



DEPARTMENT OF THE ARMY
EIGHTH ARMY WIGHTMAN NCO ACADEMY
CAMP JACKSON, KOREA
UNIT #15351
APO AP 96258-5351

EAHC-NCOA

15 April 2014

REPLY TO
ATTENTION OF:

MEMORANDUM FOR All NCO Academy Cadre and Student-NCOs

SUBJECT: Commandant's Policy #10- Sexual Harassment & Assault Response and Prevention (SHARP)

1. References:

- a. Army Regulation 600-20, Army Command Policy, Chapter 8, Sexual Assault Prevention and Response Program, 4 August 2011
- b. Eighth Army Command Policy Letter #10, Sexual Assault Prevention and Response Program(SAPRP), 26 September 2011
- c. United States Force Korea Command Policy Letter #10, Sexual Assault Prevention and Response, 13 June 2012

2. Sexual harassment can affect anyone, anywhere not just in the work place. It detracts from a positive unit climate that promotes personal growth and teamwork, both vital to mission/combat readiness.

3. Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

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

4. All Soldiers and civilians are entitled to prompt and thorough redress of sexual harassment complaints without fear of reprisal. The chain of command is the primary channel for handling and correcting allegations of sexual harassment.

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5. Everyone in the NCO Academy is responsible for resolving and reporting acts of sexual harassment.

6. All Soldiers and civilians should report all cases of sexual harassment/ assault through their UVA. Depending on the nature of the complaint, civilians may be referred to the Post EEO for further assistance. Importantly, individuals who report sexual harassment/assault (to include witnesses) will be protected from threats of acts of reprisal. Threats or acts of reprisal should immediately be reported to the Chain of Command and the USFK/Eighth Army IG (723-4006). The DoD IG hotline is also available at (800) 424-9098 or DSN 312-664-8799.

7. Sexual assault (rape, sodomy, and indecent assault) is defined as intentional sexual contact, characterized by use of force, physical threat, or abuse of authority or when the victim does not or cannot consent. Sexual assault can occur without regard to gender, spousal relationship or age of victim.

8. The Sexual Assault Hotline is the quickest way to report a sexual assault. To call the sexual assault hotline from any DSN line in Korea, dial the number "158" or to call from a commercial line, dial the number "0505-764-5700." The automated message will instruct the victim to press the number correlating to their assigned area and the SARC will answer the telephone. To call from CONUS: 011-82-503-364-5700. DoD Safe Helpline is available 24/7 at 877-995-5247. Services members who are victims of sexual assault have two reporting options.

9. Leaders must ensure the rights of sexual assault victims are protected. The victim has the option to decide if a restricted or unrestricted report will be used.

- a. Restricted reporting allows sexual assault victims the confidentiality to disclose the details of the assault to specifically identified individuals and receive medical treatment and counseling without triggering the investigative process. Restricted reporting cases should be reported to Area I Sexual Assault Response Coordinator (SARC) SFC Valorie Pasley at DSN: 730-8902, or at email valorie.pasley.mil@mail.mil, Sexual Assault Prevention Response Victim Advocates SAPR-VA, Chaplain, or healthcare provider.
- b. Unrestricted reporting initiates the official investigative process in addition to providing sexual assault victims with medical treatment and counseling. Unrestricted reporting sources are the SHARP SSG Raheem Campbell 010-2627-3448, or SSG Muna A. Nur, 010-2596-4582, or chain of command – recommend contacting the SHARP VA first. Details regarding the incident will be limited to only those personnel who have a legitimate need to know.
- c. Victims have the following rights

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- (1) The right to be treated with fairness and with respect for their dignity and privacy.
- (2) The right to immediate and effective medical care and attention, including long term follow-up treatment, if eligible.
- (3) The right to be reasonably protected from the accused offender.
- (4) The right to consent in writing to the release of information to nonofficial parties about the incident.
- (5) The right to not experience reprisal as a result to reporting the incident
- (6) The right to feedback on the case status, if unrestricted reporting.
 - (a) 14 days after the initial report.
 - (b) Monthly reports thereafter until final disposition
 - (c) Follow up 45 days after final disposition
 - (d) The right to be notified of court proceedings.
 - (e) The right to be present at all public court proceedings related to the offense (unless the court determines otherwise).
 - (f) The right to talk with the attorney for the Government in the case.
 - (g) The right to restitution, if appropriate.
 - (h) The right to information about the conviction, sentencing, imprisonment or release of the offender from custody

10. Point of contact for this memorandum is the 1SG at DSN 732-7980

//Originally Signed//
DAVID L. MORGAN
CSM, USA
Commandant