

DEPARTMENT OF THE ARMY

HEADQUARTERS, UNITED STATES ARMY FIRES CENTER OF EXCELLENCE AND FORT SILL 455 MCNAIR AVENUE, SUITE 100 FORT SILL, OKLAHOMA 73503

ATZR-C

SEP 23 2025

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: CG Policy Memorandum #8, Warfighting, Lethality and Readiness – Sexual Harassment/Assault Response and Prevention

- 1. Reference. Army Regulation 600-52, Sexual Harassment/Assault Response and Prevention Program, 11 February 2025
- 2. The Fires Center of Excellence and Fort Sill (FCoEFS) upholds all Army prevention of sexual harassment, sexual assault, and treatment of victim policies. We are committed to the Army's policy of promoting the prevention of sexual harassment, sexual assault, and the appropriate treatment of victims. Our goal is the complete elimination of any form of sexual harassment and sexual assault.
- a. The SHARP program is centralized under the Senior Commander and provides support to all units, organizations and tenant commands on Fort Sill. Sexual harassment and sexual assault are incompatible with the Army Values and will be not tolerated. We will eliminate these acts through a comprehensive program of awareness and prevention, training and education, victim advocacy, accountability and support through the Sexual Harassment Assault Response and Prevention (SHARP) Program.
- b. This memorandum serves as the policy letter for these preventative measures. I expect the environment within FCoEFS to be one in which Soldiers care so much about Warfighting, Lethality, and Readiness that they never allow Warfighting, Lethality, and Readiness to fray or disintegrate by allowing any form of sexual harassment or sexual assault to happen. This applies to all members assigned, attached or present for duty at FCoEFS, on or off duty, and on or off post.
- 3. FCoEFS leaders will ensure that our command climate at all levels sustain the three important principles of Warfighting, Lethality and Readiness. Even in training, our lives are frequently in the hands of our fellow Soldiers. All Soldiers, Civilians and Family Members at FCoEFS must live the Army Values and the Soldier's Creed. We always treat others with dignity and respect. Any instance of someone who is not treated with dignity and respect, or a failure to display adherence to the Army Values, will be immediately addressed and corrected.
- 4. Sexual harassment is any conduct that involves unwelcome sexual advances, requests for sexual favors, deliberate or repeated offensive comments or gestures of a

SUBJECT: CG Policy Memorandum #8, Warfighting, Lethality and Readiness – Sexual Harassment/Assault Response and Prevention

sexual nature. The conduct is so severe or pervasive that a reasonable person would perceive, and the victim does perceive the environment as hostile or offensive. Any person in a supervisory role or command position who uses or condones any form of sexual behavior to control, influence, or affect the career, pay, or job of a member of the Armed Forces or a civilian employee of the DoD engages in sexual harassment. Any form of sexual harassment occurring in person, through electronic communication, including social media and other forms of communication is unacceptable and is not compatible with an environment that fosters Warfighting, Lethality, and Readiness.

5. Under SHARP there are two complaint procedures, anonymous and formal. Commanders at all levels will immediately contact the fulltime (O-6 level) Sexual Assault Response Coordinator (SARC) when they become aware of a sexual harassment complaint to ensure a coordinated response. Command battle drills are provided in enclosures 1 and 2. Investigating Officers will be appointed IAW CG Policy Letter 6B.

a. Reporting eligibility.

- (1) Soldiers (including Delayed Entry Program participants and United States Military Academy Cadets), ROTC Cadets placed on valid Title 10 orders, and Family members, 18 years of age and older, may file a sexual harassment report with a SARC or VA.
- (2) Victims of sexual harassment committed by an unmarried intimate partner or dating partner may receive SHARP services when the subject is not a current or former spouse, a person with whom the victim shares a child in common, or a current or former intimate partner with whom the victim shares or has shared a common domicile.

b. Categories of sexual harassment.

- (1) Verbal. Examples of verbal sexual harassment may include telling sexual jokes; using sexually explicit profanity, threats, sexually oriented cadences, or sexual comments; whistling in a sexually suggestive manner; and describing certain attributes of one's physical appearance in a sexual manner. Verbal sexual harassment may also include using terms of endearment such as "honey," "babe," "sweetheart," "dear," "stud," in referring to Soldiers, DA Civilians, or Family members.
- (2) Nonverbal. Examples of nonverbal sexual harassment may include cornering or blocking a passageway, inappropriately or excessively staring at someone, blowing kisses, winking, or licking one's lips in a suggestive manner. Nonverbal sexual harassment also includes offensive printed material (for example, displaying sexually oriented pictures or cartoons); using electronic communications; or sending sexually oriented texts, faxes, notes, or letters.

