

24-Hour SHARP Hotline

(913) 683-1443

DoD Safe Helpline

(877) 995-5247



**SHARP**<sup>TM</sup>  
SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION

SEXUAL ASSAULT AWARENESS MONTH



April 1, 2014  
Vol. 1, Issue 1

# CAC/FORT LEAVENWORTH Quarterly Newsletter



## Sexual Harassment/ Assault Response Prevention (SHARP)

*Voice of the Command Team*

The month of April is Sexual Harassment/Assault Response and Prevention (SHARP) awareness month. All Soldiers, Civilians, and Family Members have a responsibility to be proactive when it comes to preventing sexual harassment and assault both on and off duty. This is a problem in the ranks of our Army that we must be in tune to on a daily basis and throughout the year. Leaders of the Army make a solemn promise to the families of America's sons and daughters to train, employ, and most importantly, care for their Soldier. We must protect the dignity and respect of the men and women who have raised their hand to serve and protect our nation.

Sexual harassment and assault erodes the bedrock of our profession -- the *trust* among Soldiers, Families, and our communities. It

has a corrosive effect on unit readiness, team discipline and cohesion, and the overall effectiveness of a unit and it will not be tolerated. It is illegal and it is wrong. We need to eliminate the bystander mentality. The bystanders who do not assist, do not report, and do not try to help their fellow Soldiers as they see sexual harassment occur, are part of the problem. Every Army Leader, Soldier, and Civilian has ownership of this problem and has a duty to intervene. A single instance hurts *one* but affects *all*.

We assure you that we will take an *aggressive* and *proactive* posture to identify predators, we will hold offenders accountable, and we will create a safe and secure environment for Soldiers, Civilians, and Families here at the Combined Arms Center and Fort Leavenworth. Dedicated efforts



to prevent sexual harassment and assault must be inculcated in everything that we do. It is what we expect and it is what our Nation demands. It is the duty of each subordinate organization to foster a climate of trust and respect through standards, discipline, education, and training to eliminate this type of behavior within our ranks and in the workplace.

*Left: LTG Robert B. Brown, Commanding General, Combined Arms Center*  
*Right: CSM Jeffrey W. Wright, Command Sergeant Major, Combined Arms Center*

# SPECIAL VICTIM COUNSEL PROGRAM

Sexual Assault is absolutely unacceptable, but the ugly truth is that it happens. In order to help in the fight against Sexual Assault, the Army recently implemented The Special Victim Counsel Program (SVCP), which addresses the reality that victims of sexual assaults often have special interests that are unique to the prosecution of this type of crime. As such, the Office of the Judge Advocate General has developed a plan to best protect those unique interests by offering all eligible victims the option to have a Judge Advocate represent them throughout their rights and interests throughout the military justice process. This Special Victim Counsel (SVC) will zealously argue for the best interests of their clients as appropriate, even when those interests do not align with the interests of the government of the United States. They will empower victims and foster an understanding of the military justice process, and ensure that those most injured by an alleged criminal act are both heard and protected, all while maintaining complete confidentiality and respecting the attorney-client relationship. SVC services are available to Soldiers, their adult family members, and other Servicemembers in cases where the offender is a Soldier. These victims are eligible even if the offense took place off-post and was committed by a civilian, and services are available regardless of whether a victim chooses to file an unrestricted or restricted report.



*If you are a victim of a sexual assault and would like to speak with the SVC servicing Fort Leavenworth, please call the Legal Assistance Office at (913) 684-4944 or the SHARP office at (913) 684-1694 and an appointment will be set up for you.*



**I.A.M. STRONG**  
 INTERVENE \* ACT \* MOTIVATE

## EQUAL EMPLOYMENT OPPORTUNITY

*Submitted by Rachel D. Inabinett*



Equal Employment Opportunity (EEO) is a law of the land. It is the right of all people to be protected from discrimination in employment regardless of race, color, religion, sex, national origin, age, disability, genetic information or reprisal. The month of April is recognized as Sexual Harassment/Assault Response Prevention (SHARP) awareness month. Sexual harassment is defined as deliberate or repeated unsolicited verbal comments, gestures, or physical contacts of a sexual nature which are unwelcome. Although the problem of sexual harassment in the work environment is not new, the subject has received national media attention, and the Federal Government has developed a policy prohibiting it. All Federal agencies are urged to:

- Issue a strong statement clearly defining the policy of the Federal Government as an employer with regard to sexual harassment;
- Emphasize this policy in orientations of new employees; and
- Make employees aware of the avenues for seeking redress, and the actions that will be taken against employees violating the policy

Sexual harassment is a form of sex discrimination and can be handled through the EEO complaint process as any other allegation of discrimination. Employees who believe they are being sexually harassed and wish to pursue a discrimination complaint should contact an EEO official.

