



DEPARTMENT OF THE ARMY
UNITED STATES ARMY COMBINED ARMS SUPPORT COMMAND
2221 ADAMS AVENUE
FORT LEE VIRGINIA 23801-2102

CASCOM POLICY 17-09
11 SEPTEMBER 2017

ATCL-CG

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy Letter for Sexual Harassment/Assault Response and Prevention Program

1. References:

- a. Army Regulation (AR) 27-10 (Military Justice), 3 October 2011.
- b. AR 600-20 (Army Command Policy), 6 November 2014.
- c. Department of Defense Instruction 6495.02, "Sexual Assault Prevention and Response (SAPR) Program Procedures," 28 March 2013 (incorporating change 2, effective 7 July 2015).
- d. Department of Defense Sexual Assault Prevention and Response Strategic Plan, January 2016.
- e. TRADOC Sexual Harassment/Assault Response and Prevention (SHARP) Campaign Plan, Fiscal Years 2016-2017.
- f. TRADOC Policy Letter 23, Sexual Harassment/Assault Response and Prevention (SHARP) Program.
- g. Articles 80, 120, and 125, Uniform Code of Military Justice (UCMJ).
- h. USACASCOM Supplement 1 to AR 27-10, current version.

2. Sexual harassment and sexual assault will not be tolerated in the Combined Arms Support Command (CASCOM). Commanders will implement programs to prevent and respond to sexual assault and sexual harassment in order to enable team cohesion and readiness. The goal of these programs is to eliminate incidents of sexual misconduct within CASCOM's formations. Commanders will promote and enable an environment of dignity and respect where all Soldiers and Civilians perform to their maximum potential, victims feel safe reporting incidents, and the workforce trusts their leaders to take appropriate actions. Leaders will also ensure that those accused of offenses are evaluated in an appropriate manner for elevated risk and are afforded necessary care.

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3. Sexual assault is a criminal offense that has no place within the Profession of Arms and is a threat to the integrity, resilience, and readiness of our Army. Prevention of these acts is an inherent responsibility of every member of the Army Team. Every person who is aware of an incident of sexual assault will immediately report it. Sexual assault is incompatible with the Army Values and is punishable under the UCMJ and other federal and local civilian laws.

4. Sexual harassment is a form of gender discrimination that involves unwelcomed sexual advances, both verbal and physical between same or opposite genders when submission to or rejection of such conduct is made a condition of a person's job, pay, or career, and creates an intimidating, hostile or offensive work environment. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control the work environment is engaging in sexual harassment. Similarly, any Soldier or Civilian employee who makes unwanted verbal comments or physical contact of a sexual nature is engaging in sexual harassment.

5. Through leadership, teamwork, education, discipline and enforcement of standards, CASCOM will continue to establish an environment free of sexual assault and sexual harassment where every member of the CASCOM team is valued and protected.

6. Reporting options and explanation of sexual assault and sexual harassment follow below.

a. There are two types of complaints:

(1) An informal complaint is one that a Soldier or Family member does not wish to file in writing. It is not subject to a time suspension and the chain of command or management officials normally handle the resolution process.

(2) A formal complaint is one that a complainant files in writing and swears to the accuracy of the information. Active duty Soldiers have 60-calendar days and Civilian employees have 45-calendar days from the date of the incident to file a complaint of sexual harassment. Commanders at all levels, along with the complainants, will follow the procedures for filing formal or informal complaints outlined in Appendix C of AR 600-20, Army Command Policy.

b. Sexual Assault is intentional sexual contact characterized by the use of force, physical threat, or abuse of authority; or when the victim does not or cannot consent. Sexual assault includes rape, nonconsensual sodomy (oral or anal sex), indecent assault (unwanted, inappropriate sexual contact or fondling), or attempts to commit these acts. Sexual assault can occur without regard to gender, spousal relationship, or age of victim.

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c. Consent means words or overt acts indicating a freely given agreement to sexual conduct by a competent person. A sleeping, unconscious, or incompetent person cannot consent to a sexual act.


d. There are two types of reporting options for victims of sexual assault:

(1) Restricted reporting allows a Soldier or Family member, who is a victim of sexual assault, to disclose the details of their assault to a sexual assault response coordinator, victim advocate, chaplain, or healthcare provider and receive medical treatment and counseling on a confidential basis, without triggering an official investigation.

(2) Unrestricted reporting allows a Soldier or Family member who is sexually assaulted and desires medical treatment, counseling, and an official investigation to report the assault to the chain of command and other official channels including the Criminal Investigative Division, IG, or provost marshal. Law enforcement will investigate all unrestricted reports and protect the rights of all parties involved. Civilian employees who wish to report a sexual assault should contact their local law enforcement officials.

7. Reported victims of sexual assault or sexual harassment are encouraged to report incidents to their unit SHARP representatives. Reports of sexual misconduct are taken seriously and will be dealt with promptly, with confidentiality, and with protection from reprisal. The CASCOM and Fort Lee 24-hour SHARP Hotline is (804) 894-0029 and is available to provide guidance and assistance.

8. A copy of this policy will be permanently posted on unit bulletin boards. The points of contact for this action are the CASCOM and Fort Lee SHARP Program Manager (804) 734-2309 and Sexual Assault Response Coordinator at (804) 734-6594 or (804) 683-8000.



PAUL C. HURLEY, JR.
Major General, U.S. Army
Commanding

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