

SHARP RESPONSE



SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION ACADEMY

DIRECTORS HUDDLE

Greetings from the US Army SHARP Academy at Fort Leavenworth, Kansas. This is the first iteration of what will become our monthly effort to keep the field informed as to what we are doing at the SHARP Academy. Founded on 1 October 2014, the SHARP Academy is an exciting and innovative institution dedicated to supporting the SHARP program mission of reducing, with an aim towards eliminating, sexual offenses in the Army.

The SHARP Academy supports this mission by educating Sexual Assault Response Coordinators (SARC), Victim Advocates (VA), SHARP Trainers and Program Managers through a series of challenging resident courses. However, as you will see below, our mission set is far more extensive. The SHARP Academy functions as a leader in the Army's efforts to build a culture of dignity and respect based on our Army values.

At the SHARP Academy we believe a lasting solution to sexual violence in the Army must be based on building trust between an institution and its members, and fostering a change in culture which is grounded in mutual respect. Open and honest dialog is essential to achieving this goal. We encourage each and every one of you to reach out to us with ideas, suggestions, and best practices for our SHARP program.

"YOU CAN HAVE
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ZIG ZIGLAR

Because this is our introductory effort I have asked the team to provide some real detail as to what our various missions are here. In the future we will focus on our efforts to foster innovation and culture change. Together we can create an Army in which every one, whether Soldier, Civilian, or Family member, can live and serve in safety and honor.

ACADEMY CALENDAR:

FY16 Course

Schedule

4 APR - 20 MAY 16
CL07 Career Course
11 APR – 27 MAY 16
CL08 Career Course
9 MAY - 24 JUN 16
CL09 Career Course
11 JUL – 26 AUG 16
CL10 Career Course
18 JUL – 2 SEP 16
CL11 Career Course
29 AUG – 30 SEP
CL01 Trainers Course

ACADEMIC OPERATIONS HUDDLE

The Academic Operations section focuses on modeling and educating those Soldiers and Civilians that will be responsible for victims of Sexual Violence. This is accomplished in several different ways.

Currently, the SHARP Academy offers a resident SARC/VA Career Course and a resident Trainer Course.

The SHARP SARC/VA Career Course is a 7-week comprehensive study of the following: history of Victims' Rights Advocacy and Assistance, civilian and military law, Army Strategy, foundation for a culture of prevention, effective communications, Sexual Harassment intervention techniques, complainants, sexual harassment complaint processing, dynamics of victimology, investigative and legal processes of Sexual Assault, Healthcare management, Sexual Assault victim processing, Resiliency, response to victims of Sexual Assault, Sexual Assault reporting, managing Sexual Assault cases, facilitating a Sexual Assault Review Board, performing outreach functions, developing Prevention Action Plans, processing Sexual Harassment complaints, and Sexual Assault reports.

The 5-week Trainer Course requires completion of the 7-week SARC/VA Career Course before attending. The Train-the-Trainer course includes: 2-weeks of Foundation Instructor Facilitator Course (FIFC) and 3-weeks involving a thorough study of SHARP Course Material for future training. The SHARP Trainer Course involves thorough study of SHARP Course Material; to include mastery and proficiency of all SHARP related material, course management, knowledge of training requirements, management of Army Training Resource Requirements (ATRRS), and Evaluation Assessments. Upon completion, students expertly demonstrate knowledge and

proficiency in facilitating SHARP material; additionally facilitate learning activities, administer tests, evaluate capstone exercises, maintain training facilities, manage students, establish remedial training procedures, maintain student records, evaluate course material, and coordinate with Commands to schedule classes.

A SHARP Program Manager course is under development. A pilot PM Course is expected to be held in 3rd QTR FY 17.

In addition to facilitated discussions, guest speakers are brought in to discuss a variety of topics with the students. The



guest speakers are subject matter experts in topics such as retaliation, male on male assault, Army and SHARP ethics, legal processes, law enforcement and investigative processes, and the history of culture in the Army. Guest Speakers include representatives from: the Army Sharp Office, the Office of Congressional Legislative Liaison, Inspector General, Equal Opportunity, Chaplain, Army Substance Abuse Program, Public Affairs Office, Ethics, Office of the Judge Advocate General, Shawnee Mission Medical Center, Medical Command, National Guard Bureau, Criminal Investigative Division, Master Resiliency Training, and Major General (Ret.) Robert Shadley.

If you have any recommendations for enhancing SHARP Academic Operations, please contact Mr. Gregg Buehler, Chief of Academic Operations at (913) 684-7845 or send email to gregg.e.buehler.civ@mail.mil

OPERATIONS HUDDLE

As with any organization the Operations section wears many hats. One of those very important hats is that of outreach for the Academy.

The SHARP Academy conducts quarterly Professional Forums with Military, Civilian, and Academic Subject Matter Experts. Presenters have included Dr. Wendy Patrick, Deputy DA San Diego District Attorney and Major General (Ret) Robert Shadley, Former Aberdeen Proving Ground CG, and author of "The GAME: Unraveling a Military Sex Scandal". The SHARP Academy recently partnered with Cadet Command and local universities to host a forum with focus on "Achieving Cultural Change". Future forums will center on "The Survivor" and "Victims in the Civilian Criminal Justice System".

