

PREVENTION

A TEAM EFFORT THAT STARTS WITH YOU!
Everyone plays an important role in prevention at every level within our units, organizations, and communities.

POST/COMMUNITY

ORGANIZATIONAL PARTNERSHIPS
SAFETY AND SECURITY
SUPPORT AND SERVICES

UNIT/ORGANIZATION

POSITIVE COMMAND CLIMATE
COHESIVE TEAMS
STRONG COMMAND SPONSORSHIP
SPONSOR INVOLVEMENT
THIS IS MY SQUAD

PEERS, FAMILY, AND FRIENDS

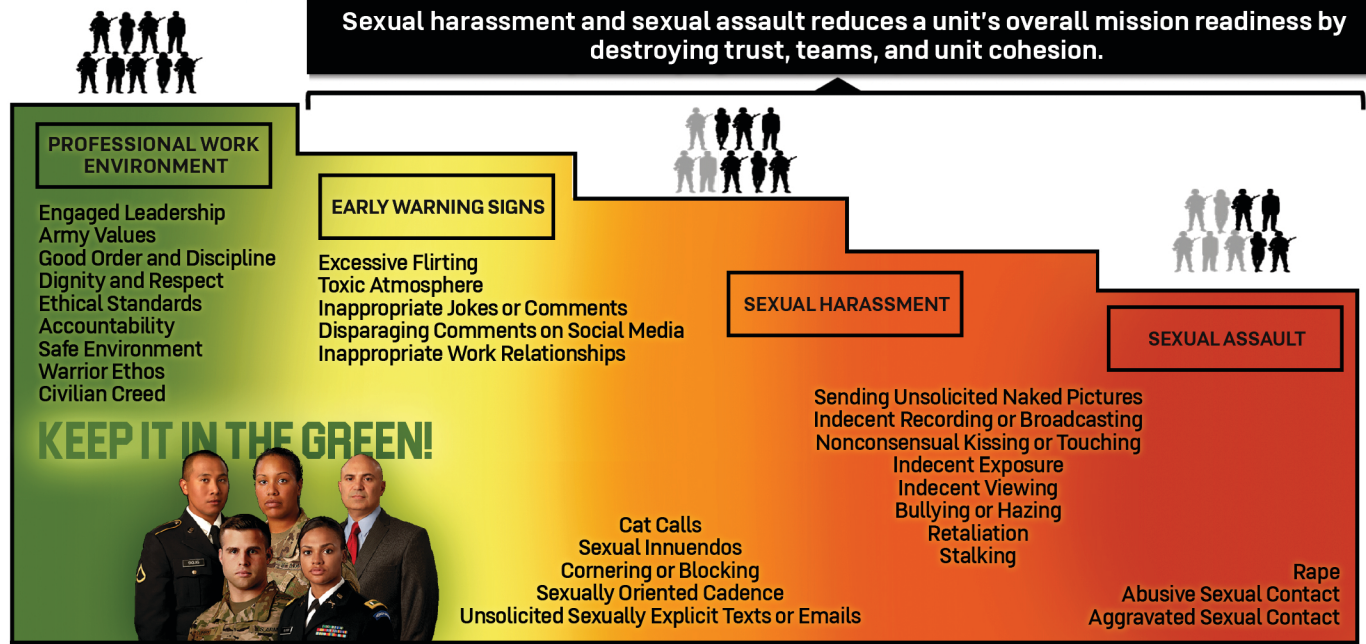
BATTLE BUDDY
ENFORCE ARMY VALUES
MUTUAL SUPPORT
TREAT ALL WITH DIGNITY AND RESPECT

INDIVIDUAL

LIVE ARMY VALUES INTERVENE CIVILIAN CREED

Be a change agent by living the Army Values, intervening early and often, and embodying the military and Civilian Creeds.

