



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY

16TH SPECIAL TROOPS BATTALION

UNIT 27503

APO AE 09139

AETS-SBB-CO

25 April 2012

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Battalion Commander's Policy Letter #19, Sexual Harassment / Assault Response and Prevent (SHARP) Program

1. References:

- a. DoD Instruction 6495.01, Sexual Assault Prevention Response (SAPR) Program, 6 October 2005.
- b. DoD Instruction 6495.02, Sexual Assault Prevention and Response Program Procedures, 23 June 2006.
- c. Army Regulation 600-20, Army Command Policy, Chapter 7, Prevention of Sexual Harassment, 18 March 2008.
- d. Army Regulation 600-20, Army Command Policy, Chapter 8, Sexual Assault Prevention and Response Program, 18 March 2008.
- e. USAREUR TASKORD 09-174, Sexual Assault and Prevention Response Training, 5 January 2009.
- f. 21st TSC TASKORD 8365-12, Sexual Assault and Prevention and Response (SAPR) Program, 30 December 2009,

2. This policy applies to all 16th Special Troops Battalion military and DA Civilian employees and their Family members.

3. I am committed to ensuring that Soldiers, civilian employees, and Family members live and work in an environment free of sexual harassment and sexual assault. Leaders at every level must be committed to creating and maintaining an environment that promotes productivity and respect for human dignity. Sexual assault destroys teamwork and negatively affects combat readiness.

4. Sexual harassment and sexual assault training will be conducted every quarter for ALL Soldiers that are assigned to the 16th Special Troops Battalion. Newly assigned Soldiers will receive a sexual harassment and sexual assault briefing during the monthly Battalion newcomers brief.

5. **Victims' Rights:** Prevention of sexual harassment and sexual assault is everyone's responsibility. Every Soldier, civilian employee, and Family member is to be treated with fairness, respect, and with dignity. Leaders have a special responsibility: to prevent sexual harassment and sexual assault by setting an example of how to treat others and by creating an environment conducive to good order and discipline. This applies both on and off post.

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6. Sexual harassment is defined as a form of gender discrimination that involves unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature when:

- a. A person's job, pay, or career is placed at risk
- b. An employee's employment or career is placed in jeopardy
- c. It creates an intimidating, hostile, or offensive work environment

7. Sexual assault is defined as an intentional sexual contact, characterized by use of force, physical threat or abuse of authority or when the victim does not or cannot consent.

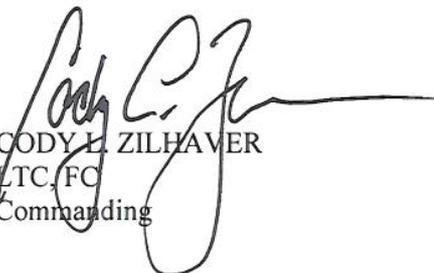
a. Sexual assault includes rape, nonconsensual sodomy (oral or anal), indecent assault (unwanted, inappropriate sexual contact, or fondling) or attempts to commit these acts.

b. "Consent" shall not be deemed or construed to mean the failure of the victim to offer physical resistance. Consent is not given when a person uses force, threat of force, or coercion against the victim, or when the victim is asleep, incapacitated, or unconscious.

8. Sexual harassment and sexual assault will not be practiced, condoned, or tolerated. Violations of sexual assault are punishable under UCMJ and other Federal and local civilian laws. Sexual assault is incompatible with Army values. Leaders will ensure that everyone understands this policy.

9. Point of contact for this action is SFC Crockett at DSN 469-8958.

10. ***ON POINT!***



CODY H. ZILHAVER
LTC, FC
Commanding

DISTRIBUTION:
HHC, 16th STB
504th BDE SIG CO
106th FMCO