SUBJECT: CG Policy Memorandum #8, Warfighting, Lethality and Readiness – Sexual Harassment/Assault Response and Prevention

(3) Physical contact. Examples of physical sexual harassment may include touching, patting, pinching, bumping, grabbing, kissing, or providing unsolicited back or neck rubs. There is significant overlap between physical contact that constitutes sexual assault and physical contact that constitutes sexual harassment. Unwanted physical touching that does not meet the legal definition of sexual assault may still be addressed using the sexual harassment reporting process.

c. Types of sexual harassment.

- (1) Quid pro quo is a Latin term meaning "this for that." This term refers to conditions placed on a person's career or terms of employment in return for favors.
- (2) A hostile environment, to include the work environment, can occur when Soldiers or DA Civilians are subjected to offensive, unwanted, and unsolicited comments, behavior, or images (verbal and nonverbal, including through the use of electronic devices and communications) that are sexual in nature.

d. Intervention/Reporting/Complaints

- (1) Direct Intervention. A Soldier may make a request for direct intervention, if the desired remedy for the aggrieving behavior can be achieved by peer intervention, counseling, or training. Requests for direct intervention will be made only to those individuals who are not in a supervisory or command position. SARCs and VAs can assist with understanding of options for direct intervention, but SHARP professionals will not intervene or confront the subject. If any commander becomes aware of a request for direct intervention, they are required to initiate an investigation. Direct intervention cannot be used to address harassment that involves physical contact or attempted physical contact, quid pro quo, or attempted quid pro quo, or where the subject is a superior and is in a superior-subordinate relationship. Additionally, criminal offenses under the UCMJ or local, state, Federal, or host nation law cannot be addressed through direct intervention and will be reported to commanders and the special agent-in-charge of the supporting USACID office. Examples of direct intervention would be telling a Soldier or DA Civilian that their behavior is unacceptable and needs to stop or take down offensive material from a common area.
- (2) Confidential Reporting. A confidential report allows the victim to receive victims' services and assistance from the SARC and VA. This option does not allow a SHARP professional to confront the subject or resolve the sexual harassment. A Soldier may report sexual harassment, confidentially, to a SARC or VA.
- (3) Anonymous Complaint. An anonymous complaint is a report of sexual harassment from an unknown or unidentified source received by a commanding officer or supervisor, regardless of the means of transmission. The individual reporting the

SUBJECT: CG Policy Memorandum #8, Warfighting, Lethality and Readiness – Sexual Harassment/Assault Response and Prevention

information is not required to disclose any PII. Commanders will publicize and enable anonymous reporting through organizational hotlines, email, and official telephone lines and through the SARC and VA. Anonymous complaints are a method for Soldiers and Family members (18 years of age and older) to have their concerns investigated and addressed without revealing the victim's identity.

- (4) Formal Complaint. Formal complaints require specific actions prescribed in this chapter, are subject to timelines, and require documentation of the actions taken. Unless otherwise stated, this assumes that the victim and subject of the complaint are assigned with the same brigade and, therefore, are under the command of the same brigade commander. Victims are encouraged to file formal complaints in a timely manner from the date of the aggrieving behavior to ensure there is enough information for an investigating officer to investigate. Upon the victim's election to file a formal complaint, the SARC or VA will assist the victim with completing the DA Form 7746. Once the victim and the SARC or VA complete the DA Form 7746, the SARC will arrange a date and time for the SARC to accompany the victim to deliver the complaint to the subject's brigade commander (or designated officer). Upon receipt of the report, the subject's brigade commander or the commander's designated officer will administer the oath to the victim and swear the victim to the truthfulness of the complaint.
 - e. Mandatory reporters of sexual harassment.
 - (1) Commanders at all levels.
- (2) Anyone in the chain of command, to include supervisors, first sergeants, and senior enlisted advisors (not required to be in the victim's chain of command).
- (3) TRADOC instructors. This does not include United States Military Academy, Army SHARP Academy instructors, and D SAACP certified drill instructors on SHARP appointment orders to provide victim advocacy and assistance.
 - (4) Law enforcement, military police, and USACID agents (both on and off duty).
 - (5) Army Military OneSource providers.
 - f. Processing sexual harassment complaints from Department of the Army Civilians.
- (1) DA civilian personnel may file complaints of sexual harassment in accordance with AR 690-600.
- (2) SHARP professionals approached by DA Civilians concerning a sexual harassment complaint will assist them in finding the appropriate supporting EEO office.

