



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
UNITED STATES OPERATIONAL TEST COMMAND
91012 STATION AVENUE (WFH)
FORT HOOD, TEXAS 76544-5068

TEOT-PE

JAN 07 2013

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Sexual Harassment/Sexual Assault Response and Prevention (SHARP) Program

1. Reference Army Regulation 600-20, Army Command Policy, Chapters 6, 7, 8 and Appendix D, Sexual Harassment Complaint Processing System, 4 August 2011.
2. The Army and USAOTC are committed to ensuring that Soldiers, DOD civilians, contractor employees and family members live and work in an environment free of sexual harassment and sexual assault. All leaders must be committed to creating and maintaining an environment that promotes productivity, dignity, and respect. The Sexual Harassment Assault Response Program (SHARP) reinforces our commitment in eliminating incidents of sexual assault and other discriminatory behaviors contributing to sexual assault such as sexual harassment. Sexual harassment and assault have NO PLACE in the Army, are incompatible with Army values and degrade mission readiness. I am fully committed to the Army's SHARP program and I require all leaders to take personal responsibility in preventing sexual assault and harassment in this command. A copy of this command policy will be placed on all command bulletin boards.
3. We must take allegations of sexual harassment and sexual assault seriously and investigate promptly. Soldiers who feel that they are being sexually harassed and/or sexually assaulted should seek relief in accordance with applicable regulations and policies. Subordinate commanders, unit leaders and Command Directors will ensure that Soldiers who feel they are being sexually harassed or sexually assaulted are permitted to file complaints without fear of intimidation, harassment, or reprisal. DOD civilian employees who feel they are victims of sexual harassment, or individuals, who witness inappropriate workplace behavior, should immediately report this behavior under the appropriate procedures. Contractors will follow their company's guidelines for reporting. DOD civilians may contact the ATEC or local installation Equal Employment Opportunity Office, IAW AR 690-600.
4. We must protect all personnel and family members from reprisal or retaliation for filing complaints. No Soldier or employee may take, or threaten to take unfavorable personnel actions, or to withhold a favorable personnel action, in reprisal against any person for filing a complaint. If an allegation of reprisal is made known to any agency authorized to receive complaints, the agency will refer the complaint to the Inspector General (DOD civilians may also use complaint procedures outlined in AR 690-600).

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5. Prevention of sexual harassment and sexual assault is everyone's responsibility. All Soldiers, DOD civilians, contractor employees, and family members are responsible for treating one another with mutual dignity and respect. It is incumbent upon all leaders to set the example and create an environment conducive to good order and discipline.



JOSEPH M. MARTIN
Colonel, AR
Commanding

Distribution: A