SEXUAL HARASSMENT AND SEXUAL ASSAULT CONTINUUM AND IMPACTS ON READINESS



Leader engagements and intervention opportunities occur throughout the continuum. Report incidents of sexual harassment or sexual assault to a Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA).

PREVENTION

- Communicate your boundaries.
- You have the right to say "no."
- Drink responsibly and have a plan.
- Travel with friends or in a group.
- If you see something, step up and intervene.
- Achieve consent.
- Safeguard each other.

RELATIONSHIPS

HEALTHY INDICATORS

- Comfortable pace
- Trust
- Honesty
- Independence
- Respect
- Equality
- Kindness
- Taking responsibility
- Healthy conflict
- Fun

UNHEALTHY INDICATORS

- Intensity
- Possessiveness
- Manipulation
- Isolation
- Sabotage
- Belittling
- Guilt
- Volatility
- Deflecting responsibility
- Betrayal

BYSTANDER INTERVENTION PROCESS

WHAT IF IT WAS YOUR FAMILY MEMBER OR FRIEND?

1. NOTICE THE EVENT.
2. INTERPRET THE EVENT AS A PROBLEM.
3. ACCEPT PERSONAL RESPONSIBILITY TO DO SOMETHING.
4. DECIDE HOW TO INTERVENE USING THE 3DS:



DIRECT:

Address the perpetrator; remove people from the situation.



DISTRACT:

Change the subject; ask someone to do something; mention that someone is coming.



DELEGATE:

Arrange for someone to intervene or take people out of the situation.

5. TAKE ACTION!

REFERENCE CARD
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GTA 19-11-001
PREPARING AGENCY INFO
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REVISION
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5. SEXUAL HARASSMENT

DEFINITION

Unwelcomed sexual advances, requests for sexual favors, verbal comments, and physical conduct of a sexual nature where submission to or rejection of them can impact or interfere with someone's job, pay, or career. Guidelines apply 24/7, on or off-installation.

TWO TYPES

QUID PRO QUO:

Conditions placed on a person's career or terms of employment in return for sexual favors.

HOSTILE ENVIRONMENT:

When personnel are subjected to offensive, unwanted, and unsolicited comments or behaviors of a sexual nature.

THREE CATEGORIES

VERBAL: Jokes, comments, whistling, or pet names.

NONVERBAL: Staring, displays, messaging, or music.

PHYSICAL CONTACT: Touching, cornering, or kissing.

COMPLAINT OPTIONS

ANONYMOUS: Encourages reporting and keeps anonymity.

INFORMAL: File complaints with a full-time brigade-level SARC.

FORMAL: File complaints with commanders/SARCs (Soldiers) or Equal Employment Opportunity office (Civilians).

SEXUAL HARASSMENT is punishable with the full range of administrative, non-judicial, and judicial actions.

6. SEXUAL ASSAULT

DEFINITION

Intentional sexual contact characterized by the use of force, threats, intimidation, abuse of authority, or when the victim does not or cannot consent. Guidelines apply 24/7, on or off-installation.

CONSENT: A freely given agreement to the conduct at issue by a competent person.

- An expression or 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.
- Current or previous dating, social or sexual relationships, or the manner of the person's dress does not constitute consent.
- A sleeping, unconscious, or incompetent person cannot consent.
- All the surrounding circumstances should be considered in determining whether or not a person gave consent.

SEXUAL ASSAULT is a crime and punishable by both the Uniform Code of Military Justice (UCMJ) and/or civilian law.

RESTRICTED REPORT

UNRESTRICTED REPORT

SERVICES

- Access to medical, advocacy, legal, and counseling services.
- Receive the Sexual Assault Forensic Examination (SAFE).
- Control the release of personal information.
- Can change to an unrestricted report at any time.
- Special victims' counsel.
- CATCH Program
- Access to medical, advocacy, legal, and counseling services.
- Receive the SAFE.
- Alleged offender may be held accountable.
- Command support.
- Can receive protective order (military protective order [MPO] or civilian protective order [CPO]).
- Special victims' counsel.