SUBJECT: CG Policy Memorandum #8, Warfighting, Lethality and Readiness – Sexual Harassment/Assault Response and Prevention

6. Sexual assault is a crime. Sexual assault is intentional sexual contact characterized by use of force, threats, intimidation or abuse of authority or when the victim does not or cannot consent. The term includes a broad category of sexual offenses consisting of the following UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, or attempts to commit these acts. Under SHARP there are two reporting options for sexual assault: restricted and unrestricted reporting. Command battle drills are provided in enclosures 3, 4, and 5.

a. Reporting eligibility.

- (1) Soldiers (including Delayed Entry Program participants and United States Military Academy Cadets), ROTC Cadets placed on valid Title 10 orders, Family members 18 years of age and older, and DA Civilians may file a sexual assault report with a SARC or VA.
- (2) Soldiers who were victims of sexual assault prior to enlistment or commissioning are eligible to receive SHARP services and can elect either reporting option, regardless of when or where the sexual assault took place.
- (3) Reports and disclosures of sexual assault involving intimate partners will be referred to FAP. Victims of sexual assault committed by an unmarried intimate partner or dating partner (see AR 608 18, 10 USC 928b) may receive SHARP services when the subject is not a former spouse, a person with whom the victim shares a child in common, or a current or former intimate partner with who the victim shares or has shared a domicile

b. Types of reporting.

- (1) Unrestricted reporting requires an investigation and command notification and allows a person who reports sexual assault to access healthcare treatment and the assignment of a SARC and a VA. When a sexual assault is reported through unrestricted reporting, a SARC will be notified, respond, or assign a VA to respond, offer the victim healthcare treatment, offer an optional SAFE, inform the victim of available resources, and explain the contents of DD Form 2910. If the victim elects the unrestricted reporting option, a victim may not change their report to a restricted report.
- (2) Restricted reporting does not trigger an investigation. The senior commander is notified that a sexual assault has been reported but is not given the victim's name or other personally identifying information. Restricted reporting, through the filing of DD Form 2910, allows Soldiers and Family members 18 years of age and older to confidentially disclose sexual assault to specified individuals (that is, a SARC, VA, and healthcare personnel) and receive healthcare treatment, a SAFE, counseling, and the assignment of a SARC and VA for advocacy services. If a victim elects this reporting

SUBJECT: CG Policy Memorandum #8, Warfighting, Lethality and Readiness – Sexual Harassment/Assault Response and Prevention

option, they may convert a restricted report to an unrestricted report at any time. A victim can disclose a sexual assault report to a SARC, VA, or healthcare professional without losing the option to file a restricted report. If the victim tells someone outside of the restricted reporting chain (for example, a friend, Family member, roommate, or others), the victim can still elect to submit a restricted report.

- (3) DA Civilians are authorized to file a restricted report of adult sexual assault with the Army pursuant to the provisions of this regulation. DA Civilians who report experiencing adult sexual assault shall be offered the assistance of a SARC and a VA to assist with filing a restricted report, immediate crisis intervention, and referral to available resources. DA Civilians may be provided with victim assistance through the Army SHARP Program if available, or through other available resources, including advocacy, support, and referrals available through workplace violence prevention and response programs in accordance with DoDI 1438.06 and DoD policy.
 - c. Expanded eligibility to elect the option of a restricted report.
- (1) Soldiers and their Family members who are 18 years of age and older who are victims of sexual assault unrelated to domestic abuse or domestic violence are eligible to a restricted report, provided they did not personally report the sexual assault to law enforcement, to include the USACID, and did not previously make an unrestricted report by signing a DD Form 2910 or a DD Form 2910 8 with a SARC or VA for the same sexual assault.
- (2) Eligible victims may elect the option of a restricted report even if the sexual assault was inadvertently or previously disclosed to a commander or to personnel in the chain of command by the victim, subject, or third party, there is an ongoing MCIO investigation of the sexual assault reported by a third party and not due to the victim's disclosure to law enforcement and/or the MCIO investigation into the sexual assault is closed.
- 7. Ensure that Defense Organizational Climate Surveys are conducted, and results are coordinated with the military equal opportunity professional and provided to the aligned SARC. Tracking of command climate assessments results is required by Section 1721, National Defense Authorization Act of 2014.
- 8. All personnel have the right to be treated with dignity and respect. Crime victims have the following additional rights: to be reasonably protected from the accused, to be notified of court proceedings, to be present at public court proceedings, to confer with the government attorney on the case, available restitution, and to information about the conviction, sentencing, imprisonment, and release of the offender. This list is not all-inclusive but outlines many rights of the victim.

