AAMDC), Rhine Ordnance Barracks, Germany 09067

SUBJECT: Policy Letter # 3, Sexual Harassment/Assault Response and Prevention (SHARP) Policy

1. References.

- a. Army Regulation (AR) 600-20, Army Command Policy, Chapters 7–8 and Appendix C (November 2014).
- b. USAREUR Command Policy Letter 3 (7 February 2018).
- c. 21st Theater Sustainment Command Policy Letter 6 (31 July 2019).

2. The 10th AAMDC is committed to creating and maintaining an environment that maximizes productivity and respect for human dignity. Sexual harassment and sexual assault are offenses contrary to the Army Values and the Warrior Ethos. They destroy teamwork and negatively affect combat readiness. Sexual harassment and sexual assault are punishable under the Uniform Code of Military Justice (UCMJ) and other federal and local laws.

3. Sexual harassment is a form of gender discrimination that involves unwanted sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature. The chain of command at all levels will take appropriate action immediately upon becoming aware of allegations of sexual harassment. Leaders who become aware of incidents involving sexual harassment and sexual assault are obligated to report the incident to their commanders immediately. If a Soldier, Family member, or Department of the Army (DA) Civilian employee believes that he or she is a victim of sexual harassment, he or she can present their complaint to the chain of command, the unit Sexual Assault Response Coordinator (SARC), or Victim Advocate (VA) for informal resolution. He or she may also file a formal complaint with the unit SARC, VA, or the Installation SHARP Office.

4. Sexual assault and abusive sexual contact are generally defined under the UCMJ as intentional sexual contact or an intentional sexual act committed upon another person when that other person does not consent or is incapable of consenting. (see Article 120, UCMJ for more specific definitions). Non-consensual sexual acts are often characterized by the use of force, physical threat, abuse of authority, or when a victim is incapable of consenting due to impairment. Any Soldier who is aware that a sexual

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assault has occurred should immediately report the incident to the chain of command. If a Soldier, Family member, or DA Civilian believes that he or she has been sexually assaulted, there are two reporting options:

a. **Restricted Reporting** allows the victim to confidentially disclose sexual assault details to the 10th AAMDC SARC, VA, a Legal Assistance Attorney (LAA), chaplain, or military healthcare provider without chain of command or law enforcement involvement. The victim can disclose the sexual assault without causing an official investigation and will be able to obtain medical treatment, advocacy services, and support. It is important to note, that discussing a sexual assault with a chaplain or LAA is not the same as filing a restricted report. Nevertheless, communications with a chaplain or LAA are privileged under Military Rules of Evidence 502 and 503.

b. An **Unrestricted Report** can be submitted through the chain of command, supervisory personnel, military police, Criminal Investigation Division (CID), 10th AAMDC SARC, VA, chaplain, or military healthcare personnel. The victim will receive medical treatment, advocacy services, and support. An official CID investigation into the crime will be initiated and the perpetrator may be prosecuted.

5. Sexual harassment and sexual assault undermine the 10th AAMDC's ability to work effectively as a team. Leaders at every echelon are responsible for exercising active and positive leadership in the prevention of sexual harassment and sexual assault. This includes conducting, at a minimum, 3.5 hours of annual SHARP training and enforcing accountability for those who commit these violations. All leaders will create conditions for awareness, prevention, training, victim advocacy, response, reporting, and accountability. **Reprisal against individuals exercising their right to report sexual harassment or sexual assault will be taken seriously by this command. At no time will any leader within this command initiate their own investigation into an allegation of sexual assault.**

6. Commanders will ensure that a copy of this memorandum is posted on every bulletin board down to the battery/company level.

7. The point of contact for this memorandum is the 10th AAMDC SARC, SFC Javon Tatem, at DSN: 314-493-2552 or Cell: 0162-297-2718.


GREGORY J. BRADY
Brigadier General, USA
Commanding