*The EEO office is located in The Resiliency Center, Building 198. The phone number is (913) 684-3697.*

**PINWHEELS FOR PREVENTION OF CHILD ABUSE & SEXUAL ASSAULT**  
**5K & WALK**  
**APRIL 5 AT 8 AM**

**FOR MORE INFORMATION: (913) 684-5136 OR VISIT [WWW.FORTLEAVENWORTHFMWR.COM](http://WWW.FORTLEAVENWORTHFMWR.COM) > LEISURE & RECREATION > ADULT SPORTS**

# CAC/FORT LEAVENWORTH

# SHARP PROGRAM 24 HR SHARP HOTLINE (913) 683-1443



SHARP PROGRAM MANAGER COL Wulff  
SHARP EO ADVISOR MSG Johnson

DoD  
SAFE HELPLINE  
(877) 995-5247



SARC SFC Reid  
VA CIV Manning

15TH  
MP BRIGADE



SARC LTC Hale  
VA SFC LAWRENCE

MCTP



SARC Cassandra Rozier  
VA SSG Vigil

MAHC

## SEXUAL HARASSMENT COMPLAINT PROCESS

## SEXUAL ASSAULT REPORTING PROCESS

Make an informal complaint; Report inappropriate behavior without initiating a full investigation. This may be most appropriate for minor infractions, where victim simply wants behavior stopped.

If above behavior persists:  
File a formal written complaint (da form 7279) with any of the following people or agencies. Complaints must be filed within 60 days of incident; those filed after may be pursued at commander's discretion.

- Chain of Command
- BDE
- SHARP
- Inspector General
- Housing Referral Office
- Judge Advocate General
- MPs or CID
- Chaplain
- Medical Professional

**START HERE**  
IF YOU ARE THE VICTIM

**3 DAYS**  
Complaints, except those filed with the ig, must be acted upon in three calendar days. Complaints filed with an agency against a member of the chain of command will be referred to the next higher commander in the chain.

**14 DAYS**  
The commander off the investigating officer appointed by the commander has 14 calendar days to investigate the allegations and meet with the victim to discuss the outcome and results. A 30 day extension may be granted from the next higher commander if circumstances require it. Further extensions can be approved only by the first general officer in the chain of command

**7 DAYS**  
The complaint has seven calendar days to appeal to the next higher commander if he or she is dissatisfied with the investigations results or actions taken. That commander has 14 days to complete the investigation. Final decisions on complaints rest with the general court-martial convening authority.

**30-45 DAYS**  
30 days after final decision on the complaint an assessment is conducted by the bde sarc on all sexual harassment complaints ( substantiated and unsubstantiated) to determine the effectiveness of any corrective actions taken and to detect and deter any incidents of reprisal. Report and recommendation are submitted to commander on DA FM 7279-1-R NLT 45 days following final decision made on complaint.

### Definition of Sexual Harassment:

A. Sexual harassment is a form of gender discrimination that involves unwelcomed sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature between the same or opposite genders when -

- Submission to, or rejection of, such conduct is made either explicitly or implicitly a term or condition of a person's job, pay or career.
- Submission to, or rejection of, such conduct by a person is used as a basis for career or employment decisions affecting that person.
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates and intimidating, hostile or offensive working environment.

**START HERE**  
REPORT INCIDENT OF SEXUAL ASSAULT TO: SHARP, CHAPLAIN, MEDICAL PERSONNEL OR FORT LEAVENWORTH SHARP HOTLINE: (913) 683-1443

**Restricted Reports**  
Definition of Restricted Reporting: Restricted reporting allows a Soldier, who is a sexual assault victim, on a confidential basis, to disclose the details of his/her assault to specifically identified individuals and receive medical treatment and counseling, without triggering the official investigative process.

**Unrestricted Reports**  
Definition of Unrestricted Reporting: Unrestricted reporting allows a Soldier, who is sexually assaulted and desires medical treatment, counseling and an official investigation of his/her allegation to use current reporting channels (for example: the Chain of Command or Law Enforcement), or he/she may report the incident to the SARC or the on-call VA.



This reporting option allows the victim to receive medical treatment and/or counseling without informing their Chain of Command or the Law Enforcement. In a Restricted report, CID, the MPs or their Chain of Command will not be notified. A Restricted report can be changed to an unrestricted report at the victim's request.

This reporting option allows the victim to receive medical treatment and/or counseling. An Unrestricted report will involve a CID and local police investigation; victim's Chain of Command will be notified. An Unrestricted report will also allow Law Enforcement and victim's Chain of Command to address the victim's safety.

SHARP Specialist reports to CID 239-3931 and victim's commander.

SHARP Specialist meets with CDR to ensure proper handling of Victim's needs and safety utilizing Victim Assistance Actions. IAW AR 600-20, Chapter 8, Appendix G.



Victims of sexual assault that report either Restricted or Unrestricted are required to fill out a DD Form 2910. This form documents which reporting option the victim requested.