



*Sexual Harassment/Assault
Response and Prevention (SHARP)
Program*

*Student Body Orientation
National Defense University*



Action	Demonstrate behavior consistent with the Army's Sexual Harassment/Assault Response and Prevention (SHARP) Program.
Conditions	In a classroom environment, with facilitated group discussions, student handouts, and simulated real-life scenarios involving sexual harassment and sexual assault (In accordance with (IAW) the Army's SHARP Policy and in compliance with the Sexual Assault Prevention and Response (SAPR) Core Competencies)
Standards	Upon completion of this module, you will be able to: <ul style="list-style-type: none">• Describe the impact of sexual harassment and sexual assault on the Army.• Define sexual harassment & sexual assault• Determine when consent has been given.• Explain SHARP prevention strategies• Define SHARP resources• Describe sexual assault and sexual harassment reporting options and processes• Define online misconduct and the impact on Soldiers, DA Civilians and Family Members



In this lesson, you will:

- Describe the impact of sexual harassment and sexual assault on the Army.
- Define the Army's policy on sexual harassment & sexual assault and its punitive discipline
- Determine when consent has been given
- Define the difference between sexual act and sexual assault
- Describe sexual harassment and sexual assault reporting options and processes
- Determine risk reduction strategies
- Define the types and characteristics of sex offenders
- Describe expedited transfer request and military/civilian protective orders
- Defined the Army's policy on retaliation and online misconduct
- Describe the bystander intervention process
- Discuss SHARP assists and resources



Every 98 seconds, another American is sexually assaulted and every 8 minutes that victim is a child. (rainn.org/statistics, Rape and Incest National Network)

During the time it takes to get through SHARP training (1 hour) **37 Americans** are sexually assaulted, **7 of them are children**

Approximately 2/3 of rapes are committed by someone known to the victim

The Military Services received 6,769 reports of sexual assault involving Service members as either victims or subjects in FY17, representing a 9.7 percent increase over the 6,172 reports made in FY16. (sapr.mil)





SHARPTM
SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION

No Matter What

CALL THE SARC FIRST!

- For all complaints of sexual harassment
- For all reports of sexual assault
- For ANY incidents where you are unsure whether SA or SH occurred



CALL THE SARC FIRST!



What is Sexual Harassment?

- NDAA FY 17 revises definition of Sexual harassment
- Sexual harassment includes **unwelcomed** sexual advances, requests for sexual favors, and other verbal or physical conduct of a **sexual nature** when:
 - Submission to or rejection of is made a term or condition of a person's job, pay, career;
 - Submission to or rejection of is used as a basis for career or employment decisions;
 - Conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive environment



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What Does Sexual Harassment Look Like?

