



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
US ARMY INSTALLATION MANAGEMENT COMMAND  
2405 GUN SHED ROAD  
JOINT BASE SAN ANTONIO FORT SAM HOUSTON, TEXAS 78234-1223

IMCG

2 January 2014

**MEMORANDUM FOR ALL US ARMY INSTALLATION MANAGEMENT COMMAND  
PERSONNEL**

**SUBJECT: Command Policy # 23 - Sexual Harassment/Assault Response and  
Prevention (SHARP)**

1. References:

- a. AR 600-20, Army Command Policy, Rapid Action Revision, 20 September 2012.
- b. Sections 581-586, National Defense Authorization Act, Fiscal 2012  
(Pub, L. 112-81, 31 Dec 11.
- c. HQDA EXORD 221-12; 2012, Sexual Harassment / Assault Response and  
Prevention (SHARP) Program Synchronization Order, 23 June 2012.

2. I am responsible for providing a work environment that ensures all personnel are treated with dignity and respect. I expect your commitment and personal support to establish a command climate of mutual respect, trust and safety. Sexual harassment and sexual assault is contrary to not just our Army Values, it is an assault on the Army way of life. I am committed to fostering a culture that eliminates both from our ranks.

3. Sexual harassment involves verbal, non-verbal and/or physical behaviors. Sexual assault is intentional sexual contact characterized by use of force, physical threat or abuse of authority, or the victim does not or cannot consent. Both are unacceptable and neither will be tolerated. My goal is to ensure that every Soldier and Civilian within this Command understands the difference between sexual harassment and sexual assault, understands the reporting and counseling options available to them, and trusts that those who report such incidents will be protected from threats or acts of reprisal.

4. Each member of the IMCOM team must be valued, respected and protected. I expect commanders, senior leaders, supervisors and managers to establish and maintain an environment free of sexual harassment and sexual assault. The following Army Imperatives will guide us, and implementing them is our primary mission.

- a. Prevent: Prevent potential offenders from committing sexual crimes; provide compassionate care for victims; and protect the rights and privacy of survivors.

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b. Investigate: This command will ensure allegations of sexual harassment/assault will be investigated thoroughly and professionally.

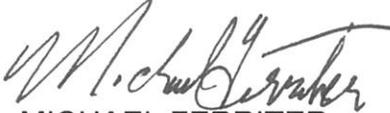
c. Create a positive climate: Instill a positive climate and environment of trust, inclusion and respect in which every person can thrive and achieve their full potential.

d. Enforce accountability: Hold every individual accountable for their behavior, actions and inactions.

e. Fully engaged chain of command: Leadership is centrally responsible and accountable for solving the problems of sexual harassment and sexual assault within our ranks and for restoring the trust of our Soldiers, Civilians and Families.

5. Every IMCOM employee must have the personal courage to intervene no matter the time or place, to act decisively in order to protect their co-workers, and to be motivated by the Army values in order to be a constant force in the fight to eradicate sexual harassment and sexual assault.

6. This policy letter is effective until superseded or rescinded.



MICHAEL FERRITER  
Lieutenant General, USA  
Commanding