SUBJECT: CG Policy Memorandum #8, Warfighting, Lethality and Readiness - Sexual Harassment/Assault Response and Prevention

- 9. All individuals seeking assistance will be able to do so without fear of retaliation. Retaliation may include reprisal, ostracism, or acts of cruelty, oppression or maltreatment. Retaliation against victims, alleged victims, witnesses, bystanders. SARCs, Victim Advocates (VAs) and first responders will not be tolerated and may be punished under Article 92, UCMJ. Acts of retaliation may be reported to Command, Fort Sill Inspector General's Office (580) 442-3172, the Criminal Investigative Division (580) 442-5404 or the SHARP hotline at (580)-91-SHARP.
- 10. All Soldiers, adult family members and DA civilians can receive assistance from the SHARP Program. Information and assistance provided will be specific to the eligibility of the individual seeking services. Commanders, leaders and SHARP personnel will ensure all available resources, such as medical treatment and counseling, chaplain, legal services, law enforcement, military and civilian protective orders, expedited transfers, a Victim Advocate (VA) and/or Sexual Assault Response Coordinator (SARC) are available to victims who are eligible for services. To reach an advocate 24 hours a day, 7 days a week, please call the Fort Sill SHARP Hotline at (580) 917-4277 or the DoD Safe Helpline at 1-877-995-5247 or visit the SHARP Resource Center, 2913 Custer Road.
- 11. This policy is punitive; violations may be punished under UCMJ ART 92 and other federal and local civilian laws. Leaders who fail to report or initiate an investigation IAW AR 600-52 may also be subject to punitive and/or adverse administrative action.
- 12. This CG Policy Memorandum supersedes CG Policy Memo #5B, subject: Trust, Teamwork and Cohesion - SHARP.

13. The point of contact for this policy is the Lead SARC, Ms. Leslie Watts at (580)

558-0115 or (520) 671-7789.

6Encls

PATRICK M. COSTELLO Brigadier General, USA

Commanding

- 1. Sexual Harassment Anonymous Complaint Process
- 2. Sexual Harassment Formal Complaints Process
- 3. Sexual Harassment Informal Complaints Process
- 4. Sexual Assault Unrestricted Reports & Independent Investigations
- 5. Sexual Assault Restricted Reports
- 6. Expedited Transfer (PCS)

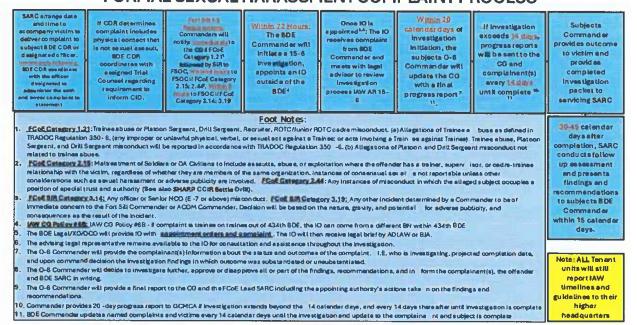
SUBJECT: CG Policy Memorandum #8, Warfighting, Lethality and Readiness – Sexual Harassment/Assault Response and Prevention

DISTRIBUTION:
Fort Sill Intranet
30th ADA Bde
31st ADA Bde
75th FA Bde
428th FA Bde
434th FA Bde
MEDDAC
DENTAC
U.S. Army Garrison
Headquarters Detachment

SUBJECT: CG Policy Memorandum #8, Warfighting, Lethality and Readiness – Sexual Harassment/Assault Response and Prevention