LIMITATIONS

- The alleged offender will not be held accountable.
- Ineligible for expedited transfer or reassignment.
- No command support.
- Cannot receive a protective order.
- Chaplains and Special victims' counsel cannot file a report, but information shared remains confidential.
- More people will know about the sexual assault.
- The investigation may require discussion of personal matters.
- Cannot change to a restricted report.

EXPANDED RESTRICTED REPORTING OPTION

Restricted reporting option is always available, unless the victim has directly disclosed the assault to law enforcement or if they had already filed an unrestricted report for the same incident. Soldiers may elect the Restricted reporting option even if they have disclosed to their chain of command.

8. ALCOHOL AND CONSENT FOR SEX

- Sexual acts or contact with a person when you know, or reasonably should have known, that the person is incapable of consenting due to drug or intoxicant impairment is a crime.
- The UCMJ states that a person is incapable of consenting to sex when they cannot describe the nature of the conduct, are physically incapable of declining participation, or cannot communicate unwillingness to engage in the sexual conduct.
- There is no specific amount of alcohol that causes a person to be incapable of consenting under the law.
- It is incorrect to say that a person with a certain blood alcohol content level is incapable of consenting.
- It is incorrect to say that a person who has consumed any alcohol is incapable of consenting.
- Sexual assault reports that involve alcohol and the ability to consent will depend on the unique facts and circumstances of each case. There is no standard-defining rule.

9. EXPEDITED TRANSFERS

A. Sexual assault victims who file an unrestricted report can request expedited transfer for reassignment using Department of Army (DA) Form 4187, Personnel Action, from their current unit to another unit on the same or different installation.

B. Sexual assault victims who file an unrestricted report can request expedited transfer for reassignment using Department of Army (DA) Form 4187, Personnel Action, from their current unit to another unit (company, battalion, brigade or division) on the same or different installation.

C. Sexual assault victims who file an unrestricted report can request expedited transfer for reassignment using Department of Army (DA) Form 4187, Personnel Action, from their current unit to another unit:

- Unit of same or different installation.
- Battalion within the same brigade.
- Company within the same battalion.
- Brigade within the same Division

Commanders (battalion or above) have 5 Calendar days to recommend approval or disapproval. If disapproved final disapproval MUST be denied by the first GO within the CoC.

10. RETALIATION

DEFINITION

THIS IS NOT OKAY!

Retaliation includes the following actions against the victim, SHARP Professional and/or witness(s). Categories are:

- Reprisal - Wrongfully taking or threatening to take adverse personnel action, or withholding or threatening to withhold favorable personnel action against a person who reports or plans to report an offense.
- Ostracism - Excluding a person from social acceptance, privilege, or friendship.
- Acts of cruelty, oppression, or maltreatment.

SHARP™ LINKS

SHARP LEARNING PORTAL

www.sharplearningportal.army.mil

ARMY SEXUAL HARRASSMENT/ASSAULT RESPONSE & PREVENTION (SHARP)

www.armyresilience.army.mil/sharp

DEPARTMENT OF DEFENSE (DOD) SAFE HELPLINE

www.safehelpline.org

DOD SEXUAL ASSAULT PREVENTION AND RESPONSE

www.sapr.mil

ARMY CRIMINAL INVESTIGATION COMMAND

www.cid.army.mil

NATIONAL GUARD BUREAU

www.nationalguard.mil/Leadership/Joint-Staff/J-1/SAPR

HELPING AN EMPLOYEE RECOVER FROM AN ASSAULT

www.opm.gov/policy-data-oversight/worklife/reference-materials/traumaticevents.pdf

DEPARTMENT OF VETERANS AFFAIRS

www.va.gov/health-care/health-needs-conditions/military-sexual-trauma

REFERENCE:

AR 600-20, Army Command Policy, 20 July 2020

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