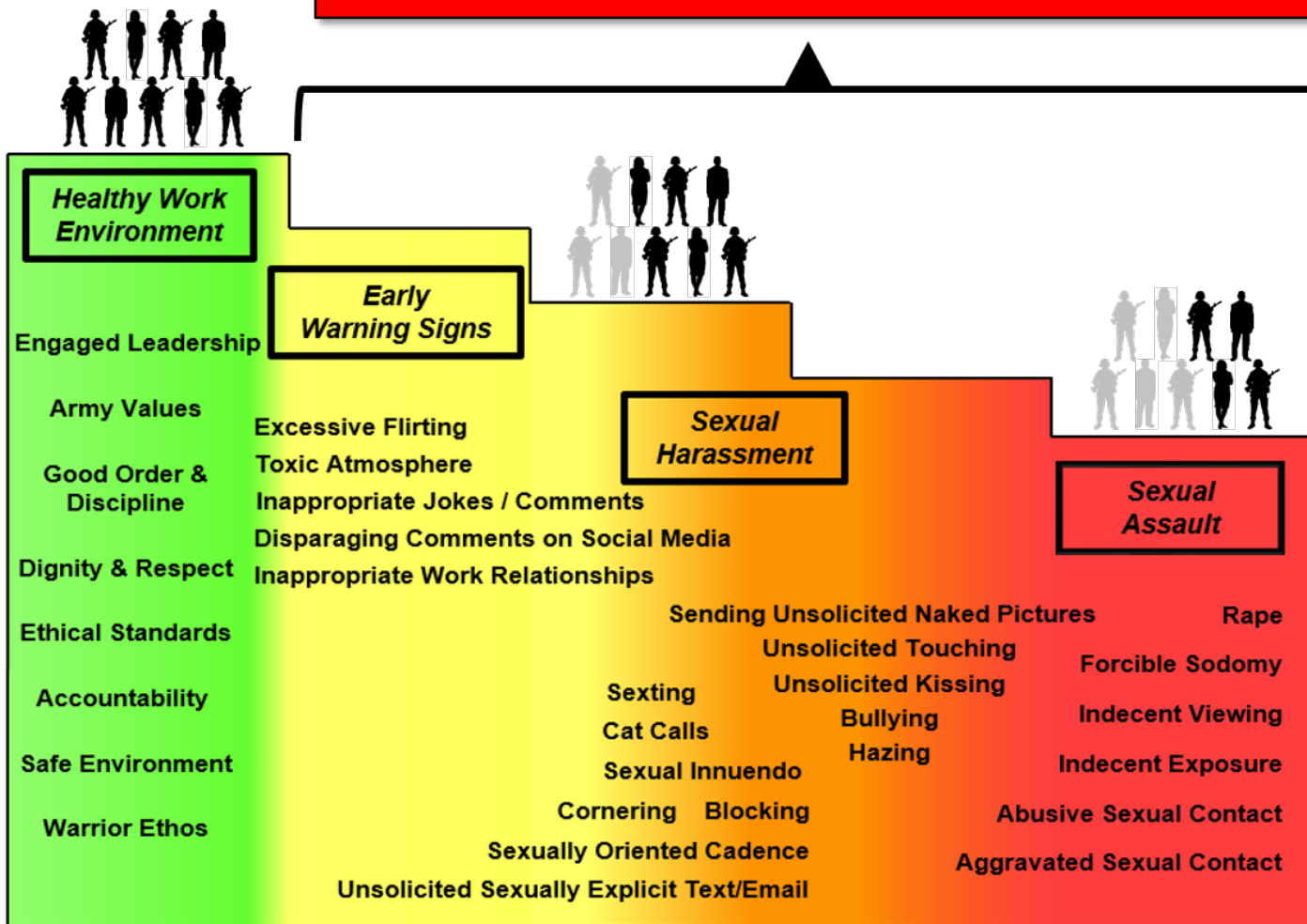


SHARP™

SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION

SH/SA Continuum – Impacts on Readiness

Sexual harassment/assault reduces a unit's overall mission readiness by destroying trust, teams, and unit cohesion



SH

Leader Engagements & Intervention Opportunities Occur Throughout the Continuum
Report Incidents of Sexual Harassment/Assault to a SARC / VA

T V10.2



Categories of Sexual Harassment

The potential sexual harassment behaviors are separated into three categories:



Verbal



Non-Verbal



Physical Contact



DA Civilians

- DA Civilian & Contractors Complainants have the right to pursue administrative remedies through the Equal Employment Opportunity (EEO) complaint process.
 - DA Civilians Complainants have the right to sue
- Complainants are encourage to confront subject/offenders
- Army policy does not require complainants of sexual harassment to confront the subject/offender.
- Claims of Sexual Harassment:
 - May be raised to command and/or EEO personnel
 - Must contact the **EEO Office** within **45 days** to initiate the EEO complaint process.
 - Command/Supervisor notification does not count to the 45-day time limit
- Refer to AR 690-600, Equal Employment Opportunity Discrimination Complaints
- Civilians are protected from retaliation (reprisal) for their EEO activity under federal law



Key Questions:

Is the behavior sexual in nature?

Is the behavior unwelcomed?

Would a reasonable person find the behavior inappropriate?

Does one or more of the following exist?

Power, control and influence

Hostile or offensive environment



Supervisors: Have an opportunity to address harassment and should notify the SARC to ensure proper handling of complaint/incident.

- a. The supervisor will investigate and implement prompt corrective action.
- b. SHARP can be asked by a director/employee to observe the mediation process to ensure fairness on both ends.

Employees: Encouraged to speak with the other party to address any concerns.

- a. Can notify a SHARP/EEO professional
- b. Can notify a Supervisor



Mr. Hill goes to lunch with a co-worker, Ms. Smith. After lunch Ms. Smith sends an email to Mr. Hill stating “Thx for lunch today. It was nice and I just can’t help myself but to smile around you 😊❤️”

Mr. Hill thinks, WHOA, PUMP THE BRAKES!!!!, and now feels uncomfortable with this email exchange and the emoji's at the end.

WHAT DOES MR. HILL DO?

1. Mr. Hill can speak with Ms. Smith about the email and tell her how it made him feel and ask that communications be kept professional.
2. Mr. Hill can notify a SHARP, EEO, or IG representative.
3. Mr. Hill can notify a Supervisor.





What is Sexual Assault?

- **Sexual assault is a crime.**
- Sexual assault is defined as: Intentional sexual contact characterized by the **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 of the following specific UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these offenses.