Enclosure 1

FORMAL SEXUAL HARASSMENT COMPLAINT PROCESS



Enclosure 2

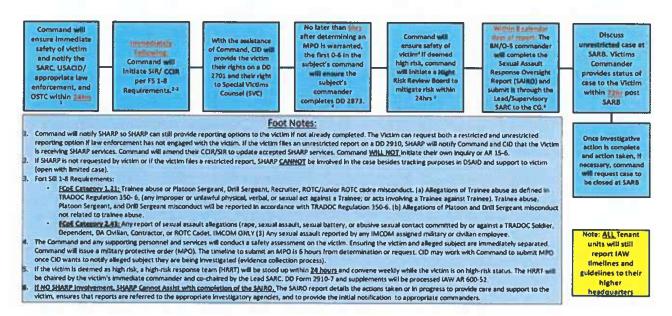
ANONYMOUS SEXUAL HARASSMENT COMPLAINT PROCESS



Enclosure 3

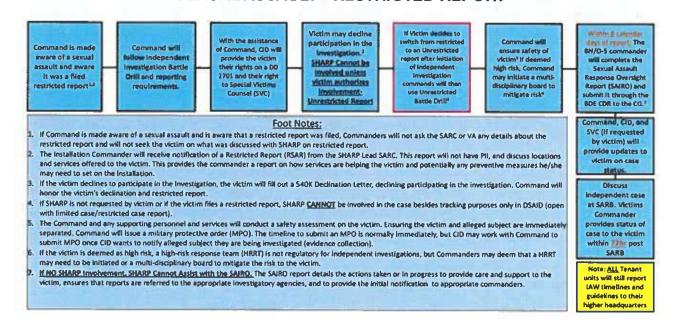
SUBJECT: CG Policy Memorandum #8, Warfighting, Lethality and Readiness – Sexual Harassment/Assault Response and Prevention

SEXUAL ASSAULT - INDEPENDENT/UNRESTRICTED INVESTIGATION



Enclosure 4

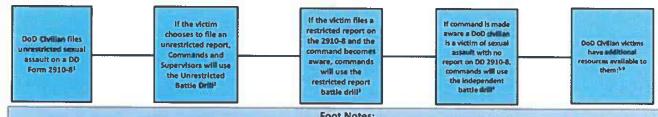
SEXUAL ASSAULT – RESTRICTED REPORT



SUBJECT: CG Policy Memorandum #8, Warfighting, Lethality and Readiness - Sexual Harassment/Assault Response and Prevention

Enclosure 5

CIVILIAN SEXUAL ASSAULT REPORT



Foot Notes:

- If the victim is a DoD civilian and is not a dependent of a service member or in the Reserves. The civilian will select either a restricted or unrestricted report on the DD Form 2910-8. If the victim is a dependent,
- If the victim files an unrestricted report on a DD Form 2910-8, commands will follow the unrestricted battle drill and follow all reporting requirements. The victim will identify the status of the subject on the 2910-8 stating if they are a service member, civilian or unidentified.
- If a commander or supervisor is made aware of a restricted sexual assault report, they will treat it as an independent investigation and follow independent battle drill. If the victim wishes to convert from
- restricted to unrestricted, SMARP can support leadership, if the victim wishes to keep their report restricted to unrestricted, SMARP can support leadership in fine victim wishes to keep their report restricted, SMARP will notify leadership in fine should be adership and treat the report as an independent investigation. If the victim files should be adership and the should be adership in fine should be adership in the should be adership law enforcement that the victim is now receiving advocacy services.
- Eligible adult sexual assault victims include those who file or have already filed a restricted report with a DD Form 2910, those who have filed an unrestricted report but have not disclosed the subjects name to law enforcement, and those you have decided not to file any official report, using a DD Form 2910-4.
- All civilians can use their local workplace violence programs, local rape crisis centers and survivor support groups for additional resources. DoD civilian victims will be provided information on their Employee Assistance Program (EAP) representative for additional resources to them.
- The state of Oklahoma is a non-report state. Meaning if the victim notifies someone like medical personnel that they were sexually assault, local medical personnel will notify an advocate from the local rape
- Civilian victims have a right to medical services including a sexual assault forensic exam (SAFE) if they file a restricted or unrestricted report.

Enclosure 6

EXPEDITED TRANSFERS(PCS)

