



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON BAVARIA
UNIT 28130
APO AE 09114-8130

JUL 25 2016

IMBA-MWR-A

MEMORANDUM FOR all Soldiers, DA Civilians, Family Members

SUBJECT: USAG Bavaria Policy #6, Sexual Harassment/Assault Response and Prevention (SHARP)

1. References:

- a. AR 600-20, Army Command Policy.
- b. DOD Directive 6495.01, Sexual Assault Prevention and Response (SAPR) Program.
- c. DOD Instruction 6495.02, Sexual Assault Prevention and Response (SAPR) Program Procedures.
- d. Code of Federal Regulations, Title 29, Part 1614, Federal Sector Equal Opportunity, Section 1614.10 (a) and 1614.105.
- e. AR 690-12, Equal Employment Opportunity and Affirmative Action.

2. Sexual harassment and sexual assault are unacceptable conduct and will not be tolerated within the USAG Bavaria footprint. Such conduct is incompatible with Army values, the Soldier's Creed and the Warrior Ethos and will not be tolerated in our Army. Sexual harassment and sexual assault destroys cohesion and is detrimental to our mission. Successful mission accomplishment can only be achieved in an environment that is free of sexual harassment and sexual assault. Each alleged victim is entitled to privacy and must be treated with sensitivity and compassion as well as the utmost respect and dignity.

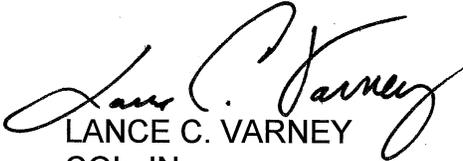
3. The prevention of sexual harassment is the responsibility of every Soldier, Civilian and Local National within this command. I will not tolerate unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature detrimental to good order and discipline.

4. All USAG Bavaria personnel who believe they have been subjected to, or a witness of, workplace or discriminatory harassment have a duty to report the misconduct to an appropriate management official. Leaders and management officials will join me in ensuring that employees who report harassment are not subjected to reprisal.

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5. Each military and civilian supervisor and manager will ensure that instances of sexual harassment are addressed swiftly, fairly and effectively, ensuring that personnel who file sexual harassment complaints are protected from threats or acts of reprisals, coercion, or other adverse consequences resulting from filing such complaints. Swift and fair complaint processing is the key to maintaining a healthy command climate. Soldiers, Civilians and Local Nationals are encouraged to use their chain of command or supervisors to resolve sexual harassment complaints. However, alternative resources such as SHARP specialists, Inspectors General, Equal Opportunity Advisors, the Equal Employment Opportunity Office, Provost Marshals, Chaplains, or Staff Judge Advocates are also available to assist.
6. I am deeply committed to maintaining a safe working and living environment to eliminate all incidents of sexual assault. Sexual assaults are crimes punishable under the Uniform Code of Military Justice and other federal and local laws. Intervention is the cornerstone to preventing sexual assaults. All Soldiers and Department of the Army Civilians will receive annual training on SHARP utilizing the I.A.M. (Intervene, Act, Motivate) Strong training support package campaign.
7. POC for this policy is the USAG Bavaria SHARP Office (ACS), 475-8149/8148. The EEO office can be reached at 475-8360/6390.


LANCE C. VARNEY
COL, IN
Commanding