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US ARMY INSTALLATION MANAGEMENT COMMAND
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MAR 27 2014

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Fort George G. Meade (FGGM) Policy Memorandum #10, Sexual Harassment/Assault Response and Prevention (SHARP)

1. References.

- a. AR 600-20, Army Command Policy, 18 March 2008 (Rapid Action Revision 20 September 2012).
- b. Department of Defense Directive (DoDD) 6495.01, Sexual Assault Prevention and Response (SAPR) Program, 30 April 2013.
- c. Installation Management Command (IMCOM) Command Policy # 23, SHARP, 2 January 2014.
- d. This policy memorandum supersedes FGGM Policy Memorandum # 5, Prevention of Sexual Harassment (POSH), dated 5 March 2012 and FGGM Policy # 10, Sexual Harassment/Assault Response and Prevention (SHARP), dated 28 February 2013.

2. General. Sexual harassment and sexual assault are incompatible with Army values, degrade our ability to work as a highly effective team and ultimately jeopardize mission accomplishment. FGGM is committed to ensuring that there is a culture where sexual harassment and sexual assault are not practiced, condoned, or tolerated. We are committed to creating and maintaining an environment that promotes productivity, dignity, and respect.

3. Definitions.

a. Sexual Harassment. Sexual harassment is a form of gender discrimination which includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature between the same or opposite genders when: submission to or rejection of such advances is explicitly or implicitly made a term or condition of a person's job, pay, or career; is used as a basis for career or employment decisions; or has the purpose or effect of unreasonably interfering with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

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b. Sexual Assault. Sexual assault is a crime, which is defined as intentional sexual contact characterized by use of force, threats, intimidation, abuse of authority, or when the victim does not or cannot consent. Sexual assault is punishable under the UCMJ and other Federal and local civilian laws.

4. Each member of the FGGM team must be valued, respected and protected. I expect commanders, senior leaders, supervisors, and managers to establish and maintain an environment free of sexual harassment and sexual assault. The following Army imperatives will guide us, and implementing them is our primary mission.

a. Prevent: Prevent potential offenders from committing sexual crimes; provide compassionate care for victims; and protect the rights and privacy of survivors.

b. Investigate: All allegations of sexual harassment/assault will be investigated thoroughly and professionally.

c. Create a positive climate and environment of trust, inclusion and respect in which every person can thrive and achieve their full potential.

d. Enforce accountability: Hold every individual accountable for their behavior, actions and inactions.

e. Fully engaged chain of command: Leadership is central to solving the problems of sexual harassment and sexual assault within our ranks and for restoring the trust of our Soldiers, Civilians, and Families.

5. Every member of our community must have the personal courage to intervene no matter the time or place and be motivated by the Army values in order to be a constant force in the fight to eradicate sexual harassment and sexual assault.

6. The proponent for this memorandum is the FGGM Garrison SHARP Program Office at (443) 845-0876.



BRIAN P. FOLEY
Colonel, Signal Corps
Commanding

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