Restricted Report	Unrestricted Report
<p>Who can accept a report:</p> <ul style="list-style-type: none">• Sexual Assault Response Coordinator (SARC)• SAPR Victim Advocate (VA)• Healthcare Personnel	<p>Who can accept a report:</p> <ul style="list-style-type: none">• <u>Commander</u>• CID• JAG• IG• SARC• VA• Healthcare Personnel
<p>Limitations</p> <ul style="list-style-type: none">• Chaplains – can not file a report, but remains confidential	<p>Limitations</p> <ul style="list-style-type: none">• More people will know about the sexual assault• Investigation may be intrusive and difficult• <u>Cannot change to Restricted Report</u>





What is Consent?

IAW (Article 120(g)(8), UCMJ:

(A) The term 'consent' means a freely given agreement to the conduct at issue by a competent person.

- An expression of lack of consent through words or conduct means there is no consent.
- Lack of verbal or physical resistance or submission resulting from the use of force, threat of force, or placing another person in fear does not constitute consent.
- A current or previous dating or social or sexual relationship by itself or the manner of dress of the person involved with the accused in the conduct at issue shall not constitute consent.



What is Consent?

It is NOT true that consuming one alcoholic drink makes a person unable to consent to sex or sexual activity.

The idea that consuming one alcoholic drink makes a person unable to consent to sex or sexual activity is not based in reality or law and although a popular statement or “urban legend”, to repeat, it is wrong.”





Ms. Barnes asks her co-worker Mr. Nash to pick her up from a bar and take her home after an office happy hour. Though heavily intoxicated, Ms. Barnes asks Mr. Nash to walk her up to her apartment, where she tells him she wants to have sex with him. Once they enter her apartment, Ms. Barnes begins kissing Mr. Nash. Mr. Nash kisses her back and asks, “Where is your bedroom?”

Mr. Nash guides Ms. Barnes to her bedroom and he begins to undress. While he’s undressing, Ms. Barnes lays back and passes out. Mr. Nash undresses Ms. Barnes and begins performing oral sex on her attempting to arouse her even though she is passed out.

- Has Mr. Nash obtained consent from Ms. Barnes in this situation?



- **Grooming:** Grooming is the process by which an offender draws a victim into a sexual relationship and maintains that relationship in secrecy. Grooming is a tactic of overcoming the survivor's defenses by slowly desensitizing his or her natural reaction to abusive behaviors.
- Grooming works by mixing positive behaviors with elements of abuse
 - Desensitization is produced by a mix of positive reinforcements and simulated affection



ALARACT 014/2017: Professionalization Of Online Conduct:

Online misconduct: The use of electronic communication to inflict harm.

Examples include, but are not limited to: harassment, bullying, hazing, stalking, discrimination, retaliation, or any other types of misconduct that **undermine dignity and respect.**

Soldiers or civilian employees who participate in or condone misconduct, whether offline or online, may be subject to criminal, disciplinary, and/or administrative action.



Bystander Intervention Techniques

- Do something
- Change subject matter
- Distract the offender
- Remove victim from hostile environment
- Cause an interruption
- Serve as an ally to the victim
- Call for help
- Be a part of the solution, not a part of the problem





Scenarios

What Would You Do?





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SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION

SHARP Points of Contact

Military District of Washington SHARP Office
Bldg. 47, Second Floor
Fort McNair, DC 20319

Sexual Assault Response Coordinator:

Mrs. Tamika Wynn
Tamika.l.wynn.civ@mail.mil
Office: 202-685-3074
IPhone: 202-685-3074

MDW SHARP Program Manager:

Mr. Marcellus Anderson
marcellus.e.anderson.civ@mail.mil
IPhone: 571-305-0010

Joint Base Myer- Henderson Hall
SHARP Office
105 Fenton Cir Fort Myer, VA 22211

Sexual Assault Response Coordinator:

SFC Michael Patrick
Michael.b.patrick14.mil@mail.mil
Office: 703-696-1067
IPhone: 703-965-0599

Installation Victim Advocate:

SSG Jenni Valdez
Jenni.d.Valdez.mil@mail.mil
Office: 703-696-6734
IPhone: 703-217-0115



The Following Resources are Available:

- **JBM-HH Employment Equal Opportunity Office (EEO)**
102 Custer Road, Building 203, Rm 215, Fort Myer, Virginia 22211
Hours of Operation: Monday - Friday, 7:30 a.m. to 5 p.m.
EEO Specialists - 703-696-6296/6271
- **Office of Personnel Management (OPM) website** (for DA Civilians) -
<http://www.opm.gov/policy-data-oversight/worklife/reference-materials/resource-list.pdf>
- **DoD Safe Helpline** — contact them at **877-995-5247** or **safehelpline.org** which offers support services to men and women