The SHARP Academy is working to build and foster strong partnerships with sister services (Coast Guard, Navy, Airforce), Universities, local advocacy groups, law enforcement, medical and fellow SHARP Professionals. The SHARP Academy has reached out to 38 local universities and has hosted representatives in an effort to foster the sharing of information and best practices. The SHARP Academy Director addressed The Kansas Board of Regents, consisting of Presidents from over 40 universities and community colleges in an effort to collaborate and continue the dialogue on the topic of sexual violence.

The SHARP Academy actively seeks out opportunities to attend and present at local and national conferences, both military and civilian. The SHARP Academy partnered with the Army Research Lab and University of Southern California to present at the National Organization for Victims Advocates (NOVA) Conference, introducing the emerging technology of the ELITE Command Team

Trainer. The SHARP Academy continues to support this initiative to ensure Command Teams have the requisite knowledge, skills, confidence, and abilities to successfully execute the Army SHARP program within Army organizations.

Career and Foundation Course students participate in several outreach opportunities while attending the SHARP Academy. Past classes have set up information booths in the local community to promote sexual



assault awareness, volunteered at the local Mission, run donation drives for the Alliance against Family Violence, and Volunteered at the Kansas City Ronald McDonald house.

If you have any recommendations for improving and enhancing SHARP outreach, please contact Mrs. Therese Carmack, Chief of Operations at (913) 684-8137 or send email to therese.a.carmack.civ@mail.mil

LEADER DEVELOPMENT HUDDLE

On 1 Oct 15, the Army SHARP Academy assumed responsibility for creating, revising, and validating all SHARP training products across the entire Army. With this increased responsibility the SHARP Academy conducted a detailed analysis on the complexities of this mission and developed a plan to reconfigure its limited personnel. After multiple organizational diagrams and personnel moves the Leader Development, Education and Training (LDE&T) Branch was created.

The role of the LDE&T Branch is to develop, validate, and integrate SHARP education and training strategies and resources across the Army. The purpose is to enhance Soldier, leader, and DA Civilian character development that promotes a culture of dignity and respect in the Army.

The first task given to LDE&T was to determine what SHARP training was occurring across the Army Enterprise. After collecting and organizing this data, it was evident that SHARP training could be categorized into three domains: Institutional, Operational, and Self Development. The Institutional portfolio consist of 21 different SHARP lesson plans across every cohort and level of Professional Military Education (PME) and functional courses. In addition to all levels of Non Commissioned Officer, Warrant Officer, Officer, and Civilian PME, this includes Reserve Officer Training Corps programs, Officer Candidate School, the United States Military Academy, Recruiting and Retention course, Drill Sergeant Course and Enlisted Initial Military Training.

The Operational portfolio contains the Army's annual SHARP training for all Soldiers and DA Civilians, pre & post deployment training, the Company Commander/First Sergeant Course, and the newly developed Command Team Trainer (virtual trainer).

The Self Development portfolio consists of the SARC/VA Recertification course, General Officer orientation, and multiple distributed learning products.

In addition to overseeing SHARP training development, LDE&T Branch is also responsible

for submitting and updating all Training Requirements Analysis System (TRAS) documents

and maintaining SHARP training products in the Army's automated Training Development Capability system and the Central Army Registry.



Future initiatives include developing the SHARP Academy's Leader Development Educational and Training Strategy, conducting a Critical Task Site Selection Board (CTSSB) for our resident courses, and development of the SHARP Program Managers Course.

If you have any recommendations for improving and enhancing SHARP education or training, please contact LTC Jeffrey Bevington, Chief of LDE&T, at 913-684-5661 or send an email to Jeffrey.p.bevington.mil@mail.mil

ACADEMY HIGHLIGHTS

The Army SHARP Academy (ASA) is continuing to work with the CAC Knowledge Management Team to refine the ASA Mil-Suite Website. The refinements to the Mil-Suite site will provide reach back for former students and all SHARP Professionals in the field. The ASA Mil-suite site will provide a repository best practices in training, Sexual Assault Awareness/Prevention Month events, and outreach ideas. We will also post updates on policy and regulations, lifelong learning/professional development recommendations, and appropriate media clips. Please visit our MilSuite site at

<https://www.milsuite.mil/book/groups/united-states-army-sharp-academy>

On 24 MAR the Acting Secretary of the Army, Honorable Patrick Murphy, conducted a visit to the SHARP Academy, during the visit he made a Public Service Announcement in to kick off of Sexual Assault Awareness and Prevention Month. To view that PSA please click the link below.

<https://www.youtube.com/watch?v=a8Y2EFgd7zU>

For more information about the Sexual Harassment/Assault & Response Program (SHARP) Academy please contact us at (913) 684-5346 or email Jim Marble at james.w.marble.civ@mail.mil